

Regarding the employee's right to shorter working hours

Employee may be entitled to shorter worktime

Did you know that an employee with a child younger than 15 years in care may ask the employer to shorten or otherwise modify the working hours? In many cases, the employer has no choice but to accommodate such requests.

The employer may refuse the employee's application only in case where such presence of objective, serious reasons in the operation prevents the employer from meeting the employee's requests – and it is the employer who bears the burden of proof thereof.

Employer decides on the conditions

By judgment of 9 July 2014, the Supreme Court stated that *"to conclude that a permit of shorter working hours or other appropriate modification of the weekly working time is not possible due to serious operational reasons on the part of the employer, it is particularly critical to evaluate how serious interference with the operation of the employer would be caused in case that the employee were allowed the desired shorter working hours or other appropriate modification of working hours, as compared with the state where the employee would be working the regular weekly working hours. **Only if the proper operation of the employer were made impossible of otherwise seriously jeopardized, it could be concluded that compliance with the request for shorter working hours or other appropriate modification of the working hours filled by an employee caring for a child under 15 years is not possible due to serious operational reasons."***

In case you're facing a similar situation and you're not certain by what particular criteria to assess your case, or if you want to analyse in advance how it would be possible to respond to a similar situation in the future, do not hesitate to contact us for specific

New minimum wages from 1 January 2015

On 15 September 2014 the Government adopted a regulation on the minimum wage increase by CZK 700 with effect from 1 January 2015. The minimum guaranteed wage levels, known as minimum wage rates, will increase by the same date accordingly. The increase of the minimum wage will not affect the recipients of disability pensions, for whom the lowest level of guaranteed wages remains at CZK 48,10 / hour or CZK 8000 / month. You can find a detailed overview in the following tables:

Minimum wage in CZK / hour:		Minimum wage in CZK / month:	
Up to 31.12.2014	From 1.1.2015	Up to 31.12.2014	From 1.1.2015
CZK 50,60	CZK 55	CZK 8 500	CZK 9 200

Employment level	Minimum guaranteed wage in CZK / hour		Minimum guaranteed wage in CZK / month	
	Up to 31.12.2014	From 1.1.2015	Up to 31.12.2014	From 1.1.2015
1.	50,60	55,00	8 500	9 200
2.	55,90	60,70	9 400	10 200
3.	61,70	67,00	10 400	11 200
4.	68,10	74,00	11 400	12 400
5.	75,20	81,70	12 600	13 700
6.	83,00	90,20	13 900	15 100
7.	91,70	99,60	15 400	16 700
8.	101,20	110,00	17 000	18 400



Should you require further information, please contact Lukáš Koukal at lukas.koukal@deltalegal.cz or your contact person in our office.

This document is intended as a general communication and is not an advice in specific circumstances.

If you do not wish to receive these Legal News, please advise us accordingly at the e-mail address office@deltalegal.cz.

22 October 2014

Minimum wage will grow