
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.

The social partner



www.swissstaffing.ch

swissstaffing
Stettbachstrasse 10
CH-8600 Dübendorf

Edition: January 2021

Collective Bargaining Agreement Staff Leasing 2021



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		
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										
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		
No compensation	During the first 13 weeks of an assignment (exception: August 1 st)										
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 		
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 										
Sick leave insurance 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"> Open-ended assignment or Fixed-term assignment of more than 13 weeks or Temp worker with child-care responsibilities </td> </tr> </table>					720 days	60 days	Maximum assignment of 13 weeks		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
720 days	60 days	Maximum assignment of 13 weeks									
	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 									

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	2021	23.98	25.62	22.28
With professional experience	2021	21.10	22.55	19.60
Unskilled	2021	19.48	20.58	16.79
Workers in first year of post-apprenticeship employment	2021	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.