



Factsheet

The results of the 2026 collective bargaining negotiations in the banking sector

The key changes and additions to the Agreement on Conditions of Employment for Bank Employees (ACEBE) as of 1 January 2027:

- Extension of **maternity leave** from 16 to 18 weeks on full pay after three years' service;
- Extension of fully paid **adoption leave** from two to four weeks;
- Inclusion of statutory **special leave provisions** for tragic situations following childbirth, with full pay (death of the mother, death of the other parent, hospitalisation of the newborn);
- Granting of appropriate leave in the event of a **termination of pregnancy** or **miscarriage** on full pay;
- Increase in **holiday entitlement** from five to six weeks during basic education and comparable training programmes up to the age of 25;
- Increase in **the minimum wage** from the current 58,000 to 60,000 Swiss francs (EFZ);
- Special precautions when **introducing new technologies** such as AI (taking skills into account, exploring alternative uses, employee involvement);
- Clarification and expansion of **duty of care** towards **older employees**;
- Establishment of a **prohibition on discrimination** on the grounds of **mobile, flexible working**;
- Establishment of employers' measures and obligations in the area of **health and safety** (including a point of contact);
- Expansion of **employee representatives' rights to participate** in matters of health and safety and the introduction of new technologies.

In the Agreement on the recording of working time (ARWT), the following adjustments in particular were decided with effect from 1 January 2027:

- Clarification and tightening of the **sanctions regime** for serious breaches of the agreement;
- Strengthening the **role** of employee representatives in the area of **health and safety**;
- Establishment of employers' measures and **obligations** in the area of **health and safety** (including a contact point);
- Establishment of a clear and binding schedule for **health** surveys.

In addition to the aforementioned amendments, the social partners have also agreed to continue project-based cooperation on strategically important issues such as maintaining employability, health and safety, and equal pay.