

V skladu z Zakonom o kolektivnih pogodbah, Kolektivno pogodbo za dejavnosti pridobivanja in predelave nekovinskih rudnin Slovenije in na podlagi člena 36 Podjetniške kolektivne pogodbe z dne 30.8.2018 in člena 5 Anekса k Podjetniški kolektivni pogodbi z dne 9. 9. 2022 sklepajo pogodbene stranke:

In compliance with the Collective Agreements Act, the Collective Agreement for Slovenia's Industry of Extraction and Processing of Non-metallic Minerals, and pursuant Article 36 of Company Collective Agreement of 30th of August 2018 and Article 5 of Annex to Company Collective Agreement of 9 September 2022 the contracting parties enter into:

**kot predstavniki delodajalcev**

STEKLARNA ROGAŠKA d.o.o.

STEKLARSKI HRAM d.o.o.

ter

**kot predstavnik delojemalcev**

SINDIKAT PODJETJA STEKLARNA  
ROGAŠKA SLATINA

**as Employer representatives**

STEKLARNA ROGAŠKA d.o.o.

STEKLARSKI HRAM d.o.o.

and

**as Employee representative**

TRADE UNION OF ROGAŠKA SLATINA  
GLASS FACTORY

**A N E K S št. 8  
k podjetniški kolektivni  
pogodbi**

**A N N E X Nr. 8  
to the Company Collective  
Agreement**

**1. člen**  
(Božičnica)

Stranke tega sporazuma se dogovorijo, da se delavcem zaposlenim v družbi STEKLARNA ROGAŠKA d.o.o. in družbi STEKLARSKI HRAM d.o.o. (**»skupina Steklarna Rogaška«**) izplača božičnica za leto 2023 glede na doseganje postavljenih ciljev vezanih na izplen vročega dela in izmet hladnega dela v obdobju od decembra 2022 do novembra 2023 pod pogoji iz tega aneksa.

Določila tega sporazuma strank ne omejujejo in jim ne preprečujejo, da bi se dogovorile še za druge pogoje in cilje za izplačilo morebitne dodatne božičnice.

**2. člen**  
(izplačilo božičnice)

Celoten znesek božičnice, ki se izplača delavcem dne 22. 12. 2023 (**»Dan izplačila«**), je seštevek doseženih zneskov nagrade po posameznih mesecih (**»Nagrada po mesecih«**) skladno s pogoji iz tega sporazuma.

Ne glede na status delavca delavec ne more zahtevati izplačila posamezne Nagrade po mesecih pred Dnevom izplačila.

**3. člen**  
(Upravičeni zaposleni)

Do božičnice pod pogoji iz tega dogovora so upravičeni vsi zaposleni, ki v letu 2023 niso vključeni v katero izmed bonus shem po PKP ali na ravni skupine Fiskars, in ki bodo zaposleni v skupini Steklarna Rogaška na Dan izplačila.

Delavec je upravičen do božičnice za tiste mesece, v katerih je bil zaposlen celoten koledarski mesec.

**4. člen**  
(Doseganje ciljev)

Doseganje ciljev se ugotavlja na ravni celotne Skupine Steklarna Rogaška in se upošteva za vse upravičene zaposlene.

**Article 1**  
(Christmas Bonus)

The parties to this agreement agree that the workers employed by the company STEKLARNA ROGAŠKA d.o.o. and the company STEKLARSKI HRAM d.o.o. (**«Steklarna Rogaška Group»**) are entitled to Christmas bonus for year 2023 depending to achievement of set targets for hot end yield and cold end yield in period from December 2022 to November 2023 under the terms of this Annex.

The provisions of this agreement shall not restrict or prevent the parties from agreeing to other terms and objectives for the payment of the additional Christmas Bonus, if any.

**Article 2**  
(bounus payout)

The total amount of the Christmas bonus to be paid to employees on December 22, 2023 (**«Payment Date»**), will be the sum of the bonus amounts achieved in each month (**«Award by Month»**) in accordance with this agreement.

Regardless of the employee's status the employee shall not be entitled to payment of a specified Award by month prior to the Payment Date.

**Article 3**  
(Eligible employees)

All employees who are not included in one of the bonus schemes under the CCA or at the Fiskars Group level in 2023 are entitled to the Christmas bonus under the terms of this Agreement if they are employed by the Steklarna Rogaška Group on the Payment Date.

An employee is entitled to the Christmas bonus for the months in which he was employed for a full calendar month.

**Article 4**  
(Achievement of targets)

Target achievement is determined at the level of the entire Steklarna Rogaška Group and considered for all eligible employees.

**5. člen**

(Cilji in znesek Nagrada po mesecih za december 2022)

Stranki tega aneksa potrjujeta, da so bili cilji in način obračuna nagrade po mesecih za december 2022 potrjeni že na pogajanjih v novembru 2022, a se tudi Nagrada po mesecih za december 2022 ureja skladno z dogovorom s socialnimi partnerji enotno v okviru božičnice za leto 2023.

Za mesec december 2022 se Nagrada po mesecih določi glede na postavljene cilje in v enakih zneskih kot je določeno v Tabeli iz člena 3 Aneksa št. 6 k Podjetniški kolektivni pogodbi z dne 9. 9. 2022.

**6. člen**

(Cilji in znesek Nagrada po mesecih za obdobje januar 2023 do november 2023)

V obdobju od začetka januarja 2023 do konca novembra 2023 se šteje, da je bil cilj izplena vročega dela presežen, če je izplen vsaj 76%. Šteje se, da je bil cilj izmeta hladnega dela presežen, če je izmet hladnega dela 7,5% ali nižje.

Zneski Nagrade po mesecih se določajo glede na doseganje ciljev skladno s tabelo 1 spodaj, v kolikor je dosežena 100% norma skladno s tem dogovorom in so določeni v bruto I v EUR.

**Article 5**

(Targets and amount of Award by Month for December 2022)

The parties to this Annex confirm that the targets and the method of calculation of the Award by month for December 2022 have already been confirmed during the negotiations in November 2022, but that the Award by Month for December 2022 is also regulated uniformly as part of the Christmas bonus for 2023 in accordance with the agreement with the social partners.

For the month of December 2022, the Award by month shall be determined on the basis of targets and in the same amount as in the table of Article 3 of the Annex no. 6 to the Company Collective Agreement dated 9 September 2022.

**Article 6**

(Targets and amount of Award by Month for period January 2023 to November 2023)

In the period from the beginning of January 2023 to the end of November 2023 the target for hot end yield is considered exceeded if the yield is at least 76%. The cold end yield target is considered to exceed if the cold work yield is 7.5% or less.

The amount of Award by Month is determined in the Table 1 below, if 100% of the piece rate achievements are met in accordance with this agreement and are specified in gross I in EUR..

**Tabela 1 / Table 1**

Target: Hot End Yield /Cilj: Izplen vroči del	76,0%	77,0%	78,0%	79,0%	80,0%
Nagrada po mesecih na zaposlenega (bruto v EUR)/Award by Month per employee (gross in EUR)	13	26	39	52	65
Target: Cold end yeals /Cilj: Izmet hladni del	7,5%	7,0%	6,5%	6,0%	5,5%
Nagrada po mesecih na zaposlenega (bruto v EUR)/Award by Month per employee (gross in EUR)	8	17	25	33	41

**7. člen**

(Organizacijska enota za obračun Nagrade po mesecih)

Doseganje norm se ugotavlja kot povprečje doseganja norme na ravni Organizacijske enote za obračun Nagrade po mesecih (»Organizacijska enota«).

Organizacijske enote na ravni katerih se upošteva doseganje norm so:

**Article 7**

(Organizational unit for account Awards by Month)

The achievement of the piece rate is determined as the average piece rate at the organizational unit level for the calculation of the Awards by Month ("Organizational unit")

The Organizational units at the level of which the achievement of the piece rates is taken into account are:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>- Ročna vroča proizvodnja</li> <li>- Strojna vroča proizvodnja</li> <li>- Dodelava</li> <li>- Dekoracija</li> <li>- Pakirnica</li> <li>- Ostalo</li> </ul> | <ul style="list-style-type: none"> <li>- Manual hot production</li> <li>- Mechanical production</li> <li>- Cold end finishing</li> <li>- Decoration</li> <li>- Packaging room</li> <li>- Other</li> </ul> |
|---|---|

Zaposleni so razporejeni v posamezne Organizacijske enote glede na delovni proces, ki ga opravlja. Razpredelnica, iz katere je razvidno, kateri oddelki so umeščeni v posamezno Organizacijsko enoto, je Priloga 1 tega aneksa. V kolikor bi bilo primerno, da se zaradi sprememb delovnega procesa posamezni oddelek prestavi iz ene Organizacijske enote v drugo, delodajalec o tem obvesti sindikat in svet delavcev in na primeren način objavi novo razpredelnico.

Nagrada po mesecih se za posameznega delavca obračuna glede na povprečno doseganje norme Organizacijske enote, v katero je delavec umeščen. Če je delavec umeščen v Organizacijsko enoto »Ostalo«, se za obračun Nagrade po mesecih uporabi povprečno doseganje norme v celotni Skupini Steklarna Rogaška. Za delavce, ki so umeščeni v oddelek »Vodstvo proizvodnje stekla«, se za obračun Nagrade po mesecih upošteva povprečje Organizacijskih enot, glede na umeščenost oddelkov, ki jih vodijo, oziroma povprečno doseganje norme v celotni Skupni Steklarna Rogaška, če so oddelki ki jih vodijo umeščeni v Organizacijsko enoto »Ostalo«.

V kolikor je delavec tekom meseca premeščen iz ene Organizacijske enote v drugo, se zanj pri obračunu upošteva sorazmerna Nagrada po mesecih, ki bi pripadala posamični Organizacijski enoti glede na čas, ko je delal za to Organizacijsko enoto.

#### **8. člen (Doseganje norm)**

V obdobju od začetka januarja 2023 do konca novembra 2023, če v povprečju 100% norm, ki so določeni skladno s členom 53 Kolektivnog pogodb za dejavnosti pridobivanja in predelave nekovinskih rudnin Slovenije in Pravilnikom o normah in normiranju, na ravni posamezne Organizacijske enote niso dosežene, se znesek Nagrade po mesecih iz tabele 1 določi v odstotkih glede na dosežen odstotek norme skladno s tabelo 2 spodaj.

Employees are assigned to each Organisational Unit according to the work operation they perform. A table showing which departments are assigned to each Organisational Unit is Appendix 1 to this Annex. Should it be appropriate to transfer a department from one Organisational Unit to another due to changes in the work process, the Employer shall inform the Union and the Works Council and publish a new table in an appropriate manner.

The Award by Month shall be calculated on the basis of the average achievement of the piece rate of the Organizational unit in which the employee is assigned. If the employee is assigned in the Organisational Unit "Other", the average achievement of piece rate in the entire Steklarna Rogaška Group shall be used for the calculation of the Award by Month. For the employees assigned to the department "Glass Manufacturing Management", the calculation of the Award by month shall take into account the average of the Organizational units, depending on the assignment of the departments they manage, or the average achievement of the standard in the entire Group Steklarna Rogaška, if the departments they manage are assigned in the Organizational unit "Other".

If an employee is transferred from one Organizational unit to another during the month, the pro rata Award by Month of the respective Organizational unit shall be taken into account in calculating the Award by Month for the period during which the staff member worked for that Organizational unit

#### **Article 8 (Piece Rate Achievements)**

In the period from the beginning of January 2023 to the end of November 2023, if the average piece rate achievements set in accordance with Article 53 of the Collective Agreement for Mining and Processing of Non-Metallic Minerals in Slovenia, as well as the Norms and Norms Regulation are not achieved 100% at the level of each Organizational unit, the Monthly Award shall be determined as a percentage depending on the achieved percentage of the norm in accordance with Table 2 below.

**Tabela 2/ Table 2**

Doseganje norm /Piece Rate Achievement	Odstotek Nagrade po mesecih/ Percentage Awards by Month
100 %	100%
99%	97%
98%	94%
97%	91%
96%	88%
95%	85%
94%	80%
93%	75%
92%	70%
91%	65%
90%	60%
89%	55%
88%	50%
87%	45%
86%	40%
85%	35%
84%	30%
83%	25%
82%	20%
81%	15%
80%	10%
79%	5%
78%	0%

**9. člen**

(Ugotavljanje Nagrade po mesecih)

**Article 9**

(Determining Awards by Month)

Po koncu meseca se sestane Komisija za ugotavljanje doseganja z namenom ugotovitve doseganja ciljev in norm v posameznem mesecu in določitve Nagrade po mesecih za posamezno Organizacijsko enoto.

Komisija, ki zaseda 4 delovni dan v mesecu je sestavljena iz vodje NPD, Vodje tehnologije ter Vodje planiranja. Komisija izdelano poročilo z utemeljivijo morebitnih popravkov glede doseganja norm posreduje svetu delavcev in sindikatu, ki lahko v roku 1 delovnega dne podata pripombe.

Končno poročilo, ki mora biti izdano in posredovano v obračun plač najkasneje 6 delovni dan v mesecu, je podlaga za obračun Nagrade po mesecih.

At the end of the month, a Achievement Assessment Committee meets to determine the achievement of the targets and piece rate for each month and to determine the Award by Month for each Organizational unit.

The commission, which meets on the 4th working day of the month, is composed of the Head of NPD, the Head of Technology and the Head of Planning. The commission forwards the report with justification of any corrections to the achievement of the piece rates to the works council and the trade union, which can comment within one working day.

The final report which must be issued no later than the 6th working day of the month and forwarded to the payroll department is the basis for the calculation of the Award by Month.

**10. člen****Article 10**

Ta dogovor stopi v veljavo naslednji dan po objavi na oglasni deski delodajalca uporablja pa se od 1. 12. 2022.

This agreement shall enter into force on the day following the publication on the employer's notice board and is in use as of 1 December 2022.

**SINDIKAT PODJETJA STEKLARNA ROGAŠKA SLATINA**

Predsednik Sindikata podjetja Steklarna Rogaska / President of the Trade Union of the  
Rogaška Slatina Glass Factory: Stjepan Križnik



V / In Rogaška Slatina, dne/date 29.1.2023

**STEKLARNA ROGAŠKA d.o.o.**

Direktor/director:

STEKLARNA ROGAŠKA d.o.o.

Ulica talcev 1  
3250 Rogaška Slatina

V / In Rogaška Slatina, dne/date

**STEKLARSKI HRAM d.o.o.**

Direktor/director:

STEKLARSKI HRAM d.o.o.  
Trgovinsko poslovna in storitva  
Ul. talcev 1, Rogaška Slatina

V / In Rogaška Slatina, dne/date \_\_\_\_\_

## PRILOGA 1 /APPENDIX 1

<b>Oddelek/SM</b>	<b>Department/CC</b>	<b>Organizacijska enota za obračun</b>
AVT. BRUŠENJE IN STROJNO ČIŠČ.	Autocutting & Robot Belting	Dekoracija
DEKORACIJA	Decoration	Dekoracija
DODELAVA	Crystal Finishing	Dodelava
KADROVSKA SLUŽBA	Human Resources	Ostalo
KAKOVOST	Quality	Ostalo
KISLINSKO POLIRANJE	Acid Polishing	Dekoracija
KONČNA KONTROLA IN POPRAVIVO	Final QC & Repair	Dekoracija
KONTROLA KAKOVOSTI	Quality Control	Dodelava
OPERATIVNA LOGISTIKA	Logistics	Ostalo
PAKIRANJE BRUŠENEGA KRISTALA	Cut Crystal Packing Room	Pakirnica
PAKIRANJE IN POPR. GLAD.KRIST.	Blank Crystal Packing & Repair	Dodelava
PLANIRANJE IN NABAVA	Planning & Purchasing	Ostalo
POLIRANJE IN SEST.NOV.MOD	Polishing and Assembly of New Models	Ostalo
POPRAVIVO IN VZDRŽ. MODELOV	Repair&Maintenance Of Models	Ostalo
PRIPRAVA ZMESI IN ČREPINJ	Batch Preparation	Strojna vroča proizvodnja
RACUNOVODSTVO IN FINANCE	Finance	Ostalo
RAZISKAVE IN RAZVOJ	Research & Development	Ostalo
RAZVOJ EMBALAŽE	Packaging Development	Pakirnica
RAZVOJ NOVIH PRODUKTOV	NPD	Ostalo
RAZVOJ ORODIJ	Mould Engineering	Ostalo
ROČNA PROIZVODNJA	Manual Hot End	Ročna vroča proizvodnja
ROČNA PROIZVODNJA EMBALAŽE	Manual Packaging	Pakirnica
ROČNO BRUŠENJE IN GLAJENJE	Manual Cutting & Belting	Dekoracija
SERVISNE DEJAVNOSTI	Maintenance	Ostalo
SKLADIŠČE EMB. IN POLIZDELKOV	Blank Warehouse & Packaging Storage	Ostalo
SKLADIŠČE EMBALAŽE KOZJE	Packing Warehouse Kozje	Pakirnica
SKLADIŠČE GOTOVIH IZDELKOV	Finished Product Storage	Ostalo
SKLADIŠČE MATERIALA	Material Storage	Ostalo
STROJ.IZDELAVA ORODIJ KLASIČNA	Mechanical Tool Production	Ostalo
STROJNA IZDELAVA ORODIJ CNC	Mechanical Tool Production CNC	Ostalo
STROJNA PROIZVODNJA	Machine Hot End	Strojna vroča proizvodnja
STROJNA PROIZVODNJA EMBALAŽE	Machine Packaging	Pakirnica
TRANSPORT IN ČIŠČENJE	Transportation & Cleaning	Ostalo
VODSTVO IN ADMINISTRACIJA	Rogaska Factory Management & Adm.	Ostalo
VODSTVO PROIZVODNJE STEKLA	Glass Manufacturing Management	Povprečje organizacijskih enot, ki jih vodi
VZPD IN EKOLOGIJA	Health and Safety	Ostalo