



temp**service**

29 March 2016

Collective Bargaining Agreement Staff Leasing

Minimum wage 2017

Annex 2

Module for calculation of minimum wages for unskilled,
skilled and semi-skilled workers for 2017

Annex 2

Module for calculation of minimum wages CBA Staff Leasing for unskilled, skilled and semi-skilled workers for 2017

Unskilled workers, 20 to 49 years

	areas		
	normal 3,300 / month	high-wage area 3,500 / month	Ticino 3,000 / month
Base wage / hour	18.11	19.20	16.46
Compensation for public holidays (3.2% of base wage)	0.58	0.61	0.53
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	1.56	1.65	1.42
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.69	1.79	1.53
Gross wage / hour	21.94	23.25	19.94

Unskilled workers up to age 19 and from age 50

	areas		
	normal 3,300 / month	high-wage area 3,500 / month	Ticino 3,000 / month
Base wage / hour	18.11	19.20	16.46
Compensation for public holidays (3.2% of base wage)	0.58	0.61	0.53
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	1.98	2.10	1.80
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.72	1.83	1.57
Gross wage / hour	22.39	23.74	20.36

Skilled workers, 20 to 49 years

	areas		
	normal 4,150 / month	high-wage area 4,450 / month	Ticino 4,000 / month
Base wage / hour	22.77	24.42	21.95
Compensation for public holidays (3.2% of base wage)	0.73	0.78	0.70
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	1.96	2.10	1.89
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	2.12	2.27	2.04
Gross wage / hour	27.58	29.57	26.58

Skilled workers up to age 19 and from age 50

	areas		
	normal 4,150 / month	high-wage area 4,450 / month	Ticino 4,000 / month
Base wage / hour	22.77	24.42	21.95
Compensation for public holidays (3.2% of base wage)	0.73	0.78	0.70
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	2.49	2.67	2.40
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	2.16	2.32	2.09
Gross wage / hour	28.15	30.19	27.14

Semi-skilled workers, 20 to 49 years

	areas		
	normal 3,652 / month	high-wage area 3,916 / month	Ticino 3,520 / month
Base wage / hour	20.04	21.49	19.31
Compensation for public holidays (3.2% of base wage)	0.64	0.69	0.62
Compensation for vacation (8.33% of sum of base wage + compensation for public holidays)	1.72	1.85	1.66
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.87	2.00	1.80
Gross wage / hour	24.27	26.03	23.39

Semi-skilled workers up to age 19 and from age 50

	areas		
	normal 3,652 / month	high-wage area 3,916 / month	Ticino 3,520 / month
Base wage / hour	20.04	21.49	19.31
Compensation for public holidays (3.2% of base wage)	0.64	0.69	0.62
Compensation for vacation (10.6% of sum of base wage + compensation for public holidays)	2.19	2.35	2.11
13 th monthly wage payment (8.33% of sum of base wage + compensation for public holidays + compensation for vacation)	1.91	2.04	1.84
Gross wage / hour	24.78	26.57	23.88

