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## **Article 1**

### **Introductory provisions**

(1) This Amendment modifies the Rector's Directive No. 33/2024 Rules Governing Telework Policy (the so called "Work from Home") at Tomas Bata University in Zlín (hereinafter also referred to as the "Directive").

## **Article 2**

### **Content of the Amendment**

(1) The provision in Article I Paragraph 9 of the Directive is amended and now reads as follows:

The extent to which work from home will be performed by the employee, the rules governing the scheduling of work from home hours, and other related conditions not regulated by this Directive shall be governed by an Agreement, the template of which forms Annex 1 to this Directive. The Agreement may be concluded for a fixed term, for a maximum period of one year from the date it comes into effect. The duration of the Agreement may be extended by means of an Amendment, the template of which forms Annex 3 to this Directive, and this extension may be made repeatedly, but always only for a period of one year.

(2) Based on the evaluation of the benefits of using the work from home benefit as a pilot project of the employer, the provisions of Article VI, Paragraph 3 of the Directive are amended and now read as follows:

The validity of the work from home benefit under this Directive is set for an indefinite period, subject to the conditions set out herein.

(3) The other provisions of the Directive shall remain unchanged.

(4) The Amendment to the Directive was discussed with representatives of all trade unions operating at TBU on 17 October 2025.

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