

Collective Bargaining Agreement Staff Leasing 2019–2020

Temporary Workers

Thanks to the CBA, there is a minimum wage.

Temporary workers are also protected in case of accident or illness, and retirement is provided for, as contributions to the occupational pension fund can be made from day one. A particular advantage is that temporary workers can benefit from subsidized further training. www.temptraining.ch

Recruitment Agencies

The CBA ensures fair competition.

Thanks to the CBA, a uniform implementation contribution applies to all temporary workers regardless of the industry they are working in, which helps to relieve the administrative burden. The same rules apply for all recruitment agencies.

Contracting Companies

The CBA offers stability in flexibility.

With the CBA, contracting companies have a cleverly devised set of rules at their disposal that ensure a balance between providing social security for temporary workers and providing flexibility for companies.



What are the facts?

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

² 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 |
|--|--------------|---------------------|----------------------|--------|
| Skilled | as of 1.1.19 | 23.65 | 25.29 | 22.28 |
| | 2020 | 23.98 | 25.62 | 22.28 |
| With professional experience | as of 1.1.19 | 20.81 | 22.26 | 19.60 |
| | 2020 | 21.10 | 22.55 | 19.60 |
| Unskilled | as of 1.1.19 | 19.07 | 20.16 | 16.79 |
| | 2020 | 19.48 | 20.58 | 16.79 |
| Workers in first year of post-apprenticeship employment | as of 1.1.19 | 21.28 | 22.77 | 20.05 |
| | 2020 | 21.58 | 23.06 | 20.05 |

* plus 13th 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 |
|-----------------------------|--|---|
| Normal working hours | 42 hours/week | |
| Extra hours | from 43 rd (after 42 nd) to 45 th hour/week | either no supplement or 1:1 time-off compensation |
| Overtime | from 46 th (after the 45 th) to 50 th hour/week or from 10 th (after 9h 30min) to 12 th hour/day | 25% salary supplement |

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

The social partner



**Die Gewerkschaft.
Le Syndicat.
Il Sindacato.**



**kaufmännischer
verband**



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