



THE SOCIAL PARTNERS OF THE
MECHANICAL AND ELECTRICAL
ENGINEERING INDUSTRIES

Supplementary Agreement

dated 9 December 2020

to the

Collective Employment Agreement (CEA) of the Mechanical and Electrical Engineering Industries 2018

Agreement pursuant to Art. 8.8 para. 1 CEA MEM on paternity leave and care leave (application of Art. 18.2 para. 5 and Art. 20 para. 1 c) and h) CEA MEM in light of the new statutory provisions from 1 January 2021)

The ASM (Swissmem) of the one part, and

Employees Switzerland,

Trade union Unia,

Syna – the Trade Union,

Association of Commercial Employees and

Swiss Leaders Association

of the other part

in view of the new statutory provisions that come into force on 1 January 2021, and of the ensuing legal uncertainties with regard to the interpretation and application of the CEA MEM dated 1 July 2018, hereby agree as follows:

Chapter A. Content of the supplementary agreement

1. Art. 18.2 para. 5 CEA MEM is hereby amended and interpreted as follows:

An employee who is the legal father of a child at the time of her/his birth or who becomes the legal father within the following six months, is entitled to paternity leave of two weeks (= ten working days). This leave must be taken within six months of the birth of the child. It can be taken on a weekly or daily basis:

- If the employee is entitled to a paternity allowance under the relevant legislation, he shall receive full pay during this paternity leave in accordance with Art. 15.4 CEA and the employer shall be compensated accordingly.
- If the employee is not entitled to a paternity allowance under the relevant legislation, he shall receive his full salary in accordance with Art. 15.4 CEA during the first half of such paternity leave (= five working days).

Subject to operating constraints, it is recommended that companies grant up to four weeks' additional unpaid paternity leave from the time of birth on request.



2. Art. 20 para. 1 c) CEA MEM is retained in its current form and interpreted as follows: Paid absence for the birth of a child shall be granted in addition to paternity leave.
3. Art. 20 para. 1 h) CEA MEM is hereby amended as follows:

h) For the necessary care of a family member or life partner with a health impairment (pursuant to Art. 329h CO)

Duration: up to three days per event and – except in the case of children (Art. 324a CO) – up to ten days per year

4. The ASM (Swissmem) shall on behalf of the contracting parties separately send copies of this supplementary agreement (in German, French and Italian) to all member companies subject to the CEA MEM and their employee representatives.

Member companies and their employee representatives shall receive copies of the supplementary agreement by 31 December of this year at the latest.

5. Each contracting party shall announce the provisions of the supplementary agreement in its publications and/or on its website. It shall also notify its own members.

Chapter B: Entry into force

This agreement shall come into force on 1 January 2021, replacing the following articles in their entirety: Art. 18.2 para. 5 CEA MEM and Art. 20 para. 1 h) CEA MEM.



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MECHANICAL AND ELECTRICAL
ENGINEERING INDUSTRIES

The contracting parties to the CEA for the Mechanical and Electrical Engineering Industries:

ASM Association of Swiss Engineering Employers (Swissmem)

Stefan Brupbacher
Director

Kareen Vaisbrot
Member of the Executive Board

Employees Switzerland (Swiss Association of Employees)

Alexander Bélaz
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Stefan Studer
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Trade union Unia

Vania Alleva
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Johann Tscherrig
Central Secretary, MEM Industries sector head

Diego Frieden
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