

REGULATIONS OF THE PEKO STAFF COMMISSION

FOR SWISS GROUND PERSONNEL WITH A SWISS BASIC CONTRACT OF EMPLOYMENT

Valid from 1 July 2026

This document is a translation of the original German text.
In all matters of interpretation, the original German shall prevail.

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1. Purpose

- 1.1 The PEKO Staff Commission (hereinafter 'the PEKO') is a body which represents the ground personnel (hereinafter 'the Personnel') of SWISS in Switzerland.
- 1.2 The PEKO is a company-internal institution whose purpose is to promote confidence, trust and good relations between SWISS's management and its Personnel. The PEKO dedicates itself to the Personnel's issues and concerns, and to ensuring the provision of working terms and conditions that pay due and full regard to human needs. In all its endeavors to these ends, the PEKO seeks to pursue reciprocal understanding and good collaborations with SWISS, represented by its Human Resources (hereinafter 'HR'), that achieve and maintain an effective balance of interests, to the benefit of both the Personnel and SWISS.

2. Duties, tasks and collaboration rights

- 2.1 The PEKO's activities extend to all areas and matters affecting the interests of the Personnel, with the exception of amendments to the Collective Labor Agreement (hereinafter 'the CLA') and interpretations of the same.

Core duties and tasks:

- The members of the PEKO serve as a point of contact for any employees with a question or a problem. The PEKO members must then decide who can and/or should best solve the problem or address the question concerned.
- The members of the PEKO advise individual employees in individual cases and on individual questions and issues.
- The PEKO is responsible for those areas of the working world which are not covered by the provisions of the CLA or SWISS's general terms and conditions of employment, but for which the active involvement of an employees' representation is still envisaged.
- The PEKO's right to represent an employee may extend beyond the termination of the employment of the employee concerned, insofar as the pending issue involved relates to such employment.

- 2.2 The PEKO enjoys the right of consultation or the right of co-determination on a range of topics and issues. A detailed list of these will be found in Annex I.

To enable it to perform its duties and tasks, the PEKO is informed regularly by SWISS about:

- the company's business objectives
- the corporate organization
- business and its development
- personnel policy
- workforce development
- changes in the business organization and business activities
- major projects and investments
- major staff appointments.

HR will also inform the PEKO in good time of any employee dismissals.

- 2.3 All the requests submitted and the positions taken by the PEKO should be based on the views and opinions of the Personnel. In view of this, the PEKO is also entitled to conduct surveys of the Personnel.

Questions from individual employees will only be taken up by the PEKO if the problem concerned cannot be satisfactorily resolved by the parties normally responsible.

- 2.4 HR is obliged to provide the PEKO with information on:
- the impact of business developments on employment and employees, and
 - any large-scale reductions in employee positions or transfers thereof.
- 2.5 The PEKO is entitled to submit requests to SWISS. Should it do so, SWISS is required to respond to the request concerned within an adequate timeframe, and within three months at the latest.
- 2.6 If SWISS declines a PEKO request, HR must inform the PEKO openly and in detail of the reasons for this. If SWISS has good grounds for doing so, the PEKO may also demand that the issue be reconsidered. The PEKO may further request that a negative decision by SWISS on one of its requests be communicated directly to the employees affected.
- 2.7 The relevant parties to the CLA may designate clearly-defined business items from the PEKO's areas of activity in which all decisions are subject to the agreement of both the PEKO Board and SWISS.

3. Standing, working methods and training of the PEKO and its members

- 3.1 The parties to the CLA attach great importance to the PEKO in industrial relations terms and recognize the need for the work and activities of such an employee representation in the company's business and operations.
- 3.2 The PEKO and its members hold a position of confidence and trust. They take on the particularly responsible commitment of representing and defending the interests of the Personnel, helping to design and maintain appropriate working terms and conditions for them and contributing to an amicable employer/employee relationship.
- 3.3 The members of the PEKO shall be committed to discretion. Every PEKO member is required to maintain secrecy on all confidential and personal matters, both throughout their PEKO service and after the conclusion thereof.
- 3.4 The members of the PEKO shall seek to maintain good relations that are as close as possible with the Personnel they represent.
- 3.5 SWISS and the PEKO shall act in good faith throughout their collaborations. They shall strive to show an understanding and an appreciation of the interests and needs of both sides, and to thereby achieve balanced solutions that are to the benefit of both the Personnel and SWISS.
- 3.6 HR shall support the PEKO and its members in the performance of their duties and tasks, and shall provide them with the requisite resources and tools. Any conflict between the PEKO and SWISS shall be referred to and resolved by SWISS and its unions and staff associations. HR shall further ensure that the company's managers are adequately informed about the importance, the role and the workings of the PEKO, and shall demand that they show an open and positive attitude towards the PEKO and its work.
- 3.7 The members of the PEKO shall not suffer any disadvantage as a result of their PEKO activities. The same applies to any employee who approaches the PEKO for assistance.
- 3.8 The members of the PEKO shall receive the basic and further training they require for their PEKO role from the parties to the CLA. PEKO members must be released from their regular SWISS duties wherever possible to attend the jointly-held courses concerned.

Attendance at such courses is in principle compulsory. SWISS's unions and staff associations may also conduct their own further training courses for PEKO members. SWISS shall grant the PEKO members the time they require to attend such courses, too, provided they can be feasibly released for such purposes from their regular SWISS duties. The costs and/or time required for any PEKO function-related further training will be borne by SWISS. Any associated conflict between the PEKO and SWISS shall be referred to and resolved by SWISS and its unions and staff associations.

- 3.9 PEKO members may not be served notice to terminate their employment while they are in office, except in the cases specified in Article 337 of the Swiss Code of Obligations. Notice may only be served to terminate the employment of a serving PEKO member for any other reason with the agreement of the parties to the CLA which are co-signatories to these PEKO Regulations.

Such protection from notice cannot be granted if:

- the area or the function in which the PEKO member serves is abolished, or
- the entire organization which the PEKO member represents is outsourced, with the result that its workforce no longer falls within the PEKO's remit.

- 3.10 The activities of the PEKO member shall be recognized as 'qualified work'.

4. Organization and responsibilities

- 4.1 The PEKO is composed of the members elected by its various constituencies (as described in Article 6.3 below).

- 4.2 The PEKO is self-constituting.

The PEKO is essentially headed by its President. The presidency may also conceivably be held by Co-Presidents. The PEKO shall decide itself what form its presidency should take.

- 4.3 The President or, in their absence, the Deputy President shall chair the PEKO's meetings and coordinate the PEKO Panels. Following their election, the President and Deputy President shall continue to represent the constituencies from which they were elected to serve as PEKO members.

Should the President or the Deputy President be transferred to another PEKO constituency, they shall retain their presidential/deputy mandate, but a by-election shall be conducted in the newly-unrepresented constituency. Exceptions to this provision may only be made subject to the approval of all CLA parties.

- 4.4 The PEKO shall meet with HR at least twice a year. The dates and times of such meetings shall be set and the corresponding invitations issued by the PEKO presidency in coordination with HR.

- 4.5 Should a PEKO member be unable to attend a PEKO meeting, they must communicate such absence in advance to the PEKO presidency.

- 4.6 The meetings of the PEKO members with HR are primarily intended to permit an exchange of information and views. This will include an orientation of PEKO members on SWISS's current business development and outlook, along with any specific projects or problems. This information should also be supplemented with presentations by specialists from particular company or business areas. The PEKO members may take the opportunity offered by such meetings to raise general issues or concerns, ask questions and/or submit suggestions and ideas.

- 4.7 The meetings of the PEKO members with HR will also be used to update attendees on the settlement of issues or questions and the corresponding resolutions.

- 4.8 The convocation of an extraordinary meeting of PEKO members may be demanded by the PEKO or by HR at any time if necessary, subject to a notice period of 14 days.
- 4.9 The meeting agenda and any accompanying documentation must be sent to all intended meeting participants together with the invitation to attend.
- 4.10 PEKO Panels
 - 4.10.1 The PEKO Panels shall be created by PEKO members.
 - 4.10.2 PEKO Panels may be created to address important and recurring technical and specialist issues.
 - 4.10.3 Every PEKO Panel shall include at least one PEKO member.
 - 4.10.4 Every PEKO Panel shall be chaired by a PEKO representative.
 - 4.10.5 Any PEKO Panel may recruit specialists in particular fields to serve thereon. But to maintain the requisite confidentiality, any questions to such specialists or requests for their advice must be free of any name references.
 - 4.10.6 PEKO Panels may only deal with technical and specialist issues. In view of this, they should primarily consist of suitably technically qualified members.
 - 4.10.7 PEKO Panel meetings will be convened as and when required by the chair of the Panel concerned.
 - 4.10.8 The meeting agenda and any accompanying documentation must be sent to all intended meeting participants together with the invitation to attend in sufficient time in advance to ensure that Panel members can prepare adequately for the meeting concerned.

5. Term of office

- 5.1 The PEKO is elected to serve for a four-year term of office which begins on 1 January.
- 5.2 Term of office of the PEKO presidency

The PEKO President (or Co-Presidents) may not serve for more than three consecutive terms of office. The PEKO Deputy President is not subject to any term-of-office limitation.

Should the President or the Deputy President be transferred to another PEKO constituency, they shall retain their presidential/deputy mandate, as long as they remain able to perform the corresponding PEKO duties in their new work capacity in geographical and organizational terms.

6. Elections

6.1 Eligibility

All PEKO members must be permanently employed by SWISS and be subject to the SWISS CLA for Swiss-based ground personnel. Should a PEKO member be promoted to a position not covered by this CLA or should they leave the company, a by-election will be held to elect their PEKO successor.

6.2 Entitlement to vote and to stand for election

Entitlement to vote and/or to stand for election extends to all employees who meet the following criteria at the time of the initiation of the election process:

- a) aged 18 or over

- b) permanently employed at SWISS with a degree of employment of 50% or more
- c) permanently employed at SWISS for at least the past three months
- d) not under notice and subject to the CLA for ground personnel.

6.3 **Constituencies**

The PEKO's constituencies for member election purposes shall be created by amalgamating those ground personnel units which form a single entity in geographical, organizational or nature-of-work terms. Due regard should also be paid as much as possible in this process to ensuring that the professional categories within the SWISS ground personnel corps are duly and effectively represented.

The PEKO constituencies shall be determined through due consultation among the parties to the CLA and on the basis of the current workforce situation. They shall also be revised as and when required (such as in the event of a company restructuring).

Each constituency shall elect at least one PEKO member.

In special circumstances, the parties to the CLA may agree to deviate from the above provisions.

A list of the present PEKO constituencies will be found in Annex II.

6.4 **Candidates**

Candidates may be nominated for election to the PEKO either by SWISS's unions and staff associations or by the employees entitled to vote in the constituency concerned. Such nominations must be effected within 14 days of the call for the same.

Any nomination by voting employees must be supported by at least 15 such employees from the constituency concerned.

All candidates must themselves meet the entitlement criteria specified in Article 6.2 above at the time of the initiation of the election process.

The candidates nominated must confirm by signature in advance of the election that they will assume their PEKO office if elected and will continue to hold such office until the expiration thereof, provided they remain within the constituency they represent. Excepted from this commitment shall be their release therefrom for warranted reasons as specified in Article 10 below.

Multiple candidates may be nominated for each constituency seat.

All candidates must be assigned in employment terms to the constituency which they seek to represent, and must be working within this constituency at the time of the initiation of the election process.

If no nominations have been received for a constituency seat by the end of the nomination period, the Election Commission shall decide whether the nomination period should be extended by a further 14 calendar days or whether a special agreement should be concluded between SWISS and its CLA co-signatories, such as the temporary amalgamation of certain constituencies.

6.5 **Organization**

6.5.1 The Election Commission

All PEKO elections are organized and conducted by an Election Commission. The Election Commission shall consist of equal numbers of employer's and employees' representatives,

and shall be appointed by SWISS, represented by HR, in consultation with its unions and staff associations.

The Election Commission shall organize the election and ensure the proper conducting thereof. The Election Commission shall also determine the election timetable and the form and the conducting of all associated communications. All of its meetings shall be duly minuted. Should a vote within the Election Commission be tied, its Chair shall have the casting vote.

The Chair of each Election Commission shall be appointed from within the Commission's ranks, and shall be alternately drawn from its employer's and employees' representatives.

6.5.2 The Complaints Commission

Any complaint against or in connection with an election must be lodged with the Complaints Commission within nine calendar days of the announcement of the election's results.

The Complaints Commission shall consist of equal numbers of employer's and employees' representatives, and shall be appointed by SWISS, represented by HR, in consultation with its unions and staff associations.

The Complaints Commission shall consist of up to six members. No member of an Election Commission may additionally serve on the Complaints Commission for the election concerned.

Should a vote within a Complaints Commission be tied, its Chair shall have the casting vote. The Chair of each Complaints Commission shall be appointed from within the Commission's ranks, and shall be alternately drawn from its employer's and employees' representatives.

6.5.3 Procedure

All elections shall be by secret digital ballot. The concrete details of each election procedure shall be determined by its Election Commission prior to the election concerned (see also Article 6.7).

The election procedure should generally be completed three months at the latest before the commencement of the corresponding term of office.

Every employee entitled to vote shall have as many votes as there are seats to fill in the constituency concerned.

The digital election process ensures that due and full regard is paid to both the secrecy of the election ballot and the protection of personal data in accordance with Swiss data protection law. The corresponding systems are secured against unauthorized access, provide full voter anonymity and ensure that the data collected are used solely for the conducting of the election concerned.

6.5.4 By-elections

Should a PEKO member leave their constituency during their term of office, a by-election will be held to determine their successor. Such by-elections may be held either by regular election process or by automatic election. Should the leaving PEKO member be in the final year of their term of office, the corresponding by-election may alternatively be waived.

6.5.5 Automatic elections

In both general elections and by-elections, if the number of candidates nominated does not exceed the number of seats available, the candidate(s) will be automatically elected. In such an event, both the candidate(s) and voters will be informed of such automatic election before the voting period begins.

6.5.6 Election of the PEKO President and Deputy President

The PEKO members shall elect, from their own ranks and by a simple majority of the members in attendance:

- the PEKO President or Co-Presidents
- the PEKO Deputy President (unless Co-Presidents are to serve, in which case no Deputy President will be elected).

The PEKO shall then communicate the persons so elected to SWISS Human Resources.

6.5.7 Communication of presidency candidates to the Election Commission

Whenever the PEKO is newly constituted at the beginning of a new term of office, the candidates for the PEKO presidency must be communicated to the Election Commission in writing 14 calendar days at the latest before the corresponding presidential election. This communication must also specify whether a President and Deputy President or Co-Presidents are to be elected. The Election Commission will communicate the presidential candidates to all PEKO members one week at the latest before the presidential election day.

If no candidate is nominated for a presidential position, candidates may be nominated from the floor at the election meeting.

If a nominated candidate withdraws their candidacy or does not receive an absolute majority of votes from the PEKO members in attendance, new candidates may be nominated either ahead of the election meeting or from the meeting floor.

By-elections for presidential positions are not subject to the above communication requirements.

No complaint may be lodged against the result of a presidential election.

6.6 **Process**

6.6.1 Initiation

The Election Commission shall determine the election timetable and inform the Personnel entitled to vote about the election process and procedure.

6.6.2 Nominations of candidates

Once the election has been initiated, candidates may be nominated as specified in Article 6.4 above.

6.6.3 Communication of candidates and campaigning

Following the nomination period, the candidates nominated shall be communicated and presented to the Personnel entitled to vote. Candidates will then be given a period of 14 calendar days during which they may campaign within the company for their own election.

6.6.4 Voting

Voting shall be conducted as specified in Article 6.5.3 above.

The voting period shall amount to 17 calendar days, and shall commence via an official communication.

6.6.5 Determining election results

All election votes cast will remain under lock and key until the counting day. The votes cast will then be recorded and counted – with voter anonymity assured at all times – on the counting day.

The Election Commission shall count and total the votes cast for each candidate and compile a report thereon.

The candidate(s) receiving the most such votes will be elected as the PEKO member(s) for the constituency concerned. In the event of a tie, the candidate with more years of service

will be elected. In the event of tied candidates having the same years of service, the election will be determined by lot.

6.6.6 Communication of election results

The results of elections will be communicated to the Personnel via the company intranet.

The SWISS superiors of the PEKO members elected will be informed of such election by HR in writing. HR will also inform such superiors of the time commitments that these employees are likely to need to perform their PEKO duties.

6.6.7 Election complaints

Any complaint against an election's conduct and/or the result thereof must be lodged with the Complaints Commission (see Article 6.5.2 above) within nine calendar days of the communication of the election's result.

If a complaint lodged is found to be warranted and the outcome of the election concerned is deemed to have thus possibly been improperly influenced, the election must be re-conducted for the constituency concerned.

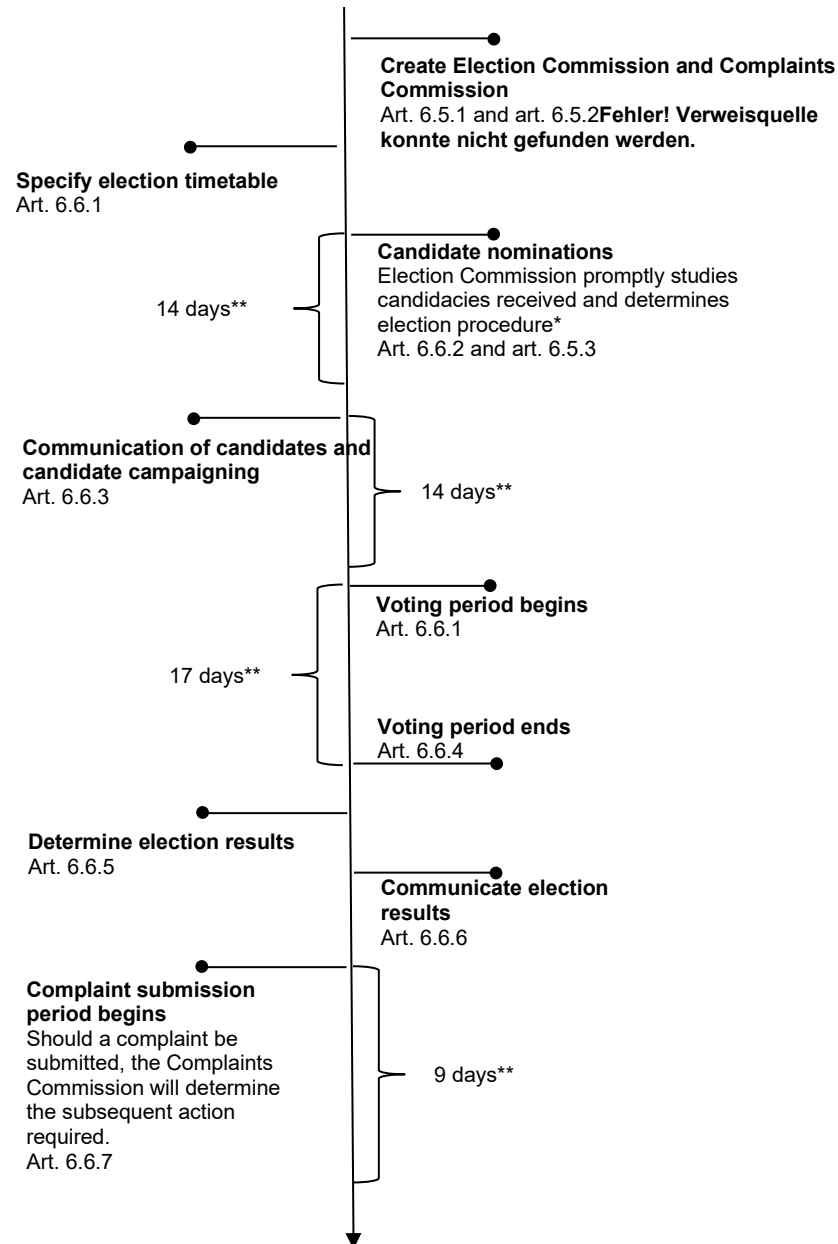
The Complaints Commission shall have the final say and decision in all such matters.

6.6.8 Timetables and deadlines

The timetables and deadlines specified in these Regulations must all be consistently observed. All such timetables and deadlines are expressed in calendar days, and commence on the day after the corresponding communication within the election process. Should a resulting deadline fall on a public holiday at SWISS's legal domicile, the deadline shall be deferred to the next working day.

6.7 Election process flowchart

The corresponding timetable will be defined and set by the Election Commission.



* If no candidacies are received during the nomination period, this may be extended by a further 14 calendar days or a special agreement may be concluded (see Article 6.4). If only one candidate is then nominated for a seat, they will be automatically elected (see Article 6.5.5). If more than one candidate is nominated for a seat during this extended nomination period, the election process will continue as specified in Article 6.6.

** All timetables and deadlines will commence one day after the corresponding communication by SWISS.

7. Further entitlements of PEKO members

- 7.1 The time used by PEKO members on PEKO business shall be regarded as working hours paid by SWISS. If a PEKO member is unable to perform all their PEKO duties during normal working hours and/or any time made available to them specifically for such duties (see also Article 7.2 below), the time required to do so outside their scheduled working hours shall be treated as overtime. PEKO members may accumulate up to 100 hours of overtime per year without any requirement to obtain HR approval thereof.

Any disagreements with regard to the above shall be resolved by the PEKO presidency together with HR. The PEKO presidency is also entitled to demand reasons for any overtime claimed by PEKO members, and to verify the necessity of the same.

- 7.2 The PEKO President shall be released from their SWISS duties for the equivalent of a 50% position to perform their PEKO duties. In the event of a co-presidency, the Co-Presidents shall each be released from their SWISS duties for the equivalent of a 25% position to perform their PEKO duties.
- 7.3 Details of the implementation of such release from duties and the remuneration of PEKO members will be found in Annex III.

8. Minutes, further documentation and work premises

- 8.1 Written minutes shall be kept of every meeting between the PEKO and representatives of SWISS.
- 8.2 A minuting secretary shall be appointed at the start of each such meeting.
- 8.3 PEKO minutes (as described in Article 8.1 above) will be sent electronically to all PEKO members and all CLA parties.
- 8.4 The PEKO shall keep the Personnel informed by appropriate means (e.g. via intranet) about the work and business of the PEKO and its Panels.
- 8.5 PEKO members shall receive PEKO documentation containing all the key documents they need to perform their PEKO duties and activities.
- 8.6 The PEKO and its members shall be given exclusive and permanent use of their own rooms (with infrastructure) to serve as meeting rooms and workrooms and to store PEKO files.

9. Remuneration

- 9.1 Overtime as specified in Article 7.1 above will be compensated for by time off of the same duration.
- 9.2 In the event of any measurable loss of income by a PEKO member as a result of their loss of work-related allowances, individual solutions must be jointly found and agreed by the PEKO member, HR and the line unit(s) involved.

10. Disciplinary action against PEKO members

- 10.1 Should SWISS intend to take disciplinary action against a PEKO member, SWISS is required to notify the unions and staff associations of such intention if this is desired by the PEKO member concerned. In such an event, the notification will be effected following the corresponding disciplinary discussion.
- 10.2 If so desired by the PEKO member concerned, by the PEKO President and/or by any union or staff association (in the last case subject to the PEKO member's agreement), SWISS's Employee Counseling shall make an additional assessment of the justification of the disciplinary action intended.

11. Expulsion

- 11.1 The expulsion from the PEKO of a PEKO member may only be requested from the PEKO's ranks. Any such request for expulsion must also be supported by the signatory endorsement of at least one-third of the elected PEKO members.
- 11.2 A request for expulsion may be considered if a collaboration within the PEKO based on good faith and on reciprocal confidence and trust no longer seems possible with the PEKO member concerned. Any such request proposal must be justified in writing, and must be distributed to all PEKO members.
- 11.3 In such an event, the PEKO members shall decide, by secret ballot and by a simple majority of the members in attendance, whether the request for expulsion should be made. The PEKO member whose expulsion is being considered must be given adequate time and opportunity to respond. The member concerned may also have themselves represented by another person of their designation for such purposes. Any resulting expulsion request must then be made within one month.
- 11.4 The decision whether to make a request for expulsion will be determined by a vote among the elected PEKO members.
- 11.5 The request for expulsion will be formally made if at least two-thirds of the elected PEKO members are in approval thereof.
- 11.6 Once submitted, the request for expulsion must be considered by the unions and staff associations within a further month, and their final decision thereon must be communicated, together with the PEKO's original reasons for the same.
- 11.7 Any such expulsion will remain in effect until the end of the present term of office of the PEKO members.

12. Entry into effect

These Regulations shall enter into effect on 1 July 2026. They supersede all previous provisions. They may themselves be superseded by new provisions or supplemented at any time by the parties to the CLA.

Zurich, May 2026

Swiss International Air Lines Ltd.

Barbara Scheidegger
Head of Human Resources

Thomas Baumann
Co-Head of Labor Relations & HR Steering

Kaufmännischer Verband Schweiz (KV)

Markus Roner
Social Partnership Officer

Jacqueline Perret
Social Partnership Officer

Schweiz. Verband des Personals öffentlicher Dienste (VPOD) Sektion Luftverkehr

Esther Lehmann
President

Stefan Brülisauer
Regional Secretary

SEV-GATA

Philipp Hadorn
President

Dominik Fischer
Deputy President

Annex I

Rights of collaboration of the PEKO Staff Commission:

Within the framework outlined in Article 2.2 of the PEKO Regulations, the PEKO holds the following rights of consultation and of co-determination:

Right of consultation on:

- workclothes
- cloakrooms and break rooms
- duty assignment design
- principles of workhours organization
- principles of vacation planning
- evaluations of overburdensome duties
- internal information channels (e.g. intranet)
- employee care
- staff events
- training and further education
- differences between employees and with superiors
- (private) staff travel benefits.

Right of co-determination on:

- occupational safety and accident prevention
- occupational hygiene
- health promotion.

Annex II

PEKO constituencies for the 2027-2030 term of office

Constituency	Area(s)	Seats	CLA employees represented*
1	ZRH, BRN, LUG	3	671
2	BSL	1	251
3	GVA	1	72
4	TechOps ZRH	2	814

* as at 6 July 2026; total of 1,808 employees

Constituency 1 (ZRH, BRN, LUG) may have a maximum of two PEKO representatives who report to the same member of the SWISS Leadership Team (SLT) as at the start of the election process. The SWISS Leadership Team and its members may be viewed on the SWISS Intranet.

In Constituency 1 election terms, the following scenarios are possible:

1. Three candidates from three different SLT units are nominated --> all three are automatically elected.
2. Three candidates are nominated: two from the same SLT unit and one from another SLT unit --> all three are automatically elected.
3. Three or more candidates are nominated, but they are all from the same SLT unit --> the Election Commission extends the nomination period, but no further candidates will be accepted from this SLT unit. The following scenarios are then possible:
 - a. One further nomination is received of a candidate from another SLT unit: this candidate is automatically elected, and a balloted election is conducted among the previously-nominated candidates for the two further seats.
 - b. Multiple further nominations are received of candidates from (an)other SLT unit(s): a balloted election will be conducted among all the candidates nominated but, regardless of the voting outcome, only two seats at the most can be won by candidates from the same SLT unit.
 - c. No further nominations are received: the Election Commission will decide how to proceed.
4. Three or more candidates from the same SLT unit are nominated plus (a) one nominee from another SLT unit or (b) multiple nominees from (an)other SLT unit(s):
 - a. The single nominee from the other SLT unit is automatically elected, and a balloted election is conducted among the further nominees for the remaining two seats.
 - b. A balloted election is conducted among all the candidates but, regardless of the voting outcome, only two seats at the most can be won by candidates from the same SLT unit.

Annex III

Release from duties, indemnification and remuneration of PEKO members:

1. A PEKO member's PEKO work and service must not have any adverse effect on their professional career and development.
2. All the time which a PEKO member requires to perform their PEKO duties must be made available to them by SWISS, and should be provided by relieving them of or releasing them from duties they perform in their SWISS capacity as specified in their contract of employment.
3. To compensate them for their supplementary duties, the PEKO President will receive an additional allowance of CHF 500 per month and the further PEKO members will receive an additional allowance of CHF 300 per month. Should Co-Presidents be elected, they will each receive an additional allowance of CHF 400 per month.
4. Any costs or expenses incurred in the course of a PEKO member's duties may be claimed back under the applicable SWISS expenses regulations.
5. The PEKO President may be released from their SWISS duties for the equivalent of a 50% position to perform their PEKO duties. The PEKO Deputy President and the minuting PEKO member may each be released from their SWISS duties for the equivalent of a 15% position to the same ends.
6. All PEKO members must be granted the SWISS working time they require to attend regular PEKO meetings and meetings with SWISS.
7. PEKO members may use up to a total of one day per month of their SWISS working hours to conduct discussions, offer consultations, provide support and/or perform similar activities in their PEKO capacity.
8. All plannable PEKO days should be incorporated into annual SWISS planning wherever possible.
9. All the relevant legal and contractual provisions regarding working and rest hours must be consistently observed.
10. SWISS shall basically grant all planned and submitted absences for the PEKO duties described above. All such absences must also be communicated to the employee's superior. In the event of any short-notice absence for PEKO duties, the PEKO member shall also pay due regard to SWISS's business and operational needs. All such short-notice absences must also be duly communicated to the employee's superior.
11. The PEKO may also temporarily modify its members' respective shares of the release time and the remuneration specified above in the event of changes to its members' work and duty assignments (e.g. in the event of a co-presidency). Any such modifications must also be duly communicated to SWISS, the unions and the staff associations.
12. Any differences of opinion over the implementation of the above release-from-duties provisions shall be referred firstly to the PEKO presidency. Should agreement still fail to be found, the issue shall be additionally referred firstly to HR and secondly to the social partners.

