

## Provisions for part-time employees who receive an hourly wage

### 1. Membership

(in application of Art. 3.1 of the Pension Scheme Regulations)

#### 1.1 General principles

The provision concerning admission and continued membership of employees who receive an hourly wage is defined in accordance with objective criteria and in compliance with the BVG insurance obligation. All employees who join on or after 1 July 2019 are covered. A review is carried out at regular intervals to determine whether an employee still meets the requirements for membership in application of Art. 3.1 of the Pension Scheme Regulations.

#### 1.2 Admission to and continued membership in PVS

##### 1.2.1 Employees receiving an hourly wage who join on or after 1 July 2019

The decisive salary for admission to PVS for the first month of employment is the statutory minimum amount (as of 2019: CHF 21,330). In subsequent months, the decisive salary is the extrapolated annual salary based on the previous month.

The entire calendar month is taken into account each month. For employees who join after the first of the month, the month of admission only counts as the first month of employment if the date the employee joins prior to the 16th calendar day of the month they join. Otherwise, the month the employee joins is not counted.

##### 1.2.2 Review

The review of membership is conducted on 1 January and 1 July of each calendar year.

If the annual salary actually earned in the prior year (for employees who join during the year, extrapolated to a full year) is lower than the valid statutory minimum amount for the current year, the employee is either not admitted or leaves PVS as of 31 December or as of 30 June.

If the employee leaves PVS, another review is carried out after six months based on the actual salary earned over the prior 12 months. If the salary extrapolated to a full year is higher than the statutory minimum amount, the employee is admitted to PVS as of the review date.

No review is conducted as of 30 June 2019 for employees who join between 1 January 2019 and 31 March 2019 and for whom a review was conducted before 30 June 2019. In this case, the review is conducted as of 31 December 2019. Employees who join in or after April 2019 who have not yet been covered will be admitted regardless of the salary they have earned as of 1 July 2019.

The review after 1 July 2019 is carried out for the first time as of 1 January of the following year for employees who join between April and September. The review after 1 July 2019 is carried out for the first time as of 1 July for employees who join between October and March. If, as of these two reference dates, it is determined that the employee does not meet the statutory minimum amount for the full year, they leave PVS as of 31 December or 30 June.

### **1.2.3 Current employees who change to an employment relationship with an hourly wage**

The assessment of admission to PVS when a current employee changes to an employment relationship with an hourly wage is carried out in a manner similar to the assessment of new employees (see Art. 1.2.1).

### **1.2.4 Continued membership in PVS for employees age 60 or older who do not meet the entry threshold**

Employees insured by PVS whose salary after they reach age 60 no longer exceeds the statutory minimum amount continue to be insured by PVS.

## **2. Insured salary**

(Change from Art. 4.1 and additional Art. 4.3 of the Pension Scheme Regulations)

- 2.1** The salary actually earned, less the coordination deduction in accordance with Appendix V, is insured. The annual salary is determined on the basis of the hourly rate as well as the amount of holiday and public holidays, multiplied by the number of hours worked.
- 2.2** The annual salary actually earned in the previous 12 months, less the coordination deduction, applies for the calculation of risk benefits in the event of death or disability as well as for the purchase of pension benefits in accordance with Art. 6.2 of the Pension Scheme Regulations. The annual salary actually earned in the previous year (for employees who join during the year) is used to calculate the expected benefits (extrapolated in the benefit statement).

## **3. Contributions**

(in addition to Art. 5.2 of the Pension Scheme Regulations)

The contribution deductions are made with a one-month delay. For the first month following admission to PVS, the deduction is made on the statutory minimum amount for employees who join on or after 1 July 2019. The deduction in subsequent months is made on the salary actually earned in the previous month. The contribution payment ends at the end of the month of departure, whereby the salary earned in the month of departure is not relevant for the salary insured by PVS as a result of the one-month delay in the contribution deductions.

## **4. Entry into force**

This Appendix enters into force on 1 July 2019 and replaces the one valid from 1 January 2019.