

Negotiated by Employees Huntsman and the social partners

# The standard contract

Holidays | Salary continuation | Social security | Stable salaries

Your **PLUS-FACTOR**  
for better working conditions





# The standard contract offers you better working conditions and improved social security!

## Why is the standard contract so important for you?

- > The standard contract is a basic working agreement for all employees at Huntsman which are in the salary classes 26-35.
- > The contract offers you better working conditions than the minimum required by Swiss law.

## Where does the standard contract come from?

- > The standard contract was introduced at the time of Ciba-Geigy. At this time the employee association pushed hard for its implementation.
- > Thanks to the strong commitment of Employees Huntsman the contract has been carried over through Vantico to Huntsman.

## Who negotiates the standard contract?

The social partners of the employees – among them Employees Huntsman and its umbrella association Employees Switzerland – negotiate the standard contract with the management board.

### An example:

Working conditions for a 40-year-old employee who has been working at Huntsman for 8 years:

	Legal Basis	Huntsman Standard Contract
Holidays per year	20 days	23 days
Working hours per week	45 hours	40 hours
Salary continuation in case of illness	12 weeks	104 weeks (at 100% wage adjustment)





# The standard contract is negotiated for you by Employees Huntsman and the social partners.

## Below are some important improvements we have achieved for you:

- ✓ **The public holidays are now explicitly defined in the standard contract (SC).** They reflect the regional differences at the company sites in the German and French parts of Switzerland. **The four free half-days ,Code 56‘ have also been defined,** they will be determined in collaboration with the employee representatives (art. 4.3.3.1, art. 4.3.3.2 SC).
- ✓ **Since 2010 a maternity leave of 18 weeks is possible – at full salary.** This regulation is also valid for women that adopt a child (18 weeks adoption leave).  
**A paternity leave,** or an adoption leave for fathers respectively, **of 15 days has been defined** – also at full salary (art. 4.5.4 SC).
- ✓ **The economic pressure on the salaries has been reduced:** For temporary employees working in the same function for 1 year or longer, a permanent contract has to be considered (art. 4.7.1.1 SC).
- ✓ **The conditions for the termination of a working contract by the employer have been improved:**
  - The termination of the contract is only possible after a written warning (art. 4.2.2 SC). This does not apply for dismissals due to serious cases, such as acts of violence, theft or threats, etc.
  - The period of notice for employees as of the age of 45 years can be extended up to 9 months upon agreement with the employee representation (art. 4.2.1.2 SC).
  - For contract terminations due to economic reasons, the new standard contract provides certain basic conditions that have to be considered, such as social plans, special protection of employees over 50 years of age, prevention of hardship, etc. These cases have to be examined and discussed upon agreement with the employee representatives (art. 4.2.3 SC).



The complete standard contract is available on the Huntsman intranet and in the member area of the Employees Huntsman website at [www.employees-huntsman.ch](http://www.employees-huntsman.ch).



# Benefit from a strong network and exclusive services.



## And benefit from...

- > free working law insurance
- > free consultation for all questions related to working law and social law
- > cost-attractive legal protection insurance
- > attractive training courses
- > better conditions for bank services
- > premium reductions at Swiss insurance companies (health insurance, property insurance)
- > expert information on latest topics

## You want to have better working conditions?! Your membership is key!

The number of members Employees Huntsman has is one of the key elements for our success:

- > at standard contract negotiations
- > at planned reorganizations and lay-offs
- > when representing your interests towards the management board

## You want to have a strong partner?! Join us!

Employees Huntsman offers you a strong network – inside and outside of the company:

- > We represent your interests – towards the management board and in political circles.
- > We support the employee representatives and make them stronger – by sharing our knowledge and by professional training.
- > We have a high influence in politics – thanks to our umbrella associations Employees Switzerland and Travail Suisse.

## And benefit from... ... exclusive services for our members!

Thanks to our partnership with Employees Switzerland, you can benefit from a comprehensive range of services and price reductions. For more information have a look at our website [www.employees-huntsman.ch](http://www.employees-huntsman.ch).

Yes, I want to join Employees Huntsman!



The first year of your membership is free. As of the second year you pay an annual fee of 80 CH. You can cancel your membership at any time, it will expire at year-end.

#### My contact details

Mrs  Mr First name.....  
Name.....  
Date of birth.....

#### My private address

Street and no.....  
Postal code and town..... Country.....  
Phone..... E-mail.....

#### My business address

Division  Advanced Materials  Textile Effects  
Function  Finance  Management  Production  Supply Chain  
 HR  Eng./Manufacturing  Safety/PS/EHS  Sales  
 Lab/Tech. Dep.  Marketing  other:.....

Street and no.....  
Postal code and town.....  
Building/office no.....  
Phone..... E-mail.....

#### I prefer to receive news from the association in

English  French  German

#### I first became aware of Employees Huntsman through

Recommendation  Posters  Internet  other:.....

#### I was canvassed by

First name, name.....  
Internal location.....  
Phone.....

Please fill in the form and send it by internal mail to

Fredy Boss, Finances, Employees Huntsman c/o Huntsman Advanced Materials (Switzerland) GmbH  
Klybeckstrasse 200, CH-4057 Basel

or visit our website [www.employees-huntsman.ch](http://www.employees-huntsman.ch) and use the electronic form to register.

Strengthen our position  
in the company and at negotiations:  
Become a member!



Protecting  
the workplace  
Switzerland

Transparent  
wages  
and fair  
compensation

A high-performing  
pension fund

Advancing  
employees

A culture of trust

Strengthening  
employee  
representatives

**With you  
we are stronger!**

[www.employees-huntsman.ch](http://www.employees-huntsman.ch)  
[contact@employees-huntsman.ch](mailto:contact@employees-huntsman.ch)



**Employees**  
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Our partners:



Employees  
Switzerland

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