

The benefits offered by the CEA of the MEM industries are **the result of hard work and negotiations.**

The **implementation of participation rights** in the companies is also hard work.

The CEA is valuable. Let's look after it.

Support us !

**Become a
member**

Better than the law

Without collective employment agreement, **legal minimum** applies.

CEA MEM

Law

40 hours week
Overtime supplement binding in most cases

45 hours week
Overtime supplement not compulsory

Indexed minimum wages
Right to collective wage negotiations

No minimum wages
No right to wage negotiations

5 to 7 weeks of holiday
9 public holidays (minimum)

4 to 5 weeks of holiday
7 public holidays (minimum)

Full wages in case of sickness or accident for a longer period of time

No full wages in case of sickness or accident or full wages for a shorter period

16 weeks maternity leave, 100% wage

14 weeks maternity leave,
80% wage

2 weeks „paternity“ leave, 100% wage (50% wage in case there's no entitlement to paternity allowance)

2 weeks „paternity“ leave, 80% wage (no wage in case there's no entitlement to paternity leave)

Extended participation rights in the companies

Minimal participation rights in the companies

From age 55 :
Right to be heard before dismissal.
From age 55 and 10 years of service :
1 additional month notice period

Unclear rulings of the Federal Supreme Court, which change every 2 years