

Work Contract

between

employer (name and address)

and

employee (name and address)

1. Beginning of working relationship

The working relationship begins on _____ for an indefinite period. The qualifying period is one month.

2. Activity

3. Workload

The workload is _____ hours/days per week.

4. Vacation

The employee is entitled to _____ (at least four) weeks of paid vacation per year.

Alternative irregular workload: The vacation will be paid out by the appropriate surcharge on the wage (see Note 5).

5. Wage

Alternative regular workload
Gross wage per hour/month: _____ Fr.

Alternative irregular workload
Gross wage per hour/month: _____ Fr.

Vacation compensation (_____ %) ¹ _____ Fr.

Total gross wages: _____ Fr.

Deductions
AHV/IV/EO und ALV (6,25%) ² _____ Fr.

NBU ³ _____ Fr.

Quellensteuer (5%) ⁴ _____ Fr.

Net wage per hour/month: _____ Fr.

6. Wage payment in the event of sickness (and occupational injury)

The wage payment in the event of sickness (and occupational injury, if the workload is less than eight hours per week) complies solely with the Swiss Code of Obligations (Obligationenrecht).

7. Wage payment in the event of occupational (and non-occupational) injury

The employer takes out a mandatory insurance for the employee (Unfallversicherung) for occupational injury (Betriebsunfall). And non-occupational injury (Nichtbetriebsunfall), if the workload is more than eight hours per week.

8. Wage payment in the event of maternity

The continuation of payment during maternity complies solely with the the provisions of the Regulations for Income Compensation (Erwerbsersatzordnung, EO). Wages will be compensated at 80% from the child's date of birth for 14 weeks by the Ausgleichskasse during 14 weeks, provided that all EO-conditions are fully met.

9. Termination of an indefinite working contract

The statutory terms of notice apply. Both parties may terminate the contract within seven days at any time during the trial period. After the end of the trial period both parties may terminate the contract by the end of the month according to following periods of cancellation:

- First year of service: 1 month notice
- Second to ninth year of service: 2 month notice
- Tenth and more year of service: 3 month notice

10. General provisions

Apart from the above the statutory provisions of the cantonal standard employment contract for domestic staff apply (Normalarbeitsvertrag für Hauspersonal). Changes and additions are valid only in writing.

City, date

Employer:

Employee:

Explanations of the footnotes

1 8.33% for four weeks vacation per year, 10.64% for five weeks vacation per year (and 13.04% for six weeks vacation per year, if stipulated by the cantonal normal employment contract (Normalarbeitsvertrag für Hauspersonal).

2 New since 1.1.2008: Persons employed in a household must pay these insurance premiums, regardless of the height of income per calendar year. Persons who are not employed in a household and do not earn more than 2300 francs per calendar year at one employer may pay these insurance premiums if they explicitly so desire.

3 Only for workloads of eight hours or more per week: In this case the employer must insure the employee for non-occupational injuries (Nichtbetriebsunfälle, Freizeitunfälle).

4 Only if settled with the new form of the Ausgleichskasse under the simplified procedure (see K-Tipp 1/08).