

WORK TIME - basic terms

Work time

Work time is the period (time) for which the employee is required to carry out work for his employer. Or it is also the time for which the employee must be prepared to carry out work in accordance with the instructions of his employer (or as the case may be in accordance with internal regulations).

Rest period

The rest period is the period (time), which is not work time.

Overtime work

Work, which is carried out **on an order or by agreement with the employer**. It is work in excess of the set weekly working period. Employees who have a shorter set work period cannot be ordered to do overtime, it is of course possible to agree to it with the employer. Overtime work for employees with a shorter work period is work, which is carried out above the set weekly working period, that is generally set for the other employees. Overtime work however is not work, which we carry out in addition due to working holidays, which we have requested.

Night work

Work, which is carried out in the period between 22 o'clock in the evening and 6 o'clock in the morning (22:00 to 06:00).

Set weekly working time

The set weekly work time for an employee according to the Labour Code is 40 hours per week, where there are also exceptions, where this period does not need to be upheld. According to §79 paragraph 2 and 3 of the ZP, concerning employees:

“a) working underground when mining coal, ore and non-ore raw materials, in mine construction and in mining geological exploration workplaces 37.5 hours a week,

b) with a triple shift and constant working regime 37.5 hours a week,

c) in a double shift working regime 38.75 hours a week.

Shortening the set weekly working time without lowering wages under the extent set in paragraphs 1 and 2 can only be contained in the collective contract or internal regulation. A shortened set weekly work time cannot be made by an employer listed in sentence 1 of § 109 para. 3.“

Shorter work time

A work time, which will be shorter than the work time stated in § 79 ZP, is only negotiated between the employee and the employer. In this case one must also take into account a lower wage for the work carried out.

Operation time

The closed in area of the university, with the exception of the botanic gardens and the arboretum, is accessible to employees and the public in the period from 6:00 to 22:00, if it is not arranged otherwise for certain workplaces in light of the type of activities carried out in them. ([Collective contract - article VI. 2](#))