THE SOCIAL PARTNERS OF THE
MECHANICAL AND ELECTRICAL
ENGINEERING INDUSTRIES

Supplementary Agreement

of 18 November 2026

to the

Collective Employment Agreement of the Mechanical and Electrical Engineering Industries 2023

(hereinafter referred to as the “CEA MEM”)

Agreement pursuant to Art. 15.2 para. 6 of the CEA MEM concerning the annual indexation of minimum wages under Art. 15.2 paras. 3 and 5 of the CEA MEM (excluding the indexation of the additional CHF 300 for qualified employees pursuant to Art. 15.2 para. 5)

ASM Association of Swiss Engineering Employers (Swissmem) of the one part, and

Employees Switzerland (Swiss Association of Employees),

Trade Union Unia,

Syna – the Trade Union and

the Association of Commercial Employees of the other part,

have, on the basis of Art. 15.2 para. 6 of the CEA MEM concerning the annual indexation of the minimum wages stipulated in the CEA for Regions A, B and C (pursuant to Art. 15.2 paras. 3 and 6 of the CEA MEM, excluding the indexation of the additional CHF 300 for qualified employees pursuant to Art. 15.2 para. 5) with reference to the Swiss consumer price index (LIK) as an integral part of the CEA MEM of 1 July 2023, concluded the following Agreement:

Section A. Content of the Supplementary Agreement

1. Pursuant to Art. 15.2 para. 6 of the CEA MEM, the indexation of minimum wages is based on the year-on-year change in the LIK as at 31 October, provided that any negative development in the LIK does not affect minimum wages. As at 31 October 2026, the LIK had increased by 1.5% compared with the previous year. The index stood at 109.7 points (base: December 2015).

2. Amendment to Art. 15.2 para. 3 of the CEA MEM as follows:

Regions	Apportionment of cantons and districts	Monthly wage (x 13)	Yearly wage based on 2,080 hours (52x40 hours)
Region A	**AG:** Aarau, Baden, Bremgarten, Brugg, Lenzburg and Zurzach districts **GE** **SH** **SZ:** Höfe and March districts **TG:** former Diessenhofen district **VD:** Gros-de-Vaud, Lausanne, Lavaux-Oron, Morges, Nyon and Western Lausanne districts, former Riviera district **ZH**	CHF 4,226	CHF 54,938
Region B	**AG:** Kulm, Laufenburg, Muri, Rheinfelden and Zofingen districts **AI/AR** **BE:** excluding the Bernese Jura administrative district (former Courtelary, La Neuveville and Moutier districts) **BS/BL** **FR** **GL** **GR:** excluding the Moesa district **LU** **OW/NW** **SG** **SO** **SZ:** excluding the Höfe and March districts **TG:** excluding the former Diessenhofen district **UR** **VD:** Aigle and Broye-Vully districts, former Pays-d'Enhaut district **VS** **ZG**	CHF 3,951	CHF 51,363
Region C	**BE:** Bernese Jura administrative district only (former Courtelary, La Neuveville and Moutier districts) **GR:** Moesa district only **JU** **NE** **TI** **VD:** Jura Northern Vaud district only	CHF 3,784	CHF 49,192

3. Amendment to Art. 15.2 para. 5 of the CEA MEM (excluding indexation of the additional CHF 300 for qualified employees) as follows:

Region A **(pursuant to Art. 15.2 para. 3)**	**Region B** **(pursuant to Art. 15.2 para. 3)**	**Region C** **(pursuant to Art. 15.2 para. 3)**
(CHF 4,226 + CHF 300) x 13 = CHF 4,526 x 13	(CHF 3,951 + CHF 300) x 13 = CHF 4,251 x 13	(CHF 3,784 + CHF 300) x 13 = CHF 4,084 x 13

4. On behalf of the contracting parties, the ASM (Swissmem) shall send copies of this Supplementary Agreement to all member companies subject to the CEA MEM and their employee representative bodies in a separate mailing (in German, French and Italian).

   The member companies and their employee representative bodies shall receive a copy of the Supplementary Agreement by no later than 30 November of this year.

5. ASM member companies are responsible for informing their respective auditors of this Supplementary Agreement and the new minimum wage provisions. The ASM shall inform EXPERT-suisse and Treuhand Suisse.

6. Each contracting party shall publish the resolutions contained in this Supplementary Agreement through its association publications and/or on its website. Each contracting party shall also inform its own members.

Section B. Final provisions

This Agreement, together with the amendments set out in section A, shall enter into force on 1 January 2027.

The contracting parties to the CEA MEM:

ASM Association of Swiss Engineering Employers (Swissmem)

Stefan Brupbacher
Director

Eva Bruhin
Member of the Executive Board

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Employees Switzerland (Swiss Association of Employees)

Alexander Bélaz
President

Pierre Derivaz
Managing Director

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Trade Union Unia

Silvia Locatelli
Member of the Executive Board,
Head of Industry Sector

Matteo Pronzini
Member of Industry Sector Management,
Head of MEM Industries

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Syna – the Trade Union

Nico Fröhli
Head of MEM Industry

Michele Aversa
Deputy Head of MEM Industry

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Association of Commercial Employees

Sascha M. Burkhalter
CEO

Michel Lang
Head of Social Partnership

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