

# Collective Bargaining Agreement Staff Leasing 2016–2018

---

## From the client company

**«We challenge and foster our staff.  
Thereby, temptraining supports us.»**

**José Manuel Taboas Martínez**  
Chief Operating Officer, Teleperformance Schweiz

With the further training fund, the temporary employment industry facilitates companies to optimally integrate their on-demand employees into the personnel development strategy. Also, the Collective Bargaining Agreement (CBA) 2016 offers more leeway: the limit of daily overtime, which is subject to supplement, will be raised from 9 to 9.5 hours.



## What are the facts?

	<b>Business with a binding CBA</b>	<b>Business with a non-binding CBA</b> as listed in Annex 1 of the CBA Staff Leasing	<b>Region with a standard work contract</b> as per the Swiss Code of Obligations Article 360a	<b>Business operating in the chemical and pharmaceutical, engineering, printing, watchmaking<sup>1</sup>, food and beverage industries and public transport<sup>2</sup></b>	<b>Business without a CBA</b> (or with a non-binding CBA not listed in Annex 1)						
<b>Minimum wage</b>	As per the binding CBA	As per the non-binding CBA	As per the standard work contract	Standard wages for the region and the trade	As per the CBA Staff Leasing						
<b>Work time</b>	Work time as per the CBA Staff Leasing										
<b>Paid vacations</b>	<table border="1"> <tr> <td>10.6% (25 working days)</td> <td>Temp workers younger than 20 years or older than 50 years</td> </tr> <tr> <td>8.33% (20 working days)</td> <td>All other temp workers</td> </tr> </table>					10.6% (25 working days)	Temp workers younger than 20 years or older than 50 years	8.33% (20 working days)	All other temp workers		
10.6% (25 working days)	Temp workers younger than 20 years or older than 50 years										
8.33% (20 working days)	All other temp workers										
<b>Public holidays</b>	<table border="1"> <tr> <td>No compensation</td> <td>During the first 13 weeks of an assignment (exception: August 1<sup>st</sup>)</td> </tr> <tr> <td>3.2%</td> <td>From the 14<sup>th</sup> week</td> </tr> </table>					No compensation	During the first 13 weeks of an assignment (exception: August 1 <sup>st</sup> )	3.2%	From the 14 <sup>th</sup> week		
No compensation	During the first 13 weeks of an assignment (exception: August 1 <sup>st</sup> )										
3.2%	From the 14 <sup>th</sup> week										
<b>Contribution for continuing training and implementation</b>	1%, of which 0.3% is contributed by the employer and 0.7% by the worker										
<b>Occupational pension</b> Premium contribution: 50% employer 50% worker	<table border="1"> <tr> <td>No obligation</td> <td>Maximum assignment of 13 weeks</td> </tr> <tr> <td>Temp worker must contribute to the occupational pension plan (from the first day)</td> <td> <ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul> </td> </tr> </table>					No obligation	Maximum assignment of 13 weeks	Temp worker must contribute to the occupational pension plan (from the first day)	<ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul>		
No obligation	Maximum assignment of 13 weeks										
Temp worker must contribute to the occupational pension plan (from the first day)	<ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul>										
<b>Sick leave insurance</b> Premium contribution: 50% employer 50% worker	<table border="1"> <tr> <td>720 days</td> <td>60 days</td> <td>Maximum assignment of 13 weeks</td> </tr> <tr> <td></td> <td>720 days</td> <td> <ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul> </td> </tr> </table>					720 days	60 days	Maximum assignment of 13 weeks		720 days	<ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul>
720 days	60 days	Maximum assignment of 13 weeks									
	720 days	<ul style="list-style-type: none"> <li>Open-ended assignment or</li> <li>Fixed-term assignment of more than 13 weeks or</li> <li>Temp worker with child-care responsibilities</li> </ul>									

<sup>1</sup> if not subordinated to the CBA Watch; otherwise Annex 1 CBA Staff Leasing

<sup>2</sup> Canton of Ticino: the Standard employment contract (SEC) applies to all industries, except for public transport.

Hourly base wages * (CHF)		Normal wage regions	High-wage regions **	Ticino
<b>Skilled</b>	as of 1.5.16	22.50	24.14	21.95
	2017	22.77	24.42	21.95
	2018	23.32	24.97	21.95
<b>With professional experience</b>	as of 1.5.16	19.80	21.25	19.31
	2017	20.04	21.49	19.31
	2018	20.52	21.97	19.31
<b>Unskilled</b>	as of 1.5.16	17.56	18.66	16.46
	2017	18.11	19.20	16.46
	2018	18.66	19.75	16.46
<b>Workers in first year of post-apprenticeship employment</b>	as of 1.5.16	20.25	21.73	19.75
	2017	20.49	21.98	19.75
	2018	20.99	22.47	19.75

\* plus 13<sup>th</sup> month salary, vacations and holidays as per the CBA Staff Leasing  
 \*\* high-wage regions include the agglomeration of Berne, the Arc Lémanique as well as the Cantons of BS, BL, GE and ZH

	Number of hours	Supplement
<b>Normal working hours</b>	42 hours/week	
<b>Extra hours</b>	from 43 <sup>rd</sup> (after 42 <sup>nd</sup> ) to 45 <sup>th</sup> hour/week	either no supplement or 1:1 time-off compensation
<b>Overtime</b>	from 46 <sup>th</sup> (after the 45 <sup>th</sup> ) to 50 <sup>th</sup> hour/week or from 9 <sup>th</sup> hour and a half (after 9h 30min) to 12 <sup>th</sup> hour/day	25% salary supplement

**Note:**  
 Several temp assignments in the same business within a 12-month period are added together.

---

## As a temporary worker

**«The CBA guarantees a minimum wage.  
For me, this is important.»**

Sara Di Liberto

HR Assistant, Teleperformance Schweiz

In case of accident or illness, temporary workers are protected. Retirement is also provided for, as contributions to the occupational pension fund can be paid immediately. One particular advantage: temporary workers benefit from subsidized further training. [www.temptraining.ch](http://www.temptraining.ch)



---

## For the recruitment agency

**«The CBA offers flexibility and fair competition.»**

Gianni Parisi

Head Commercial Positions, Adato AG

Thanks to the CBA, a uniform implementation contribution applies to all temporary workers, regardless of the industry. This relieves administrative efforts and offers fair competition, as the same rules apply to all recruitment agencies.



---

## The social partners



Die Gewerkschaft.  
Le Syndicat.  
Il Sindacato.



kaufmännischer  
verband



[www.swissstaffing.ch](http://www.swissstaffing.ch)

swissstaffing  
Stettbachstrasse 10  
CH-8600 Dübendorf

Issue 10. 2018