
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

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Collective Bargaining Agreement Staff Leasing 2022–2023



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	Business without a CBA (or with a non-binding CBA not listed in Annex 1)	*As of 1.1.2023, the minimum wages according to the CBA Staff Leasing apply in full. ¹ if not subordinated to the CBA Watch; otherwise Annex 1 CBA Staff Leasing
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			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			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	No obligation					Maximum assignment of 13 weeks
Premium contribution: 50% employer 50% worker	Temp worker must contribute to the occupational pension plan (from the first day)					• Open-ended assignment or • Fixed-term assignment of more than 13 weeks or • Temp worker with child-care responsibilities
Sick leave insurance	720 days	60 days				Maximum assignment of 13 weeks
Premium contribution: 50% employer 50% worker		720 days				• Open-ended assignment or • Fixed-term assignment of more than 13 weeks or • Temp worker with child-care responsibilities

Hourly base wages * (CHF)		Normal wage regions	High-wage regions **	Ticino
Skilled	2022	24.12	25.76	22.41
	2023	24.25	25.90	22.55
With professional experience	2022	21.22	22.67	19.73
	2023	21.34	22.79	19.85
Unskilled	2022	19.70	20.80	17.54 ^{a)}
	2023	19.92	21.02	18.00 ^{b)}
Workers in first year of post-apprenticeship employment	2022	21.71	23.18	20.17
	2023	21.83	23.31	20.30

^{a)} Valid as from 1.12.2021

^{b)} Valid as from 1.12.2022

* 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.