Work at Empa

The employment conditions in brief

Detailed information can be found at Personnel Law ETH Domain:

www.empa.ch/personnellaw
Conditions of employment

Working time
41 hours per week and flexitime between 6 a.m. and 8 p.m.
In the morning and afternoon a 15 minutes break each is considered as working time.
A trust-based working hours system applies. Employees are responsible to achieve their target working time. For self attendance checking an electronic time recording system is available. The recording of absences is mandatory. Any necessary supplementary work will be recognized and employees will be able to offset it, mandated by the line manager.

Vacation
6 weeks up to 20 years of age and upwards
5 weeks 21 years of age and upwards

Public holidays
The local public holidays will apply. Empa is closed between Christmas and New Year. Bridge days and downtime days can be offset using various possibilities.

Probation period
The probation period lasts max 6 month.

Period of notice
During the probation period: 1 week in the 1st and 2nd months of employment, 1 months from the 3rd month of employment
After the probation period: 1 month in the 1st year of service an 3 months from the 2nd year
Notice is not required for fixed-term employment. End of contract in accordance with the fixed period.

Salary
Salary is defined based on function, experience and performance according to the ETH-salary system and is based on the annual performance reviews.

Social security contributions

Salary insurance
In case of illness or accident 100% up to max. 365 days, from 3rd year of service plus 90% up to max. 730 days; for fixed-term employment until the expiry of the contract at the latest.

Family allowances
Entitlement is subject to the Federal Law on Family Allowances (FamZG).
The child allowances are paid for children up to the age of 16.
Education allowances are paid maximum up to the age of 25 if the child is still studying or doing an apprenticeship.

Allowances for employment level 50% or more
CHF 376.60 per month for the 1st child entitled to an allowance
CHF 243.25 per month for each subsequent child entitled to a child allowance CHF 274.85 per month for each subsequent child entitled to an education allowance after the 16th birthday up to the age of 25.

Allowances for employment level below 50%
CHF 200.00 per month for children up to the age of 16.
CHF 250.00 per month for children still in education up to the age of 25. Depending on the canton of work those allowances may be slightly higher.

AHV/IV/EO
5.3% Salary (old age and invalidity insurance)

ALV 1
1.1% Salary up to CHF 148'200.– (unemployment insurance)

ALV 2
0.5% Salary from CHF 148'201.–
Accident insurance

0.63% Salary for non-work-related accidents.
Opportunity to take out collective additional insurance to supplement mandatory accident insurance ("UVG").
Part-time employees working less than 8 hours a week are only insured for work-related accidents, including those occurring on the way to/from the workplace.

Pension scheme

Pension with the Federal Pension Fund Publica (ETH Company pension plan).
Employee’s premium contribution in % of the insured salary (annual salary minus co-ordination deduction; pro rata for part-time employees).

Premium incl. Risk premium (0.55% insured person; 0.95% Empa)

<table>
<thead>
<tr>
<th>Age group</th>
<th>Standard plan (up to FS9)</th>
<th>Executive plan I (FS10 to FS12)</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Insured person 36%</td>
<td>Empa 64%</td>
</tr>
<tr>
<td>22 – 34</td>
<td>5.35%</td>
<td>9.40%</td>
</tr>
<tr>
<td>35 – 44</td>
<td>6.60%</td>
<td>11.65%</td>
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<tr>
<td>45 – 54</td>
<td>10.00%</td>
<td>17.70%</td>
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<tr>
<td>55 – 65</td>
<td>12.70%</td>
<td>22.55%</td>
</tr>
</tbody>
</table>

Additional benefits

Training

Individual employee development assisted and supported by Empa
Reduced language courses at all locations
Events at Empa-Academy

Rail card (SBB)

Half-fare travel card: free of charge
Swiss network travel card: discount of the "General-Abonnement" (employment level at least 50%; in employment for at least 12 months)

Staff restaurant

Subsidised prices in Dübendorf

Mobile contract

Attractive conditions for mobile phone users (Corporate Mobile Network)

Car parking

Car parking subject to charges

Savings account

Special conditions with the Federal Employees’ Savings Bank; in employment for at least 3 years

Library

A wide variety of online databases, electronic and printed journals and books are available
www.lib4ri.ch

Car rental

Special conditions for car rental with Europcar

Sports

Academic sport association Zurich ASVZ www.asvz.ch
Internal sport groups

Child care

St.Gallen and Thun: reserved places