

# Employment Law

# Employees' rights



# Brother Sacked His Pregnant Sister

- An assistant in a family-run toy shop was awarded (**bylo přiděleno**) £ 5,000 compensation yesterday after being dismissed (**byla vyhozena**) by her own brother after falling pregnant.
- Emma Driver sued (**žalovala**) David Driver for sex discrimination. An employment Tribunal heard she worked part-time (**pracuje na částečný úvazek**) at the shop in Gateshead when Mr Driver told her to quit if she could not work full-time (**nemůže pracovat na plný úvazek**).
- Yesterday Mr Driver said he would rather appeal than pay (**radši se odvolá než, aby zaplatil**) £5,000 to his sister.
- He added: This decision is a victory for employees (**zaměstnance**) who decide to screw their employers (**zaměstnavatele**) and it stinks. I would rather jump off the Tyne Bridge than give her the money.
- Will the Court of Appeal uphold/affirm (**potvrdí**) or reverse/overturn (**zvrátí**) the decision?

# Full-time employment contract

2. duties and responsibilities
3. date of commencement
4. terms and conditions
5. probationary service
6. commencing salary
7. sickness pay
8. holiday entitlement
9. notice
10. pension
11. grievance

- pracovní poměr/smlouva na dobu určitou

- pracovní poměr/smlouva na dobu určitou

***fixed-term contract (of employment),***

***(contract of) employment for fixed term***

- pracovní poměr/smlouva na dobu neurčitou

- pracovní poměr/smlouva na dobu neurčitou

***(contract of ) employment for indefinite  
(period of) time,***

***open-ended employment (US)***



# COLLECTIVE BARGAINING

- 1. What do collective bargaining contracts govern?      rights and obligations of employers and employees
- 2. What do representatives of employees bargain about?      wage, hours, working conditions
- 3. What must be done after the agreement is settled by trade union?  
it is subject to ratification (it has to be ratified )