



Communication

Welcome to transfair the staff association



Our Commitment

As a staff association for employees in the public services sector, transfair represents you personally at the workplace.

We call for:

- fair wages and fair working conditions
- better work/life balance
- training and further education opportunities
- greater appreciation and recognition of performance
- equal opportunities
- sustainable pension policy

We think and act independently and although we take a hard stance at the negotiating table, we fight for your concerns on a fair basis. This way we maintain an active social partnership with your employer, characterised by a sense of mutual respect. If you have individual concerns, we can help you with your case personally.



Challenges

The telecommunications industry works within a very dynamic environment. Service companies who want to be successful in this market must be innovative and actively contribute to technological development. This poses great and exciting challenges for the personnel involved in this sector. They can only tackle these challenges if they have specific specialist knowledge and advanced skills. But this rapidly evolving environment can also become a vicious circle. Increased quality requirements and the pressure associated with achieving anticipated results lead to an imbalance between work and rest. Further stress factors are generated by the sector's unclear future prospects due to its inherent restructuring and rationalisation.

transfair's commitment

transfair keeps a close eye on the developments in this industry as well as the impact they have on the employees; it actively works on behalf of the employees in this regard with great commitment. We are represented on the ComPlan Board of Trustees and the Swisscom Board of Directors. We are constantly expanding our circle of social partnerships to include other companies in the telecommunications sector in order to provide support to employees as a strong partner.



Basic Services

Employment conditions and social security benefits

Employment conditions and social security benefits	Negotiation of employment conditions and social security benefits (GAV, company contracts, occupational pension, social plans, regulations, etc.) as well as monitoring correct implementation and application of such
Wages and pensions	Representation of members in the negotiation of wages, inflation adjustment and securing of pensions
Consultation, involvement	Representation of members' interests in technical committees, working groups, staff committees and other bodies within the respective companies
Political influence	Political influence on topics that affect our members (economic policy, labour law, social insurance, etc.)

Information, advice and support

Information and details	on professional issues such as working hours, wages, allowances, days off, holidays, notice, etc.
Advice and support	for problems, disputes and bullying at the workplace
Administrative assistance	when composing letters to employers and authorities, filling out forms

Legal advice and legal protection

Employment protection	For example in the areas of: <ul style="list-style-type: none">• employment legislation and disciplinary disputes• disputes about private insurance policies or social security schemes including pension funds and unemployment funds as well as disputes relating to the direct commute to work• defence in criminal proceedings for the offence of negligence at the workplace• defence in administrative procedures in the field of road transport
Assumption of costs in cases of legal protection	Cover of costs for cases up to a maximum of CHF 300,000 in accordance with the legal protection regulations
Legal advice for personal matters	Credit for costs of up to CHF 200 per year for legal advice from a CAP lawyer in matters of a private nature

Additional Services

Further training

Attractive training offer	The courses run by educational institute ARC are free for transfair members (up to 2 courses per calendar year); for non-members the tuition fees amount to CHF 650 on average www.formation-arc.ch
Contribution towards the cost of training courses	Sharing the cost for training courses for professional development provided by other centres of up to CHF 200 per year

Discounts *

Reka Checks	10% discount on Reka Checks Limit of CHF 550 per year per member Additional shipping charge: CHF 10
CAP Legal Protection Insurance	Private and Motor Legal Protection Insurance for just CHF 125 per year
Supplementary health insurance	Premium reductions for different supplementary insurance policies for transfair members and their family
Zurich	Special conditions for motor vehicle, household / personal liability and building insurance policies
Driving lesson discount	10% discount at various driving schools

* For more detailed information visit www.transfair.ch/verguenstigungen

Loans, support **

Loan for further education	Loans of up to the maximum of CHF 5,000 for further educational purposes
Social loans	Loans of up to a maximum of CHF 3,000 to bridge financial difficulties
Social support	Financial help in emergencies (financial support that is not repayable) up to CHF 2,000

** All benefits and loans are arranged and provided in accordance with the regulations

Become a Member

Would you also like to be able to influence your working conditions in the future? Join now and take advantage of the powerful support and exclusive benefits provided through your membership:

- Comprehensive legal protection and advice
- Hotline for urgent questions
- Free training and further education courses
- Reductions in premiums for health insurance and insurance policies
- Discounted Reka Checks

Monthly membership fee

Gross annual income	
from CHF 120,000	CHF 45
CHF 100,000 to CHF 119,999	CHF 42
CHF 90,000 to CHF 99,999	CHF 39
CHF 80,000 to CHF 89,999	CHF 36
CHF 70,000 to CHF 79,999	CHF 33
CHF 50,000 to CHF 69,999	CHF 30
CHF 30,000 to CHF 49,999	CHF 25
CHF 15,000 to CHF 29,999	CHF 16
to CHF 14,999	CHF 8
Apprentices and trainees	CHF 5

There is a section surcharge ranging from CHF 1 to CHF 5 per month.
A solidarity contribution is included in the membership fee.

transfair

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