

**Silesian University in Opava**

Name of department

Address

Representation: Name, surname, function

ID: 47813059

(hereinafter referred to as “the Employer’)

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Name and surname: -------------------------------

Date of birth: -------------------------------

Address: -------------------------------

(hereinafter referred to as the Employee)

**AGREEMENT ON DEDUCTIONS FROM SALARY**

1. Based on the applicable internal standards, the Employer shall provide Employees with an allowance for meals in the form of Zvolte položku. (The meal allowance is a voluntary benefit provided by the Employer and entitlement to the meal allowance is subject to compliance with the conditions laid down in the internal standards. By signing this Agreement, the Employee expressly declares that they have read the relevant internal standards of the Employer. At the same time, the Employee acknowledges that the Employer will discontinue the provision of meals when the conditions are no longer met.
2. In accordance with the provisions of Section 146(b) of Act No. 262/2006 Coll., the Labour Code, as amended, and Section 2045 et seq. of Act No. 89/2012 Coll, Civil Code, as amended, both parties agree that, under the conditions set out in paragraph 1, the employee shall receive meals provided by the employer to the extent to which they are entitled to in a calendar month according to the time worked. The Employee shall pay their share of the cost by regular monthly deductions from their salary and other income (hereinafter referred to as “the Salary”).
3. The Employee consents to the Employer making a deduction from the Salary in the amount of the difference between the financial value of the meals provided under paragraph 2 and the meal allowance provided by the Employer.
4. The Employee agrees to reimburse, upon the employer’s request, in cash at the cash office or by transfer to the Employer’s account, the difference arising from the overdrawn claim to the meal allowance for the calendar year in question, or if the amount of the Employee’s net pay in the month for which the deduction is due does not allow the full deduction to be made.
5. In the event of a complaint, the Employee is required to submit a formal complaint against the deduction from their Salary to the HR and Payroll Department within 14 days from the payday.
6. The Agreement shall be concluded for an indefinite period of time, not exceeding the duration of the employment relationship, unless terminated earlier. Either party may terminate this Agreement at any time without giving any reason. Termination shall take effect on the last day of the calendar month in which the notice is served to the other party. The last deduction from Salary may be made from the Salary paid to the Employee for the month in which the employment relationship or this Agreement is terminated.
7. The Parties declare that they have read this Agreement before signing it and agree to its contents. They further declare that the Agreement has been signed in accordance with their true and free will, knowingly and intelligibly, and not under duress or on terms that are manifestly unfavourable. Both Parties affix their signatures to evidence their agreement.
8. The Agreement shall enter into force and effect on the date of its signature by both parties.
9. Any changes or additions to this Agreement may only be made in writing in the form of amendments to this Agreement, confirmed by both Parties, or by the conclusion of a new Agreement.
10. In all other matters not covered by this Agreement, the legal relations of the Parties shall be governed by generally binding legal norms, in particular the Labour Code and the Civil Code.
11. This Agreement is prepared in duplicate, and each counterpart shall be considered an original. Each Party shall receive one copy of the Agreement.

In .........., on ............

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 Signature of the Employee Signature of the Employer