

Implementation Rules for the Agreement on Maintenance / Additional Days

- SWISS renounce the target additional days (2 days per employee) for the 4th quarter 2015.
- Two additional days must be provided per quarter.
- In case of contracts starting or ending during the course of the year, the number of additional days remaining until the end of the year is calculated pro rata and is to be rounded up or down to 0.5 days.
- 3 months before the beginning of a new quarter, a list of available additional days must be communicated in a transparent manner (online or displayed in print). Employees can enter for available days on a “first come – first serve” basis. Those who fail to do this correctly (entering one day only or infringing rest periods) will be assigned their 2 days for the quarter. If the employee is not at fault for missing the entry deadline (due to illness, accidents, military service, etc.), he or she must still be granted a choice among the remaining available additional days.
- In Geneva, the terms of entry differ from those mentioned above until 31 December 2020: In December at the latest, SWISS will publish the distribution of additional days among all employees for the entire year. Should the distribution not fit the needs of an individual employee, single days may be redistributed given that operational requirements be taken into account. Modifications after publication of the annual plan are possible; changes during the course of the year may be issued with a three-month term of notice.
- SWISS reserves the right to publish more additional days at short notice due to operational requirements. Employees may switch to these days. SWISS will assign employees who have not yet entered to vacant days.
- The term of notice for the first quarter of 2016 is shortened extraordinarily to one month (the list is to be provided per 1 December).
- In general, any shift may be done on additional days (night to day and vice-versa shall be allowed if needed; as long as target times for the respective shift are respected). SWISS may adapt the shift arrangement to meet operational requirements.
- A planning aid must be provided for each shift group, showing what days are suitable as additional days without infringing employment law or rest periods.
- The final responsibility to respect employment law regulations remains with the employer.
- Employees receive a confirmation of their chosen additional days. These days are binding and generally cannot be withdrawn by SWISS. Exceptional operational situations (e.g. short-term change in airplanes, postponement of scheduled A-Checks for operational reasons) are exempt from this rule. In such cases, SWISS and the concerned employees must mutually agree on a solution for the subsequent planning of additional days.
- Long-term absences due to illness, accidents, or military service of more than 30 days legitimize a pro rata reduction of the designated 8 additional days per year. No reductions are made for the first 30 days of absence.
- SWISS may command employees to see the medical officer or demand a medical certificate for the first day of absence (Art. 35 CLA) in case of illness on a scheduled additional day. The additional day is then considered as performed.
- Attending courses (e.g. Type Ratings or other courses of more than 30 days) does not justify a reduction of target additional days.
- Should an employee choose the ‘wage reduction’ variant, his or her work quota is reduced, which requires an annex to the employment contract. The employee must work the regular shift times and blocks, but not the eight additional days. This variant allows the employee to deliver additional days in the form of a reduction of his or her work quota

and wage. The wage reduction amounts to 4.3% for TMH-employees and to 3.6% for TML-employees. In addition to the basic wage, all fixed bonuses (e.g. local bonus, license bonus), the 13th monthly wage, and profit-sharing bonuses are also reduced. Only the family bonus is exempt from reduction. Pension and social security provisions are charged on the basis of the reduced salary.

- In case of a general change in the shift schedule, all work quotas will automatically be raised back to 100%.
- For the 'holiday reduction' variant, a mixture of holidays and additional days may be chosen (e.g. 4 holidays and 4 additional days).
- Employees may request a change of their initially chosen variant for personal reasons by contacting Head of Maintenance TM.
- This agreement replaces the corresponding agreement from 23 November 2018.

Zurich Airport, 4 November 2019

Swiss Int. Air Lines AG:

sig. Stephan Regli

sig. Gieri Hinnen

SEV-GATA:

sig. Philipp Hadorn

sig. Markus Cadosch

VPOD:

sig. Stefan Brülisauer

sig. Harry Huskic

Kaufmännischer Verband:

sig. Caroline Schubiger

sig. Xenia Wassihun