



temp**service**

29 March 2016

Collective Bargaining Agreement Staff Leasing

Minimum wage 2018

Annex 2

Module for calculation of minimum wages for unskilled,
skilled and semi-skilled workers for 2018

Annex 2

Module for calculation of minimum wages CBA Staff Leasing for unskilled, skilled and semi-skilled workers for 2018

Unskilled workers, 20 to 49 years

	areas		
	normal 3,400 / month	high-wage area 3,600 / month	Ticino 3,000 / month
Base wage / hour	18.66	19.75	16.46
Compensation for public holidays (3.2% of base wage)	0.60	0.63	0.53
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	1.60	1.70	1.42
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.74	1.84	1.53
Gross wage / hour	22.60	23.92	19.94

Unskilled workers up to age 19 and from age 50

	areas		
	normal 3,400 / month	high-wage area 3,600 / month	Ticino 3,000 / month
Base wage / hour	18.66	19.75	16.46
Compensation for public holidays (3.2% of base wage)	0.60	0.63	0.53
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	2.04	2.16	1.80
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.77	1.88	1.57
Gross wage / hour	23.07	24.42	20.36

Skilled workers, 20 to 49 years

	areas		
	normal 4,250 / month	high-wage area 4,550 / month	Ticino 4,000 / month
Base wage / hour	23.32	24.97	21.95
Compensation for public holidays (3.2% of base wage)	0.75	0.80	0.70
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	2.00	2.15	1.89
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	2.17	2.33	2.04
Gross wage / hour	28.24	30.25	26.58

Skilled workers up to age 19 and from age 50

	areas		
	normal 4,250 / month	high-wage area 4,550 / month	Ticino 4,000 / month
Base wage / hour	23.32	24.97	21.95
Compensation for public holidays (3.2% of base wage)	0.75	0.80	0.70
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	2.55	2.73	2.40
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	2.22	2.37	2.09
Gross wage / hour	28.84	30.87	27.14

Semi-skilled workers, 20 to 49 years

	areas		
	normal 3,740 / month	high-wage area 4,004 / month	Ticino 3,520 / month
Base wage / hour	20.52	21.97	19.31
Compensation for public holidays (3.2% of base wage)	0.66	0.70	0.62
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	1.76	1.89	1.66
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.91	2.05	1.80
Gross wage / hour	24.85	26.61	23.39

Semi-skilled workers up to age 19 and from age 50

	areas		
	normal 3,740 / month	high-wage area 4,004 / month	Ticino 3,520 / month
Base wage / hour	20.52	21.97	19.31
Compensation for public holidays (3.2% of base wage)	0.66	0.70	0.62
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	2.24	2.40	2.11
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.95	2.09	1.84
Gross wage / hour	25.37	27.16	23.88

