

# Implementing provisions Salary models for employees in the ground CLA in technical functions

between

**KFMV Schweiz,  
VPOD,  
SEV-GATA,**

hereinafter collectively the «Associations»

and

**Swiss International Air Lines Ltd.**  
Postfach, 8058 Zürich-Flughafen („SWISS“)

---

## 1. Introduction

In order to take account of changes in labor market requirements, salary models have been developed for certain functions or function groups and have now been revised or adapted. The salary models reflect the theoretical development of the monthly base salary with a statistical range based on years of experience. The salary models also take into account the education and training levels required for a function.

**Training:** the training requirements specified in the function description upon entry into the function result in the salary model trajectories.

- AB: Completed vocational training
- BA: Education/further education with degree up to the level of "Bachelor" or equivalent
- MA: Education/further education with degree up to the level of "Master" or equivalent

**Years of experience:** the years of experience are derived from the years of service in the respective function, plus the number of creditable years of relevant professional experience upon entry into the function, if applicable.

Examples:

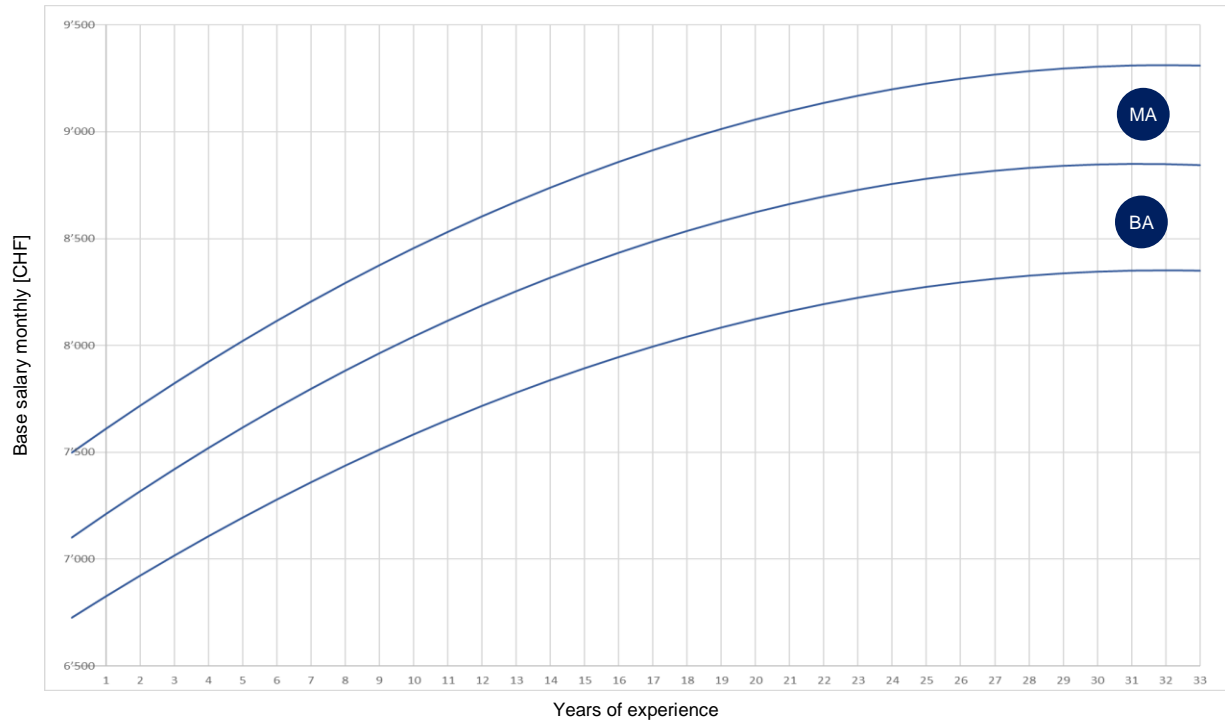
- If the function is taken up directly after completion of training, no relevant professional experience is taken into account in the salary classification.
- If the function is taken up after 10 years of professional experience in related or identical occupational areas, 10 years of professional experience will be taken into account in the salary classification.

All functions that are not explicitly listed below are not affected by the salary model described in the document.

## 2. Business management functions

The following business management functions at Swiss Technics are embedded in the salary model:

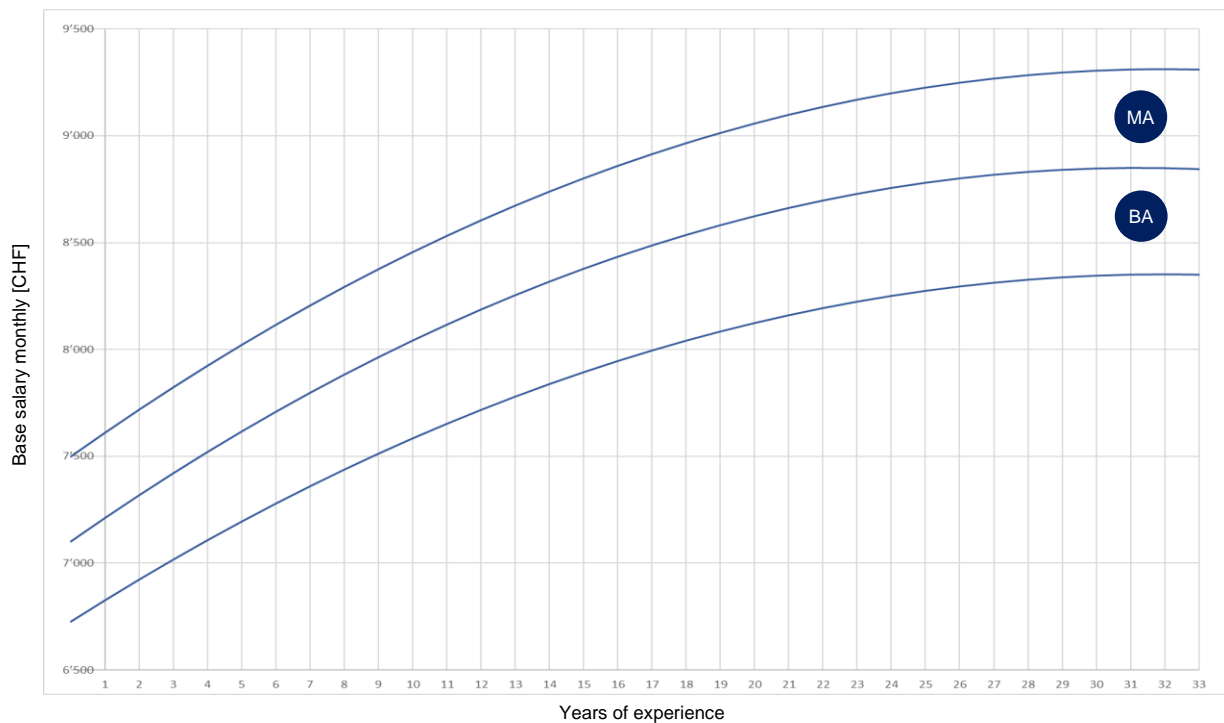
- Business Analyst



### 3. Engineering Functions

The following engineering functions at Swiss Technics are embedded in the salary model:

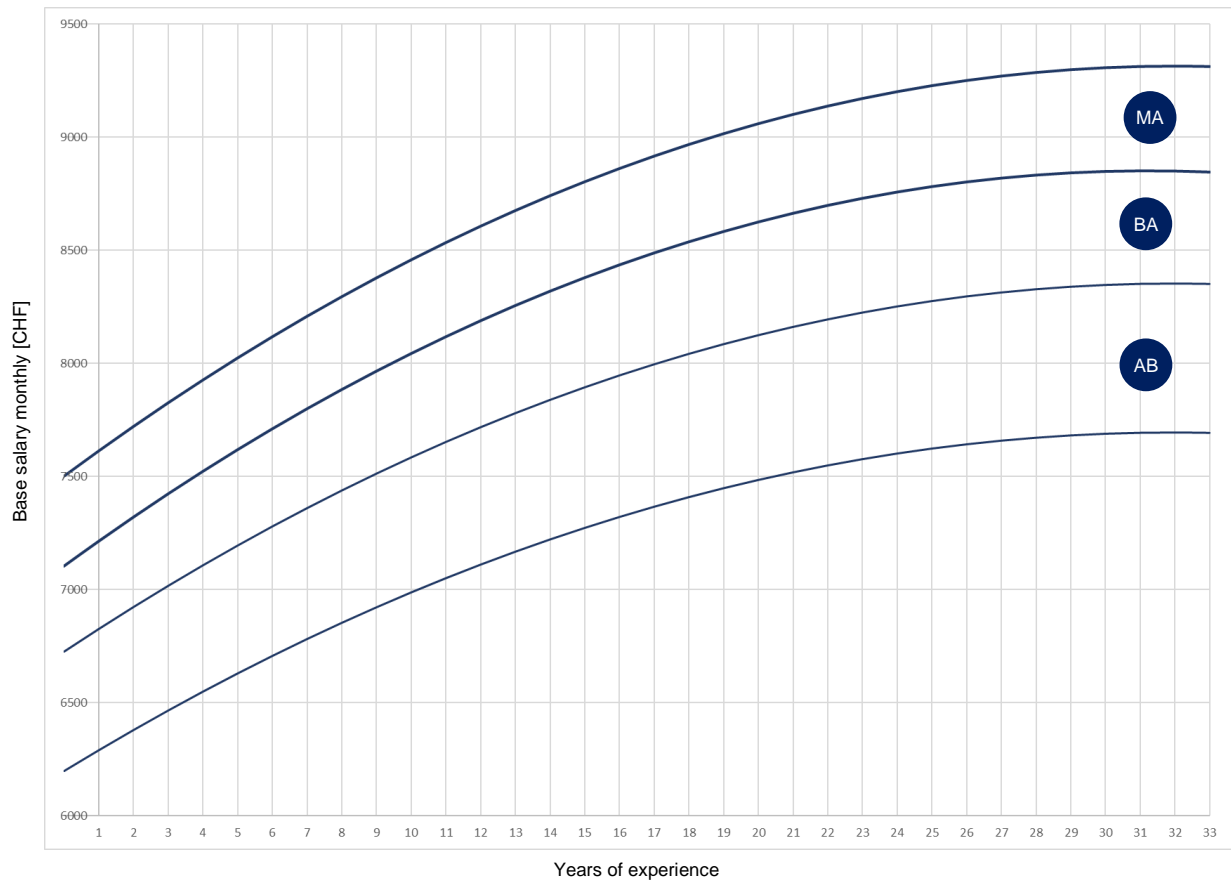
- Aircraft Systems Engineer
- Aircraft Transition Engineer
- AMOS Process Analyst
- Continuing Airworthiness Engineer
- Data Analytics Engineer
- Engine Type Engineer
- Fleet Engineer



#### 4. Planning Functions

The following planning functions at Swiss Technics are embedded in the salary model:

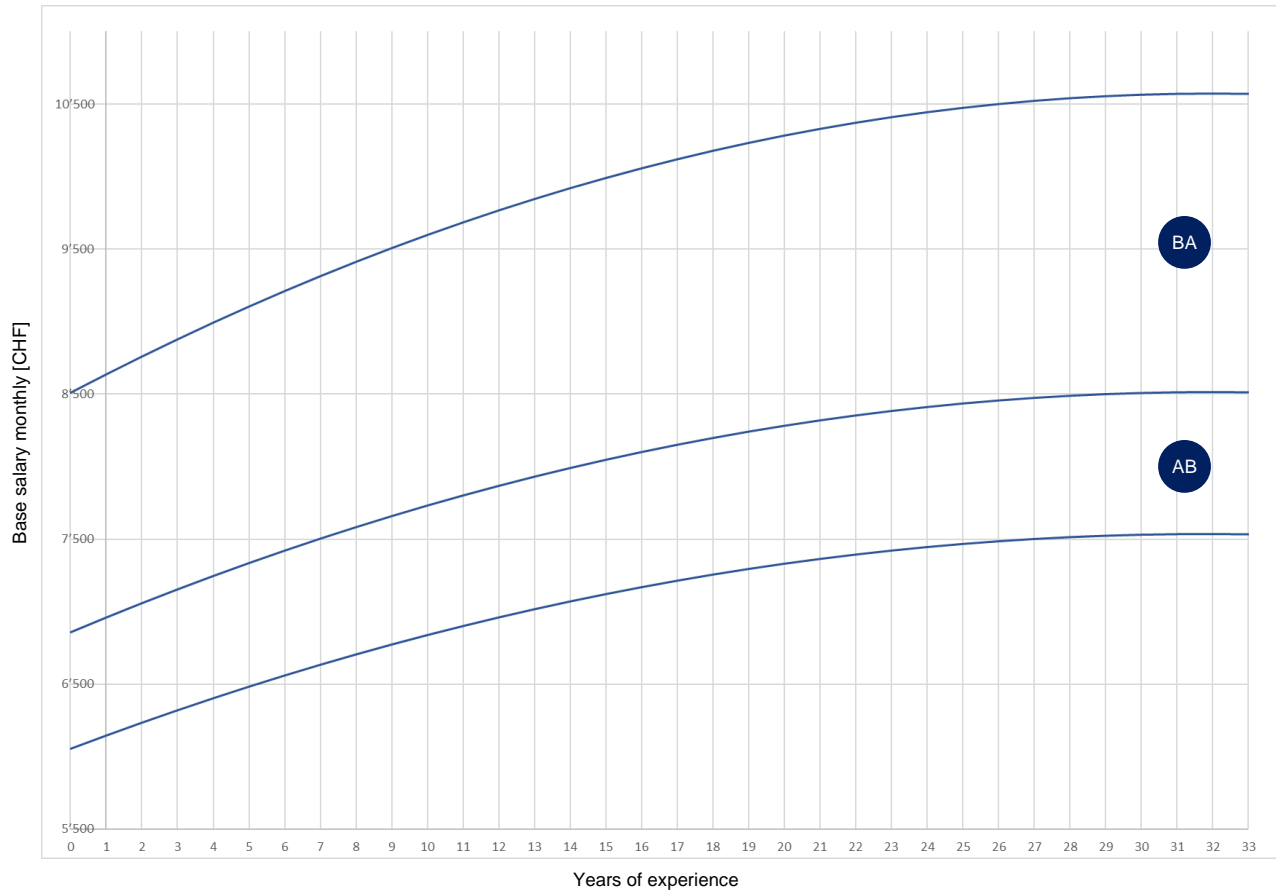
- Longterm Planing Engineer
- Midterm Planing Engineer
- Shortterm Planing Engineer
- Technical Operation Coordinator
- Maintenance Concept Engineer



## 5. IT Functions

The following IT functions at Swiss Technics are embedded in the salary model:

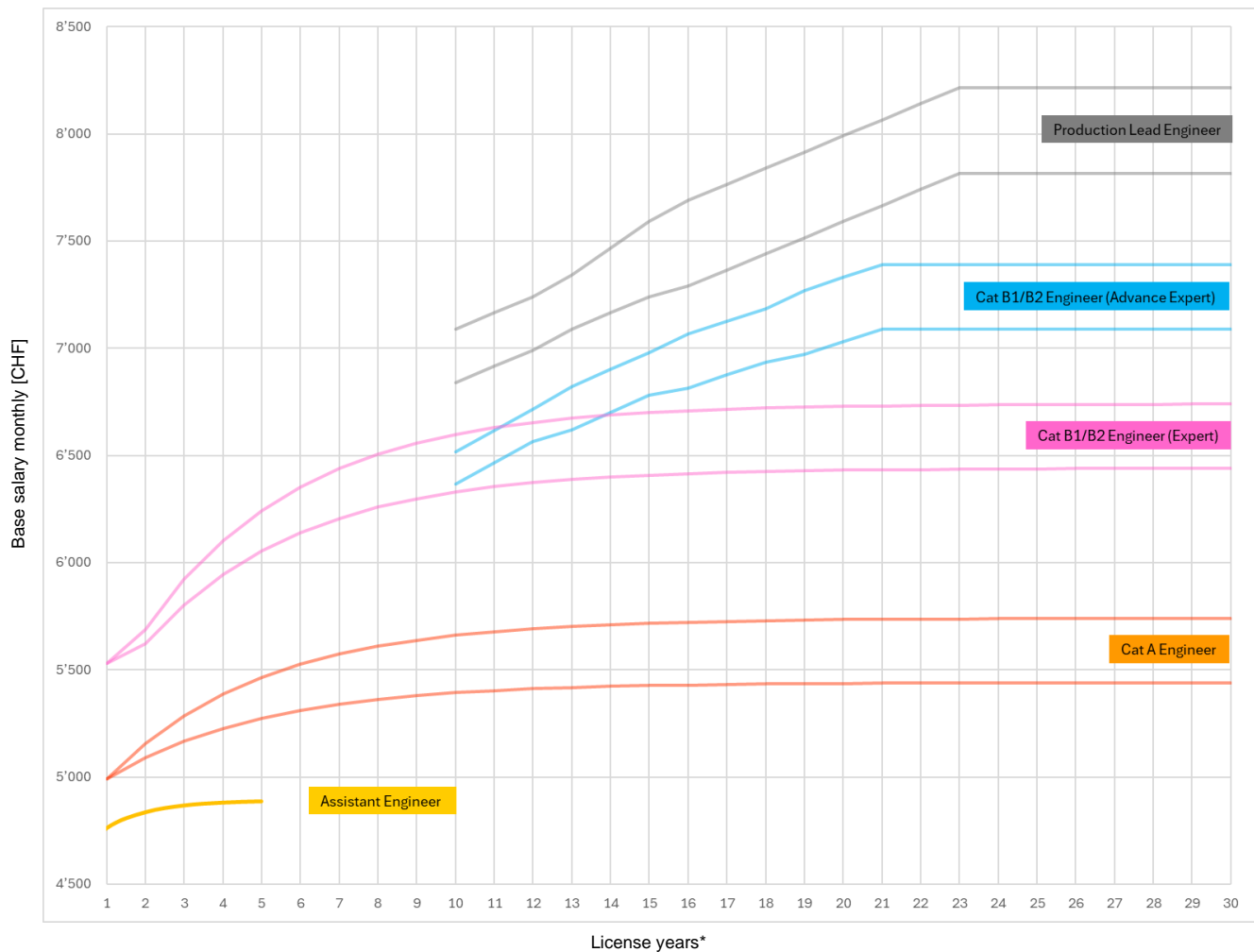
- Application Administrator & Supporter
- Application and Hardware Administrator
- Application Business Analyst



## 6. Production Functions

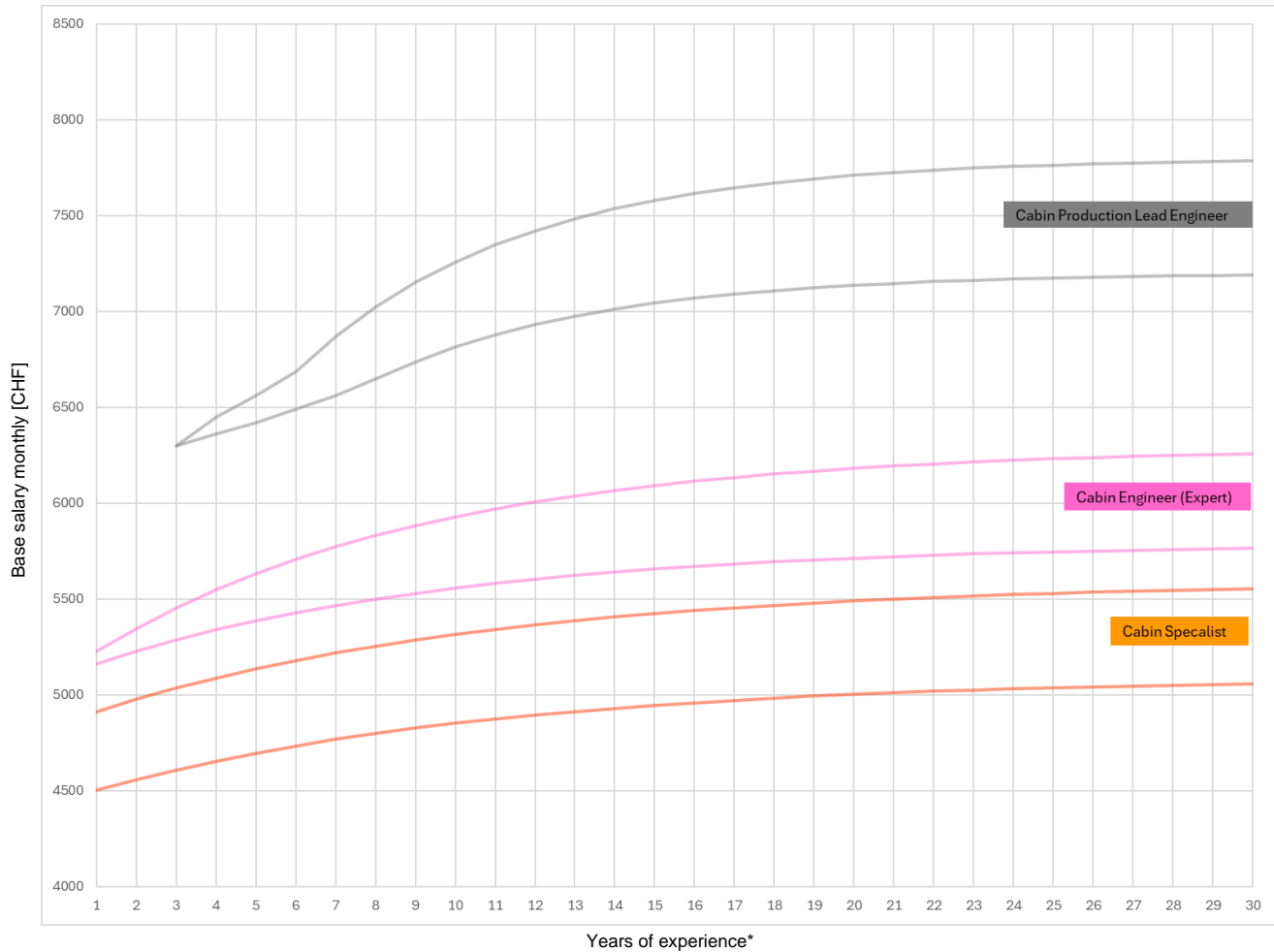
The following production functions at Swiss Technics are embedded in the salary model:

- Assistant Engineer
- Licensed Aircraft Engineer Cat A
- Licensed Aircraft Engineer Cat B1
- Licensed Aircraft Engineer Cat B2
- Production Lead Engineer



\*For Mechanic functions (Licensed Engineer), years of experience equal years of license.

- Cabin Engineer
- Cabin Production Lead Engineer



## 7. Review

This implementation regulation will apply from 1.1.2023. The salary model progression paths will be reviewed and, if necessary, adjusted as part of the annual salary revision. SWISS provides overviews of the individual functions as part of the salary review process and justifies deviations to the social partners. General basic salary increases as part of the salary review in accordance with CLA Art. 12 lead to corresponding adjustments of the salary curves. The pages with the salary curves can be updated accordingly without the document having to be signed again by all parties. The agreement with the updated wage curves is then made available to the social partners.