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## 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](http://www.temptraining.ch)

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## 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.

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## 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.

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## The social partner



Die Gewerkschaft.  
Le Syndicat.  
Il Sindacato.



kaufmännischer  
verband



[www.swissstaffing.ch](http://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 <sup>1</sup> , food and beverage industries and public transport	Business without a CBA (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>	10.6% (25 working days)				
	8.33% (20 working days)				
<b>Public holidays</b>	No compensation				
	3.2%				
<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	No obligation				
	Temp worker must contribute to the occupational pension plan (from the first day)				
<b>Sick leave insurance</b> Premium contribution: 50% employer 50% worker	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>		

\*As of 1.1.2023, the minimum wages according to the CBA Staff Leasing apply in full.

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

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

<sup>a)</sup> Valid as from 1.12.2021

<sup>b)</sup> Valid as from 1.12.2022

\* 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 10 <sup>th</sup> (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.