

Dear Chairman and Esteemed Members of the Committee,

my name is Jakub Navařík, and I am the Chairman of the Trade Union Organization ZO VOS CATRIN, which represents the employees of the university institute CATRIN. I am writing to request that an item be added to the beginning of the meeting agenda to discuss the disqualification of a candidate from the selection process due to his ineligibility.

Specifically, I refer to Mr. Kubala, who is currently the Dean of the Faculty of Science at Palacký University in Olomouc. On August 13, 2024, a final court ruling confirmed that Mr. Kubala, in his capacity as Dean, had been engaging in prolonged bullying of an employee who was a key figure in the establishment of the CATRIN institute. The court proved that Mr. Kubala's actions included unlawful wage reductions, unjustified pressure through work reprimands, and unequal treatment of the said employee. The court also stated that these actions by Mr. Kubala occurred in connection with the announced intention to establish the CATRIN. As a result of the court's decision, the university was required to compensate the employee for lost wages, bonuses, and other court costs, totalling approximately 5.5 million CZK (approx. 220 000 EUR). University lost the court because of the actions of Mr. Kubala. His actions have caused the university a financial loss of about 2.5 million CZK (approx. 100 000 EUR) in public funds (<https://odbory.catrin.com/2024/08/27/univerzita-palackeho-musi-zaplatit-miliony-elitni-vedec-nepochybil-soud-konstatoval-i-nerovny-pristup/>). I believe that an individual who has been legally found to violate the laws of the Czech Republic, the internal regulations of the university, and to bully an employee is objectively unfit for a leadership position. Therefore, I propose that Mr. Kubala be excluded from the selection process as an ineligible candidate.

Additionally, it should be noted that the employees of the university institute have repeatedly expressed, through official channels, that they have experienced elements of unequal treatment and bully from Mr. Kubala in his capacity as Dean (when these employees were under the Faculty of Science). It is noteworthy that due to his behaviour towards them, more than a hundred employees handed in their resignations on the single day. From his proposed vision for the "development" of CATRIN, it is also evident that his goal is to dismantle the university institute, which is the direct opposite of development. This objective has clearly motivated his actions for at least the past five years, during which he has been abusing his position and authority, targeting the university institute employees in a destructive and rude manner repeatedly.

I would like to add that I already requested the disqualification of the candidate due to his ineligibility on September 3rd, but I have never received any response.

Dear Chairman and Esteemed Members of the Committee, thank you for considering my request.

Respectfully,

Jakub Navařík Chairman of ZO VOS CATRIN