

15 January 2021

MEMBER UPDATE NO. 54

New Pension Plan Regulations and pension plans

Dear Member,

The social partners in Zurich, i.e. a delegation from the Executive Board and the associations, have agreed on changes to the key features of Personalvorsorge Swissport (PVS). This resolution was put to the vote by employees who are association members and was passed by a large majority.

The changes passed at Swissport, Zurich operations and SBS are as follows:

- Retirement age (previously 63) increases to the statutory retirement age (64/65)
- Saving for retirement benefits begins at age 20 (previously age 25)
- New contribution rates:
 - Age 20 – 24 7% (previously 0%)
 - Age 25 – 34 7% (previously 10%)
 - Age 35 – 44 10% (previously 15%)
 - Age 45 – 54 15% (unchanged)
 - Age 45 – 64 15% (unchanged)
- The coordination deduction comes down to 10% (previously 20%) of the relevant wage but the upper limit of CHF 14,340 remains
- Pension plan contribution splitting moves from 60%/40% to 50%/50% and, as a consequence, the "Standard Plus" pension plan is discontinued due to equal financing

These changes were communicated to Swissport Zurich and SBS employees in November by the social partners.

In December 2020, the Board of Trustees subsequently integrated the new items into the Pension Plan Regulations and by doing so thoroughly revised the Regulations.

Personalvorsorge Swissport now has two legal bases:

- The Pension Plan Regulations: Specifying all common legal foundations
- Pension plans: Reflecting and explaining the relevant individual parameters

While the Regulations apply to everyone, individual items in pension plans may be adjusted to reflect different places of work or employment contracts.

At the moment there are two pension plans: One for employees with a monthly wage and one for employees with an hourly wage. Both plans are based on the key features of the Swissport Zurich agreement.

Both documents include the provisions of the old Regulations (which have not been altered by the social partners). The only new aspects consist of further possibilities (option of buying into early retirement, advance financing of AHV supplementary pension) that put insured members in to a better position to afford early retirement by making purchases.

At its meeting on 8 January 2021, the Board of Trustees approved the new Pension Plan Regulations and the two pension plans. These have now to be submitted to the regulatory authorities for their approval.

A decision as to the effective date of the new principles will be taken individually by the social partners at the three locations of Zurich, Geneva and Basel. Negotiations are currently under way in Basel, the procedure being the same as in Zurich.

Early January, the employer in Geneva sent the new individual employment contracts (effective 1 June 2021) to employees. The employer had decided to apply the new pension plans (as applicable in Zurich) to this new set of agreements and so these pension plans were enclosed. Introduction in Geneva is scheduled for 1 June 2021. The decision on whether to accept these agreements is left to each individual employee.

The new Pension Plan Regulations, the pension plans, a calculator (how much my pension fund contribution will be in future) and a Q&A section for the most important questions will be available on Personalvorsorge Swissport's website (www.pv-swissport.ch) from mid-January 2021.

We are confident that the new, more clear-cut presentation will help provide a better understanding of how the pension funds work.

For the PVS Board of Trustees

Roland Etter

Chairman

Elisabeth Müller

Manager