Slovakia

I. Legal notice - disclaimer

This sheet aims to provide a general overview of the main substantive rules concerning the terms and conditions of employment to be met by legislation transposing Directive 96/71/EC concerning the posting of workers in the framework of the provision of services (OJ L 18 of 21.1.1997). By its very nature, such a sheet can only summarise and does not necessarily contain all the relevant information in this context. In no way can it replace legislative, regulatory or administrative texts, or applicable collective agreements. The information below has been provided by the authorities of the Member States, which have made every effort to ensure its accuracy. Neither the Commission nor the Member States concerned can, however, guarantee that the information provided is always precise, complete, accurate and up to date. Furthermore, publication on the portal of the European Commission does not imply in any way that the latter or its DGs and Services consider the rules presented in this way to be in conformity with Community law.

II. Instruments transposing Directive 96/71/EC

- Act No 311/2001 Coll. Labour Code as amended by later regulations
- Act No 95/2000 Coll. on Labour Inspection as amended by the Act No 231/2002 Coll.
- Act No 5/2004 Coll. on Employment Services and on the amendment to certain acts as amended by later regulations
- Act No 90/1996 Coll. on Minimum Wages as amended by later regulations
- Act No 2/1991 Coll. on Collective Bargaining as amended by later regulations
- Act No 97/1963 Coll. on International Private and Procedural Law.

Internet link: www.zbierka.sk, www.safework.gov.sk, www.employment.gov.sk, http://jaspi.justice.gov.sk - the key laws and decrees are also available in English language versions. In addition, there are various commercial systems containing the complete legislation updated on an ongoing basis (ASPI, JURIX, JASPI).

III. Information on legislation applicable in accordance with the Directive

Information on legislation applicable to undertakings which, for a limited period of time, post workers to the territory of another Member State can be obtained at the following address:

Ministry of Labour, Social Affairs and Family of the Slovak Republic
Špitálska 4 - 6
816 43 Bratislava
Slovak Republic
Tel: +421 – 2 – 5975 1111
E-mail: minprace@employment.gov.sk
Web page www.employment.gov.sk

National Labour Inspectorate
Masarykova 10
P. O. Box C3
041 33 Košice
Slovak Republic
Tel: +421-55-797 9902

Fax: +421-55-797 9904
E-mail: nip@nip.sk
Web page www.safework.gov.sk

Republiková únia zamestnávateľov (Republic Union of Employers)
Jašíkova 2
821 03 Bratislava
Slovak Republic
Tel. +421-2 - 48 29 13 74
Fax: +421-2 - 48 29 13 73
E-mail: ruz@kmba.sk
Web page www.ruzsr.sk

KOZ SR, Konfederácia odborových zväzov Slovenskej republiky (Confederation of Trade Unions of the Slovak Republic)
Odborárske nám. 3
815 70 Bratislava I
Slovak Republic
Tel. +421-2 - 50239 111
Web page www.kozsr.sk

AZZZ SR, Asociácia zamestnávateľských zväzov a združení Slovenskej republiky (Federation of Employers' Associations of the Slovak Republic)
Nobelova 18
831 02 Bratislava
Slovak Republic
Tel. +421-2 - 4923 1210,
Fax: +421-2 - 4425 8530
E-mail: gen_riad@azzz.sk
Web page www.azzz.sk

IV. Failure to comply with the prescribed terms and conditions of employment

Cases of failure to comply with the prescribed terms and conditions of employment in the Slovak Republic and possible cases of illegal transnational activities can be reported to the following address:

National Labour Inspectorate
Masarykova 10
P. O. Box C3
041 33 Košice
Slovak Republic
tel: +421-55-797 9902
fax: +421-55-797 9904

E-mail: nip@nip.sk
Web page www.safework.gov.sk

V. Situations constituting a posting [Article 1 of the Directive]

The relevant provisions of the Labour Code apply to undertakings which take one of the following transnational measures:

Article 1 Paragraph 1 stipulates the following: "3. This Directive shall apply to the extent that the undertakings referred to in paragraph 1 take one of the following transnational measures:"

Slovakia has transposed Article 1(3)(a) as follows:

"(2) Labour relations of employees who are posted by their employers for the performance of work to other employers on the territory of a European Union Member State shall be governed by legal regulations of such country, or a collective agreement valid in that country where the work is performed, determining

a) the length of the work periods and rest periods,
b) the length of holidays,
c) minimum pay, minimum pay claims and wage overtime rate,
d) safety and protection of health at work,
e) working conditions for women, adolescents and employees caring for children younger than three years of age,
f) equal treatment for men and women, and a prohibition of discrimination."

Slovakia has transposed Article 1(3)(b) on the same basis as letter a) above.

Slovak Republic has transposed Article 1 (3)(c) as follows: The employer or the agency for temporary employment,* acting in accordance with a separate regulation, may agree in writing with the employee on his/her temporary assignment to perform work for another legal person or natural person (hereinafter referred to as "using employer").

* In Act No 5/2004 Coll. on Employment Services - Agency for Temporary Employment is a legal or a natural person employing a citizen in an employment relationship (hereinafter referred to as "temporary employee"; *"docasný zamestnanec"*) in his/her temporary assignment to the using employer.

VI. Posted workers [Article 2 of the Directive]

Directive 96/71/EC applies to workers who, for a limited period of time, carry out their work on the territory of a Member State other than the State in which they normally work. In the Slovak Republic under **§ 11** of the Labour Code **-** Act No 311/2001 Coll., an **"***employee*" is understood to be a natural person, who in labour-law relations and, if specified by special regulation, also in similar labour relations, performs dependent work for the employer, pursuant to his/her instructions, for a wage or for remuneration, irrespective of that person's title in the country of origin.

According to the case law of the Court of Justice of the European Communities, the temporary nature of an activity carried out on the territory of a Member State in the context of free provision of services cannot be determined abstractly but should be judged on a case-by-case basis, depending on the duration, frequency and periodicity or continuity. It should be noted that if an occupational activity in the Slovak Republic can no longer be considered as being exercised temporarily, taking account of the above-mentioned criteria, but is stable and continuous, *all* the binding rules and regulations in force in the Slovak Republic apply.

Under **§ 5(4)** of the Labour Code, a "*posted employee*" means an employee who for a limited period carries out his/her work on the territory of a Member State other than the State in which he/she normally perform works.

VII. Work periods and rest periods [Article 3(1)(a) of the Directive]

The maximum working time is laid down in § 85 of the Labour Code. The maximum working time of an employee is 40 hours per week. An employee whose working time is arranged in such a manner that he/she regularly performs work alternately on both shifts of a two-shift operation, will have a maximum working time of 38¾ hours per week, and, on all shifts of a three-shift operation or a continuous operation, a maximum working time of 37½ hours per week.

The maximum weekly working time of an adolescent employee under 16 years of age is 30 hours per week, even when working for several employers. The maximum weekly working time of an adolescent employee over 16 years of age is 37 ½ hours, even when working for several employers.

Under § 86 of the Labour Code, in the event of distribution of working time over individual weeks, the difference in the lengths of working time pertaining to individual weeks must not exceed three hours, and the working time for individual days must not exceed nine hours. The average weekly working time over a defined period, of four-week duration as a rule, may not exceed the limit set for the weekly working time.

Under § 87 of the Labour Code, working time may not exceed 12 hours within 24 hours. The working time of an employee of a fire brigade unit may not exceed 18 hours in the course of 24 hours.

Under § 92 of the Labour Code, an employer is obliged to arrange working time in such a way that, between the end of one shift and beginning of another shift, an employee has a minimum rest of 12 consecutive hours within 24 hours, and an adolescent employee, at least 14 consecutive hours within 24 hours.

Under § 93 of the Labour Code, an employer is obliged to arrange working time in such a way that an employee has two consecutive days of continuous rest once per week, which must fall on Saturday and Sunday, or on Sunday and Monday.

The Slovak Labour Code (§ 231) stipulates that a trade union body must conclude a collective agreement with the employer, which governs working conditions, including wage conditions, conditions of employment, relations between employers and employees, and relations between employers or their organisations and one or more employees' organisations, in a more favourable way than does this Act or any other labour law regulation, provided such is not expressly prohibited pursuant to this Act or any other labour regulation, or that, pursuant to regulations, divergence from such is not possible. Claims arising from collective agreements for individual employees must be made and satisfied in the same way as other claims from employees arising out of an employment relationship. An employment agreement is invalid in that section in which the rights of an employee are governed to a lesser extent than in a collective agreement.

A list of collective agreements of a higher degree and amendments to the collective agreements deposited at the Ministry of Labour, Social Affairs and Family of the Slovak Republic for the Years 2004 and 2005 is enclosed in the annex.

VIII. Paid annual holidays [Article 3(1)(b) of the Directive]

Under § 103 of the Labour Code, the basic rate of paid holiday is for at least four weeks. Paid holiday of at least five weeks is due to an employee who, by the end of the calendar year, has been employed for at least 15 years since the age of 18.

Paid holiday for teachers, including headmasters and their senior masters, teachers at nursery schools, including headmasters of such schools and their senior masters, and teachers of vocational training and educators is eight weeks per calendar year.

An employee is obliged to demonstrate any entitlement to longer than the basic rate of paid holiday at the latest by the end of the calendar year for which he/she makes the claim to longer paid holiday; otherwise, the entitlement to longer paid holiday for that calendar year will lapse.

As from the age of 18, the term of an employment relationship will include a period of:

a) continuous care for a child younger than three years of age,

b) service in the armed forces, armed security corps and in the Prison Wardens and Judiciary Guard Corps, and performance of civilian service or civil service,

c) successful completion of studies,

d) scientific (artistic) post-graduate studies,

e) doctoral studies,

f) membership in a cooperative, where working relations are also a component part of membership,

g) personal care for a close person who is predominantly or totally helpless and is not placed in a social care institution or similar health-care facility, and personal care for a long-term seriously disabled child requiring exceptional care, unless the child is placed in an establishment for such children,

h) occupational training performed pursuant to special regulations,

i) unemployment with the employee registered as unemployed or receiving invalidity pension,

j) detention or serving a prison sentence, if criminal prosecution against the employee is halted, or if acquitted of the indictment, even if in subsequent proceedings, and serving a prison sentence on grounds of a revoked decision exceeding the length of a more moderate sentence imposed in subsequent proceedings,

k) self-employment.

The term of duration of an employment relationship abroad, or any other creditable period spent abroad, will be calculated on the basis of the period for determining the length of paid holiday, under the same conditions as if the employee had worked within the territory of the Slovak Republic.

The periods stipulated in the above-mentioned items will not be credited if they pertain to the period of duration of the employment relationship; if mutually overlapping, they will be credited only once.

IX. Pay [Article 3(1)(c) of the Directive]

The provision of minimum wages to be paid to employees employed within an employment relationship or within the framework of similar labour relations is governed by Act No 90/1996 Coll. on Minimum Wage, as amended. The minimum wage prescribed by the Regulation of the Government of the Slovak Republic No 428/2005 Coll. amounts to SKK 6 900 (entered into force on 1 October 2005).

Under **§ 120** of the Labour Code, where remuneration of employees is not concluded in the collective agreement, an employer is obliged to provide employees with a wage at least in the amount of the minimum wage claim determined for the degree of work difficulty (hereinafter referred to as 'degree') pursuant to the pertinent work post. The rates of minimum wage claims for the relevant degree will be a multiple of the minimum wage set by special regulation for a fixed weekly working time of 40 hours and the index of minimum wage:

Degree	Multiple of Minimum Wage
1	1.0
2	1.2
3	1.4
4	1.6
5	1.8
6	2.0

Under **§ 121** of the Labour Code, upon performance of overtime work, an employee is entitled to wages plus a wage surcharge of at least 25% of his/her average earnings. If an employer agrees to an employee's taking time off in lieu of overtime work, the employee will be entitled to an hour off for each hour of overtime worked; in such a case, he/she will not be entitled to a wage surcharge. If the employer does not allow the employee take the time off over a period of three months or other agreed period after performance of overtime work, the employee will be entitled to the above wage surcharge.

Other paragraphs of the Labour Code relating to this matter are: **§118, § 119, §122, § 123, § 124, § 125, § 126, §127, § 128, § 129, § 130.**

X. Rules concerning hiring-out of workers and terms and conditions applying to temporary workers [Articles 3(1)(d) and 3(9) of the Directive]

Under **§ 58** of the Labour Code, the employer or an agency for temporary employment may enter into a written agreement with its employee on a temporary assignment of the employee to another legal person or natural person to perform work (hereinafter referred to as the "using employer").

In the employment contract drawn up between an agency for temporary employment and an employee, the agency for temporary employment undertakes to arrange for the temporary assignment of the employee to a using employer to perform work and the terms and conditions of employment are agreed.

The written agreement on temporary assignment made between the employer and the employee must include the exact name of the legal person or name and surname of the natural person to whom the employee will be assigned, the registered offices of the using employer,

the day the temporary assignation will commence, the type of work, the place of work performance, wages and the period for which the temporary assignment is concluded, and the terms of unilateral termination of performance of work before the period of temporary assignment has lapsed. Such details will also be included in the employment contract drawn up between the agency for temporary employment and the employee where such a contract is drawn up for a limited period of time.

Article 3(9) of the Directive
The terms and conditions of employment, including payroll terms, and the terms and conditions of employment of temporarily assigned employees must be asfavourable as those of the other employees of the user undertaking who perform or would perform the same tasks as the temporarily assigned employees, considering qualifications and professional experience.

Payroll terms do not necessarily need to be equally favourable for employees temporarily assigned by an agency for temporary employment who perform tasks for the using employer for less than six months; the same applies to remuneration paid by a an agency for temporary employment to an employee between two temporary assignments.

XI. Health, safety and hygiene at work [Article 3(1)(e) of the Directive]

Under **§ 146** of the Labour Code, labour protection constitutes a system of measures arising from legal regulations, organisational measures, technical measures, health-care measures and social measures aimed at the creation of working conditions to ensure the occupational health and safety of an employee. Labour protection is an integral part of labour-law relations.

Occupational health and safety and improved working conditions as a fundamental part of labour protection must be a commensurate with and an integral part of the planning and performance of employment duties. Occupational health and safety is the status of working conditions which eliminate or minimise the effects of dangerous and harmful agents in the working process and working environment on the health of an employee.

Employers, employees or employees' representatives for occupational health and safety and trade union organisations must cooperate in the planning and execution of measures in the area of labour protection.

Knowledge of legal and other regulations for ensuring occupational health and safety is an integral and permanent part of qualification preconditions. Any assessment of working conditions must take account of compliance with legal and other regulations for ensuring occupational health and safety.

Specialist employees entrusted with securing occupational health and safety, employees' representative for occupational health and safety, and employees as such, must not be put at risk of injury while performing such duties.

Under § **147** of the Labour Code, employers are obliged to permanently secure occupational health and safety, and to take the necessary measures, including securing prevention, the necessary funds and appropriate system of labour protection management. Employers are obliged to improve the level of labour protection in all activities and to accommodate the level of labour protection to changing circumstances. Further obligations of an employer in the area

of occupational health and safety are stipulated by a special law - Act No 330/1996 Coll. on Occupational Safety and Health.
Under **§ 148** of the Labour Code, employees have the right to occupational health and safety protection, to information on dangers arising from the working process and working environment and on measures to protect against effects thereof. Employees are obliged to abide by occupational health and safety rules and to ensure the health and safety of persons affected by their activities. Further obligations of employees in the area of occupational health and safety are stipulated by a special law - Act No. 330/1996 Coll on Safety and Protection of Health at Work, as amended (full version – Act No 367/2001 Coll.).

Under **§ 149** of the Labour Code, for an employer working in enterprise where a trade union organisation is active, the trade union body has the right to carry out inspections on the state of occupational health and safety.

XII. Rules concerning the terms and conditions of employment of pregnant women and women who have recently given birth [Article 3(1)(f) of the Directive]

Women are not allowed to undertake work which is not physically suited to them or which is harmful to their bodies, in particular work which might jeopardise their pregnancy. A pregnant woman may not undertake any work which, according to a medical appraisal, may jeopardise her pregnancy due to her own health condition. The same applies to mothers up to the end of the ninth month from the date of birth and to breastfeeding women. If a pregnant woman performs work which is forbidden for pregnant women or which, according to a medical appraisal, may jeopardise her pregnancy, the employer is obliged to temporarily change her working conditions.

The employer may terminate, by notice of termination, the employment relationship with a pregnant woman, or a woman taking maternity leave, or a woman or man taking parenthood leave, or a single female or male employee taking care of a child younger than three years of age, only on an exceptional basis, on the grounds set out in the Law - Article 63(l)(a) (the employer or part of the company is being wound up or moved to another place) and Article 68 (termination of employment without notice by employer).

Arrangement of working time
Under **§ 164** of the Labour Code, when designating employees to work shifts, an employer is obliged to take into account the needs of pregnant women, and women and men continuously caring for children. If a pregnant woman or a man or woman continuously caring for a child younger than 15 years of age requests a reduction in working time or any other adjustment to the fixed weekly working time, the employer is obliged to accommodate his/her request where such request is not ruled out by substantive operational reasons. A pregnant woman, a woman or man continuously caring for a child younger than three years old, a single man or woman continuously caring for a child younger than fifteen years old may be employed for overtime work only with their agreement. Being on stand-by may only be by agreement.

Maternity leave and parental leave
Under **§ 166** of the Labour Code in connection with childbirth and caring for a newborn child, a woman is entitled to maternity leave for a duration of 28 weeks. If a woman gives birth to two or more children at the same time, or if a single mother, she is entitled to maternity leave for a duration of 37 weeks. In connection with caring for a newborn child, the father is also entitled to the same parental leave if caring for a newborn child.

In order to deepen the care of a child, an employer is obliged to grant a woman or a man, at their request, parental leave until the child reaches three years of age. If this concerns a long-term seriously disabled child requiring exceptional care, the employer is obliged to grant a woman or a man, at their request, parental leave until the child reaches six years of age. Such leave will be granted for the period for which the parent requests, and, in general, always for a period of at least one month.

A mother who works during the prescribed weekly work periods is entitled, for each child not more than six months of age, to two 30-minute breastfeeding breaks, and, during the next six months, to one 30-minute breastfeeding break per shift. If the work periods are reduced but amount to at least half the prescribed weekly work periods, the mother will be entitled to only one 30-minute breastfeeding break for each child not more than six months of age.

XIII. Rules concerning the terms and conditions of employment of children and young people [Article 3(1)(f) of the Directive]

Under **Article 7** of the Labour Code, adolescents have the right to vocational training and to working conditions enabling advancement of their physical and mental faculties.

Under **§ 173** of the Labour Code, an employer may only employ adolescent employees for such work as is appropriate for their physical and mental development and does not jeopardise their morality, and must provide them with increased care at work. This also applies to schools or citizens' associations pursuant to special regulation where, within the scope of their participation in the education of young people, they organise work for adolescents.

Under **§ 174** of the Labour Code, an employer may not employ adolescent employees for overtime or night work; nor may they be put on stand-by. Exceptionally, adolescent employees older than 16 years of age may perform night work not in excess of one hour, where this is necessary for their vocational training. Night work by an adolescent employee must be directly linked to his/her work day and work shifts.

Young employees may not undertake any underground work in the excavation of minerals or driving of tunnels. Young employees may not be assigned any work, which, due to the anatomical, physiological and mental development for their age, is not suitable, or is dangerous or hazardous to their health. Employers may not assign young employees any work at which they would be exposed to an increased risk of injury or in the performance of which they could seriously threaten the safety and health of their colleagues or other persons.

Employers must ensure that young employees are examined by a general practitioner prior to their transfer to another job and on a regular basis, as necessary, at least once a year.

XIV. Equality and non-discrimination [Article 3(1)(g) of the Directive]

Article 6 of the Labour Code:
Women and men have the right to equal treatment with regard to access to employment, remuneration and promotion, vocational training, and also with regard to working conditions. Women's working conditions must enable them to partake in work that matches their physiological capacity and social function of motherhood, and also, as with men, their family obligations in the upbringing and care of children.

Employers are required to deal with their employees in compliance with the principle of equality of treatment stipulated for employment relationships by Act No 365/2004 Coll. on Equal Treatment in Certain Areas and on Protection against Discrimination and on Amendments and Supplements to Certain Laws (Anti-Discrimination Act). In compliance with the principle of equality of treatment in employment relationships, similar labour relations and related legal relations, discrimination on the basis of sex, belief and religion, race, national or ethnic group affiliation, disability, age or sexual orientation is banned. This principle is only applied with respect to the rights of individuals in the areas defined below:

- access to employment, work, other income-generating activity or function, including requirements of hiring for employment and the methods and terms of selecting for employment,
- performance of employment and terms of work conduct, including remuneration, career opportunities and dismissal,
- access to professional training, further professional education and involvement in the active measure programmes on the labour market, including access to advice for employment selection and change,
- membership and involvement in employees´ organisations, employers´ organisations and organisations associating persons of certain professions, including provision of benefits granted by these organisations to its members.

Discrimination is also banned on the basis of marital and family status, complexion, language, political or other conviction, trade union activity, national or social origin, property, lineage or other status.

In particular, the Act stipulates that nobody may be prosecuted or otherwise penalised at the place of work in connection with his/her work due to the filing a compliant, action, or proposal of criminal prosecution against another employee or the employer. The employer is obliged to respond to the complaint filed by the employee without undue delay, to ensure that the party involved refrains from the conduct in question and to remedy its consequences.

Acknowledgement of protection of an employee with respect to a breach of and/or non-compliance with the principle of equality of treatment on the part of an employer will be through acknowledgement of an opportunity to claim respective rights in court and to claim that the conduct in question is refrained from and the illegal situation remedied, if possible, or provision made for adequate compensation. This is without prejudice to the right to indemnification for damage, if any, and the right to adequate monetary compensation for non-proprietary damage in cash. The adequacy of such compensation will be assessed by the courts, in particular with regard to the severity of the consequences.

The specific feature of the legal guarantee in claiming the right to judicial protection is the burden of proof, which lies with the defendant, i.e. the employer in the case of the Labour Code, except where an employee claiming breach of the principle of equality of treatment submits evidence to the court suggesting there was non-compliance with the principle of equality of treatment.

XV. Terms and conditions of employment concerning other matters [Article 3(10) of the Directive]

XVI. Procedural and administrative requirements

Act No 5/2004 Coll. on Employment Services and on amendments to certain acts, as amended by later regulations. This law is published in both Slovak and English on the web page of the Ministry of Labour, Social Affairs and Family SR: www.employment.gov.sk.

As regards a *third country national* posted for the performance of work to the territory of the Slovak Republic, pursuant to section 22(6)(a) of the above Act, a work permit is required for any alien who is employed by an employer whose domicile or site of organisational unit with labour law personality is outside of the territory of the Slovak Republic and posted by that employer to perform work in the territory of the Slovak Republic, based on a contract concluded with a legal person or with a natural person. A work permit is granted to posted workers from third countries without taking into account the situation on the labour market. Foreign persons who engage in legal relations pursuant to this Act have the same legal status as citizens of the Slovak Republic, where the foreign persons in question are issued a work permit and a temporary residence permit for the purpose of employment. Employers with registered offices on the territory of the Slovak Republic may accept a foreign person in employment only if that person is issued a temporary residence permit for the purpose of employment, and a work permit by the competent Office, which is the Office of territorial competence at the work location of the foreign person.

Pursuant to section 22(7)(m) of the above Act, an *EU citizen* posted for the performance of work to the territory of the Slovak Republic within the framework of services of an employer whose domicile is in another Member State of the European Union is not required to have a work permit. An employer is obliged to notify the employment of an EU citizen on an information card to the relevant Office of Labour, Social Affairs and Family, in writing. A national legal or natural person authorised by a foreign employer may also submit the relevant information cards to the Office at the place of performance of work of the posted EU citizen, stating the date of posting or termination of posting for the performance of work.

XVII. Mediation mechanisms in case of conflict

Mediation mechanisms are described in Act No 420/2004 Coll. (www.zbierka.sk) on mediation and on supplements to selected laws, which governs the performance of mediation, the basic principles of mediation, and the organisation and effects of mediation.
This Act applies to conflicts which result from civil-law relations, family-law relations, commercial commitment relations and labour-law relations.
Mediation is an out-of-court proceeding by which the mediator solves any conflict resulting from contractual or other legal relationships.
Mediation means any procedure where two or more parties to a dispute are assisted by a third party (mediator) to settle the dispute.
A court before which an action is brought will recommend that the parties use mediation to settle their dispute.

The Labour Code – Act No 311/2001 Coll., as amended, § 14 "Settlement of disputes. Disputes between an employee and employer over claims deriving from labour-law relations will be heard and decided by the courts.

Where a posted worker applies to his/her employer to repair any breach of his/her rights, and uses the mediation of trade unions or employees' representatives, then he/she would contact the nearest regional Labour Inspectorate and request a review of the situation and the contract, laws and regulations, and, as a last resort, bring the matter before the regional courts.

Trade unions and employees' representatives are active within businesses. Address of the Trade unions head office is: Confederation of Trade Unions of the Slovak Republic (KOZ SR, Konfederácia odborových zväzov Slovenskej republiky),
Odborárske nám. 3, 815 70 Bratislava I, Slovak Republic (tel. +421 2 50239 111, web page www.kozsr.sk.

Addresses of labour inspectorates are as follows:

National Labour Inspectorate
Masarykova 10
P. O. Box C3
041 33 Košice
Slovak Republic
tel: +421-55-797 9902
fax: +421-55-797 9904

Inšpektorát práce Bratislava
Za kasárňou 1
832 64 Bratislava
tel. č.: 02/49251739

Inšpektorát práce Trnava
Jána Bottu 4
917 01 Trnava
tel. č.: 033/5521614

Inšpektorát práce Trenčín
Hodžova 36
911 01 Trenčín
tel. č.: 032/7441653

Inšpektorát práce Nitra
Jelenecká 49
950 38 Nitra
tel. č.: 037/6515745

Inšpektorát práce Žilina
Hlavná 2
010 09 Žilina
tel. č.: 041/5689494

Inšpektorát práce Banská Bystrica
Partizánska cesta 98
974 33 Banská Bystrica
tel. č.: 048/4141741

Inšpektorát práce Prešov
Konštantínova 6
080 01 Prešov

tel. č.: 051/7712693

Inšpektorát práce Košice
Masarykova 10
040 01 Košice
tel. č.: 055/6337223

XVIII. Information on judicial enforcement procedures

Information on possible judicial remedies in the Slovak Republic can be obtained from the following address:

General information on possible judicial remedies in the Slovak Republic can be obtained from the web page www.sak.sk (The Slovak Bar Association, Kolárska 4, 813 42 Bratislava, Slovak Republic, Tel: 00421-2-529 61 532, 529 61 536, Fax: 00421-2-529 61 554, e-mail: office@sak.sk)

The Slovak Bar Association is an independent self-administrative professional organisation, currently associating more than 3 943 lawyers and 714 trainee lawyers. Advocacy helps to exercise the individual´s constitutional right to defence and to protect any other individual´s and legal entity´s rights and interests in accordance with the Constitution and the laws. The advocacy´s duties and obligations are discharged by lawyers, particularly by their acting for and defending the parties in criminal proceedings, representing individuals and legal entities before the courts of law, governmental authorities and any other competent bodies, writing instruments, providing legal services and preparing legal analyses.

The competent court for the settlement of disputes deriving from labour-law relations is the court pertaining to the registered offices/domicile of the defendant. A complete list of the courts can be found on the web page of the Ministry of Justice of the Slovak Republic: http://www.justice.gov.sk/a/wf.aspx

ANNEX

List of collective agreements of a higher degree and amendments to the collective agreements deposited at the Ministry of Labour, Social Affairs and Family of the Slovak Republic for the Year 2004

(Kolektívne zmluvy vyššieho stupňa a dodatky ku kolektívnym zmluvám vyššieho stupňa uložené v roku 2004)

1. Kolektívna dohoda vo verejnej službe na rok 2004 z 22. októbra 2003 uzavretá medzi zamestnávateľmi v súlade s § 1 ods. 1 písm. a), b), c), e), i), j) a k) zákona č. 313/2001 Z. z. o verejnej službe v znení neskorších predpisov

   Konfederáciou odborových zväzov Slovenskej republiky.

2. Kolektívna zmluva vyššieho stupňa v štátnej službe na rok 2004 zo 17. decembra 2003 uzavretá v súlade s § 145 ods. 2 zákona č. 312/2001 Z. z. o štátnej službe a o zmene a doplnení niektorých zákonov v znení neskorších predpisov medzi vládou určenými zástupcami za štát a generálnym prokurátorom

   Konfederáciou odborových zväzov Slovenskej republiky.

3. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2006 z 8. januára 2004 uzavretá medzi Zväzom kožiarsko – obuvníckeho priemyslu Slovenskej republiky

   Slovenským odborovým zväzom pracovníkov textilného, odevného a kožiarskeho priemyslu.

4. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2005 z 23. februára 2004 uzavretá medzi COOP Jednota Slovensko, spotrebné družstvo

   Odborovým zväzom pracovníkov obchodu a cestovného ruchu.

5. Kolektívna zmluva vyššieho stupňa na rok 2004 z 24. februára 2004 pre odvetvie lesného hospodárstva na Slovensku uzavretá medzi Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva

   Združením zamestnávateľov lesného hospodárstva na Slovensku.

6. Dodatok č. 2 z 31. októbra 2003 ku Kolektívnej zmluve vyššieho stupňa na rok 2003 z 20. marca 2003 pre odvetvie drevospracujúceho priemyslu na Slovensku uzavretej medzi Zväzom spracovateľov dreva Slovenskej republiky

   Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

7. Dodatok č. 3 z 19. decembra 2003 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2003 z 25. apríla 2002 uzavretej medzi Zväzom bánk a poisťovní

Odborovým zväzom pracovníkov peňažníctva a poisťovníctva.

8. Dodatok č. 1 z 3. februára 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2006 zo 17. decembra 2003 uzavretej medzi Odborovým zväzom STAVBA

   Zväzom stavebných podnikateľov Slovenska.

9. Dodatok č. 1 z 9. februára 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2003 – 2004 zo 16. decembra 2002 uzavretej medzi Slovenským odborovým zväzom pracovníkov služieb

   Združením bytového hospodárstva na Slovensku.

10. Dodatok č. 1 z 12. februára 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2003 – 2006 zo 16. januára 2003 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Združením podnikateľov autoopravárenstva a služieb.

11. Dodatok č. 2 z 1. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 z 30. mája 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským cukrovarníckym spolkom.

12. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2005 z 3. marca 2004 uzavretá medzi Zväzom obchodu Slovenskej republiky

    Odborovým zväzom pracovníkov obchodu a cestovného ruchu.

13. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2005 z 31. marca 2004 uzavretá medzi Zväzom polygrafie na Slovensku

    Slovenským odborovým zväzom pracovníkov polygrafie.

14. Dodatok č. 7 z 27. februára 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 z 13. marca 2002 uzavretej medzi Odborovým zväzom CHÉMIA Slovenskej republiky a Asociáciou vedúcich zamestnancov chemického a farmaceutického priemyslu Slovenskej republiky

    Zväzom chemického a farmaceutického priemyslu Slovenskej republiky.

15. Dodatok č.2 z 1. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 z 29. apríla 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským združením piva a sladu.

16. Dodatok č. 1 z 5. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2005 z 8. decembra 2003 uzavretej medzi Slovenským odborovým zväzom energetikov

Zväzom zamestnávateľov energetiky Slovenska.

17. Dodatok č. 2 z 15. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 30. apríla 2002 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Združením podnikateľov cestných stavieb Slovenska.

18. Dodatok č. 3 z 15. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2003 z 25. apríla 2002 uzavretej medzi Zväzom bánk a poisťovní

    Odborovým zväzom pracovníkov peňažníctva a poisťovníctva.

19. Kolektívna zmluva vyššieho stupňa na rok 2004 z 25. marca 2004 pre odvetvie vodného hospodárstva Slovenskej republiky uzavretá medzi Združením zamestnávateľov vo vodnom hospodárstve na Slovensku

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

20. Kolektívna zmluva vyššieho stupňa na rok 2004 z 29. marca 2004 uzavretá medzi Slovenským odborovým zväzom zdravotníctva a sociálnych služieb

    Asociáciou súkromných lekárov Slovenskej republiky.

21. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2006 z 31. marca 2004 uzavretá medzi Slovenským odborovým zväzom sklárskeho priemyslu

    Zväzom sklárskeho priemyslu Slovenskej republiky.

22. Kolektívna zmluva vyššieho stupňa na rok 2004 zo 7. apríla 2004 pre odvetvie vodární a kanalizácií v Slovenskej republike uzavretá medzi Asociáciou vodárenských spoločností

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

23. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2005 z 31. mája 2004 uzavretá medzi Odborovým zväzom METALURG

    Zväzom zlievární a kováční Slovenska.

24. Dodatok č. 2 z 24. februára 2004 ku Kolektívnej zmluve vyššieho stupňa na rok 2002 z 26. júna 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Zväzom výrobcov hrozna a vína na Slovensku.

25. Dodatok č. 2 z 12. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 z 26. júna 2002 uzavretej medzi Odborovým zväzom METALURG

Zväzom hutníctva, ťažobného priemyslu a geológie Slovenskej republiky.

26. Dodatok č. 3 z 31. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 zo 14. februára 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským mliekárenským zväzom.

27. Dodatok č. 3 z 31. marca 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 z 30. mája 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským cukrovarníckym spolkom.

28. Dodatok č. 3 z 15.apríla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 zo 14. mája 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Podnikateľským zväzom pekárov, cestovinárov a cukrárov Slovenskej republiky.

29. Dodatok č. 2 z 23.apríla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 29. apríla 2002 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Zväzom zamestnávateľov mestskej hromadnej dopravy Slovenskej republiky.

30. Dodatok č. 3 z 29. apríla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2004 zo 4. apríla 2002 uzavretej medzi Odborovým zväzom pracovníkov baní, geológie a naftového priemyslu Slovenskej republiky

    Zväzom hutníctva, ťažobného priemyslu a geológie Slovenskej republiky.

31. Kolektívna zmluva vyššieho stupňa na rok 2004 z 12. mája 2004 pre odvetvie drevospracujúceho priemyslu na Slovensku uzavretá medzi Zväzom spracovateľov dreva Slovenskej republiky

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

32. Kolektívna zmluva vyššieho stupňa na rok 2004 z 22. júna 2004 pre sekciu technických služieb, biologických služieb a prvovýroby uzavretá medzi Poľnohospodárskym zamestnávateľským zväzom Slovenskej republiky

    Odborovým zväzom pracovníkov poľnohospodárstva na Slovensku.

33. Kolektívna zmluva vyššieho stupňa na roky 2004 – 2005 zo 7. júla 2004 uzavretá medzi Odborovým zväzom KOVO

    Zväzom elektrotechnického priemyslu Slovenskej republiky.

34. Dodatok č. 1 z 31. mája 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 z 20. mája 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským konzervárenským zväzom.

35. Kolektívna zmluva vyššieho stupňa na rok 2004 z 26. júna 2004 uzavretá medzi Asociáciou textilného a odevného priemyslu Slovenskej republiky

    Slovenským odborovým zväzom pracovníkov textilného, odevného a kožiarskeho priemyslu.

36. Dodatok č. 3 z 13. júla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2006 z 30. apríla 2002 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Združením podnikateľov cestných stavieb Slovenska.

37. Dodatok č. 2 z 19. júla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 z 29. apríla 2002 uzavretej medzi Odborovým zväzom METALURG

    Zväzom strojárskeho priemyslu Slovenskej republiky.

38. Dodatok č. 2 z 21. júla 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 z 25. júna 2002 uzavretej medzi Odborovým zväzom potravinárov Slovenskej republiky

    Zväzom mäsiarov Slovenska.

39. Dodatok č. 1 zo 4. októbra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 - 2005 z 2. decembra 2003 uzavretej medzi Združením odborárov jadrovej energetiky Slovenska

    Zväzom zamestnávateľov energetiky Slovenska.

40. Dodatok č. 2 zo 4. októbra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 - 2005 z 8. decembra 2003 uzavretej medzi Slovenským odborovým zväzom energetikov

    Zväzom zamestnávateľov energetiky Slovenska.

41. Dodatok č. 1 z 5. októbra 2004 ku Kolektívnej zmluve vyššieho stupňa na rok 2004 z 24. februára 2004 pre odvetvie lesného hospodárstva na Slovensku uzavretej medzi Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva

    Združením zamestnávateľov lesného hospodárstva na Slovensku.

42. Dodatok č. 8 z 28. októbra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 z 13. marca 2002 uzavretej medzi Odborovým zväzom CHÉMIA Slovenskej republiky a Asociáciou vedúcich zamestnancov chemického a farmaceutického priemyslu Slovenskej republiky

Zväzom chemického a farmaceutického priemyslu Slovenskej republiky.

43. Dodatok č. 2 z 12. novembra 2004 ku Kolektívnej zmluve vyššieho stupňa na rok 2004 z 24. februára 2004 pre odvetvie lesného hospodárstva na Slovensku uzavretej medzi Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva

    Združením zamestnávateľov lesného hospodárstva na Slovensku.

44. Dodatok č. 2 z 26. novembra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 - 2005 z 2. decembra 2003 uzavretej medzi Združením odborárov jadrovej energetiky Slovenska

    Zväzom zamestnávateľov energetiky Slovenska.

45. Kolektívna zmluva vyššieho stupňa na rok 2005 z 20. decembra 2004 pre zamestnávateľov, ktorí pri odmeňovaní postupujú podľa zákona č. 553/2003 Z. z. o odmeňovaní niektorých zamestnancov pri výkone práce vo verejnom záujme uzavretá medzi zamestnávateľmi v súlade s § 1 ods. 1 písm. a) až i) zákona č. 553/2003 Z. z. o odmeňovaní niektorých zamestnancov pri výkone práce vo verejnom záujme a o zmene a doplnení niektorých zákonov

46. Konfederáciou odborových zväzov Slovenskej republiky a Nezávislými kresťanskými odbormi Slovenska.

47. Dodatok č. 3 zo 6. decembra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 - 2005 z 8. decembra 2003 uzavretej medzi Slovenským odborovým zväzom energetikov

    Zväzom zamestnávateľov energetiky Slovenska.

    Bilancia roku 2004:
    Celkovo uložených : 46
    Z toho KZVS: 17
    Z toho dodatkov ku KZVS: 29

List of collective agreements of a higher degree and amendments to the collective agreements deposited at the Ministry of Labour, Social Affairs and Family of the Slovak Republic for the Year 2005

(Kolektívne zmluvy vyššieho stupňa a dodatky ku kolektívnym zmluvám vyššieho stupňa uložené v roku 2005 v Zbierke zákonov Slovenskej republiky Slovenskej republiky)

1. Kolektívna zmluva vyššieho stupňa na rok 2005 z 10. decembra 2004 pre odvetvie vodného hospodárstva Slovenskej republiky uzavretá medzi Združením zamestnávateľov vo vodnom hospodárstve na Slovensku

Odborovým zväzom DREVO, LESY, VODA.

2. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2007 zo 16. decembra 2004 uzavretá medzi Asociáciou bánk

   Odborovým zväzom pracovníkov peňažníctva a poisťovníctva.

3. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2007 z 21. decembra 2004 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

   Slovenským cukrovarníckym spolkom.

4. Kolektívna zmluva vyššieho stupňa na rok 2005 z 11. januára 2005 uzavretá medzi Odborovým zväzom KOVO

   Zväzom strojárskeho priemyslu Slovenskej republiky.

5. Kolektívna zmluva vyššieho stupňa na rok 2005 z 18. januára 2005 pre odvetvie lesného hospodárstva Slovenskej republiky uzavretá medzi Združením zamestnávateľov lesného hospodárstva na Slovensku

   Odborovým zväzom DREVO, LESY, VODA.

6. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2007 z 20. januára 2005 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

   Slovenským konzervárenským zväzom.

7. Kolektívna zmluva vyššieho stupňa v štátnej službe na rok 2005 z 9. februára 2005 uzavretá podľa § 2 ods. 3 písm. c) zákona č. 2/1991 Zb. o kolektívnom vyjednávaní v znení neskorších predpisov medzi zástupcami za štát určenými vládou

   Konfederáciou odborových zväzov Slovenskej republiky a Nezávislými kresťanskými odbormi Slovenska.

8. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2007 z 10. februára 2005 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

   Slovenskou spoločnosťou mlynárov Slovenskej republiky.

9. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2007 zo 17. februára 2005 uzavretá medzi Odborovým zväzom CHÉMIA Slovenskej republiky a Asociáciou vedúcich zamestnancov chemického a farmaceutického priemyslu Slovenskej republiky

   Zväzom chemického a farmaceutického priemyslu Slovenskej republiky.

10. Dodatok č. 1 z 29. októbra 2004 ku Kolektívnej zmluve vyššieho stupňa na rok 2004 z 12. mája 2004 pre odvetvie drevospracujúceho priemyslu na Slovensku uzavretej medzi Zväzom spracovateľov dreva

    Odborovým zväzom DREVO, LESY, VODA.

11. Dodatok č. 1 z 21. decembra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 - 2006 z 8. januára 2004 uzavretej medzi Zväzom kožiarskeho a obuvníckeho priemyslu Slovenskej republiky

    Slovenským odborovým zväzom pracovníkov textilného, odevného a kožiarskeho priemyslu.

12. Dodatok č. 4 z 22. decembra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 - 2004 zo 4. apríla 2002 uzavretej medzi Odborovým zväzom pracovníkov baní, geológie a naftového priemyslu Slovenskej republiky

    Zväzom hutníctva, ťažobného priemyslu a geológie Slovenskej republiky.

13. Kolektívna zmluva vyššieho stupňa na rok 2005 zo 17. februára 2005 pre sekciu technických služieb, biologických služieb a prvovýroby uzavretá medzi Poľnohospodárskym zamestnávateľským zväzom Slovenskej republiky

    Odborovým zväzom pracovníkov poľnohospodárstva na Slovensku.

14. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2006 z 1. marca 2005 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským združením výrobcov piva a sladu.

15. Kolektívna zmluva vyššieho stupňa na rok 2005 z 2. marca 2005 pre odvetvie drevospracujúceho priemyslu na Slovensku uzavretá medzi Zväzom spracovateľov dreva Slovenskej republiky

    Odborovým zväzom DREVO, LESY, VODA.

16. Dodatok č. 3 zo 14.júna 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 30. apríla 2002 uzavretej medzi Zväzom celulózo – papierenského priemyslu Slovenskej republiky

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

17. Dodatok č. 4 z 8. novembra 2004 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 30. apríla 2002 uzavretej medzi Zväzom celulózo – papierenského priemyslu Slovenskej republiky

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

18. Dodatok č. 5 zo 14. januára 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 30. apríla 2002 uzavretej medzi Zväzom celulózo – papierenského priemyslu Slovenskej republiky

    Odborovým zväzom pracovníkov drevospracujúceho priemyslu, lesného a vodného hospodárstva.

19. Dodatok č. 1 z 23. marca 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2006 z 31. marca 2004 uzavretej medzi Slovenským odborovým zväzom sklárskeho priemyslu

    Zväzom sklárskeho priemyslu Slovenskej republiky.

20. Dodatok č. 1 z 31. marca 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2005 z 31. marca 2004 uzavretej medzi Zväzom polygrafie na Slovensku

    Slovenským odborovým zväzom pracovníkov polygrafie.

Section 1.01 **O Z N Á M E N I E**
Section 1.02 **Ministerstva práce, sociálnych vecí a rodiny Slovenskej republiky**

Ministerstvo práce, sociálnych vecí a rodiny Slovenskej republiky oznamuje, že podľa § 9 ods. 1 a 2 zákona č. 2/1991 Zb. o kolektívnom vyjednávaní v znení neskorších predpisov boli na Ministerstve práce, sociálnych vecí a rodiny Slovenskej republiky do 27. júna 2005 uložené tieto kolektívne zmluvy vyššieho stupňa a dodatky ku kolektívnym zmluvám vyššieho stupňa:

21. Kolektívna zmluva vyššieho stupňa na rok 2005 z 29. marca 2005 uzavretá medzi Slovenským odborovým zväzom zdravotníctva a sociálnych služieb

Asociáciou súkromných lekárov Slovenskej republiky.

22. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2006 zo 7. apríla 2005 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

    Slovenským zväzom spracovateľov mäsa.

23. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2006 z 3. mája 2005 uzavretá medzi Odborovým zväzom potravinárov Slovenskej republiky

    Podnikateľským zväzom pekárov, cestovinárov a cukrárov Slovenskej republiky.

24. Kolektívna zmluva vyššieho stupňa na roky 2005 – 2006 z 2. júna 2005 uzavretá medzi Slovenským odborovým zväzom pracovníkov služieb

    Združením bytového hospodárstva na Slovensku.

25. Dodatok č. 2 z 18. marca 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2006 zo 17. decembra 2003 uzavretej medzi Odborovým zväzom STAVBA Slovenskej republiky

    Zväzom stavebných podnikateľov Slovenska.

26. Dodatok č. 1 z 30. marca 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2005 – 2007 zo 17. februára 2005 uzavretej medzi Odborovým zväzom CHÉMIA Slovenskej republiky a Asociáciou vedúcich zamestnancov chemického a farmaceutického priemyslu Slovenskej republiky

Zväzom chemického a farmaceutického priemyslu Slovenskej republiky.

27. Dodatok č. 1 zo 4. apríla 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2004 – 2005 zo 7. júla 2004 uzavretej medzi Odborovým zväzom KOVO

    Zväzom elekrotechnického priemyslu Slovenskej republiky.

28. Dodatok č. 4 z 8. apríla 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 30. apríla 2002 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Združením podnikateľov cestných stavieb Slovenska.

29. Dodatok č. 3 z 27. mája 2005 ku Kolektívnej zmluve vyššieho stupňa na roky 2002 – 2006 z 29. apríla 2002 uzavretej medzi Odborovým zväzom dopravy, cestného hospodárstva a autoopravárenstva

    Zväzom zamestnávateľov mestskej hromadnej dopravy Slovenskej republiky.

§ 9 of Act No 2/1991 Coll. on Collective Bargaining, as amended, governs the deposition of collective agreements of a higher degree.

It is the duty of the employer to submit the collective agreement of a higher degree to the Ministry of Labour, Social Affairs and Family of the Slovak Republic (further "Ministry") for deposition within 15 days of the date of signature of the collective agreement.
Deposition of the collective agreement of a higher degree must be notified in the Collection of Laws of the Slovak Republic. Notification in the Collection of Laws of the Slovak Republic is by request of the Ministry.
The Ministry is obliged, on request and for a fixed charge, to provide a copy of the collective agreement of a higher degree to the applicant.