

# Wage Development Agreement for CLA Ground Staff

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

hereinafter called the “social partners”

and

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

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## 1 Introduction

In their declaration of intent about the CLA for SWISS ground staff (dated November 2017), the parties have agreed to prepare a suggestion for a new wage plan. The new wage plan should be based on comprehensible and transparent criteria for wage development within and beyond wage bands. In November 2017, SWISS and the social partners built a joint task force to discuss the new wage plan. As a result, this agreement regulates the modalities of future wage development for CLA ground staff.

## 2 System

### 2.1 Basic Principle

The yearly wage rounds (Art. 12 CLA) continue as usual. Whether there will be an individual or general (e. g. due to inflation) wage increase and the percentual scope will be decided upon in wage negotiations.

### 2.2 Wage Matrix

The individual part of wage increases for employees governed by the ground staff CLA in Switzerland is determined according to the units defined in the following matrix.

	EAT 1	EAT 2	EAT 3	EAT 4
Above band	0	0	0	0
3 <sup>rd</sup> third	0	0	2*	3*
2 <sup>nd</sup> third	0	1	3	4
1 <sup>st</sup> third	0	2	4	5
<b>*Maximum increase cannot exceed the maximum of the corresponding wage band.</b>				

The following applies:

- The Y-axis depicts the position within the wage band currently applicable. Employees who are already above their wage band do not receive a further wage increase.
- The X-axis depicts the status defined by the employee appraisal tool currently in use (currently: “EAT”; Employee Appraisal Talk”). The EAT which is used to define wage increases is the one from the year in which wage negotiations take place. If there is no EAT, an EAT 3 will be assumed. The parties are obligated to negotiate early, should any adjustments to the matrix be required because of changes to the employee appraisal tool (e. g. widening or narrowing of the appraisal scale).
- The value of a unit is calculated as follows:

$$\frac{\text{Wage bill to be distributed in CHF (individual part)}}{\sum \text{of distributed units (based on EAT appraisal and position within wage band)}}$$

### 2.3 Exceptions

The following cases are exempt from individual wage development based on the matrix (deadline: date of implementation of wage measure):

- Terminated contract (resignation within the following 3 months)
- Newly recruited within the past 3 months

Supervisors can suspend the application of the matrix in justified individual cases. These exceptions are to be justified in writing for the attention of the Head of Labour Relations & HR Steering as well as the affected employee. Exceptions must be listed for the social partners in the yearly wage round reporting (number, department, justification).

### 3 Review

The agreement at hand will first be implemented in the 2020 wage round. The social partners will critically review the system and its implementation at their first meeting (spring 2020). The parties agree to start negotiations, should an adjustment of this agreement be required due to substantial deficits.

### 4 Final Provisions

Once the agreement at hand is signed, the declaration of intent about the CLA for SWISS ground staff in Switzerland, dated November 2017, will cease to apply and have no further legal effect (exception: Point 5<sup>1</sup>).

If individual regulations of this agreement prove to be invalid or ineffective, this shall not render any regulations invalid or ineffective except the ones concerned. In this case, the parties are obligated to replace the questionable regulation with another that comes as close to the original regulation as possible.

This agreement is tied to the validity of the CLA2018.

Zurich-Airport, Zurich, Bern, Glattbrugg, August 2019

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<sup>1</sup> Based on appendix 1 of the SWISS groundstaff CLA, a job description must be established for all positions. Preliminary documents (e.g. job advertisements) from the last 3 years may be used for this task as long as they are adapted to fit the current conditions.

**Swiss International Air Lines Ltd.**

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