

Switzerland

Probationary Periods

The first month of employment is deemed a trial period and can be extended to three months by written contract. Seven days' notice is required to terminate a Worker during the probationary period.

Holidays

Workers recognize one paid federal holiday and up to eight cantonal (regional) holidays. Work performed on a public holiday must be optional and compensated at 150%.

Vacation

Workers over the age of 20 are entitled to four weeks paid vacation per year or a pro-rata portion thereof. Unused vacation generally cannot be carried over to the following year.

Sick Leave

After three months of service, Workers are entitled to paid sick leave for up to three weeks during the first year of service (that amount increases in subsequent years). Employers may request a medical certificate after three consecutive days of absence due to injury or illness.

Working Hours

A regular work week is 45 or 50 hours depending on the nature of the work. Workers are entitled to one day off each week, which should generally be a Sunday. Workers are entitled to 11 consecutive hours of rest per day.

Overtime

Hours over the contractual hours or statutory maximum per week are considered overtime and must be compensated at 125% or time off in lieu. Hours over the statutory weekly maximum are considered "extra hours" and are limited to two hours per day and 140 to 170 hours per year depending upon the workweek.

Resignation

Workers must observe the same notice periods as employers in resigning. The notice must be written and contain the termination date.

Mandatory Employer Costs

AHV/AVS contribution, Child allowance contribution, AHV/AVS administration fee, Unemployment contribution, Complimentary accident insurance contribution (A1), Professional accident contribution (A1), Sickness loss of income contribution (B1), Pension fund contribution, CBA tempservice training fund.