



Worry-free collaboration with your employees

Whether you have questions about current work permits, are involved in a dispute about a reference letter or are having problems due to a termination, the **Employees module** takes care of your legal uncertainties and worries related to your employees and supports you when legal questions and cases arise. It can be taken out to supplement the Everyday Operations module and combined with other modules.

Which cases are insured?	Examples
Labor laws Legal issues and disputes as employer in connection with	
<ul style="list-style-type: none">• your employees• temporary personnel and staff leasing companies• professional commissions pursuant to collective bargaining agreements (CBA)	One of your staff has handed in her notice. After leaving the company, she makes a large claim for alleged outstanding salary and overtime worked.
<ul style="list-style-type: none">• the violation of minimum working and wage conditions as well as in relation to liability as the primary contractor for subcontractors (Posted Workers Act)	A penalty has been imposed on you because you allegedly posted an employee abroad with incomplete salary documentation.
<ul style="list-style-type: none">• your defense in a criminal or administrative proceeding	Due to misconduct in the workplace, an employee must appear before the criminal authorities.
<ul style="list-style-type: none">• the non-renewal of residence permits of employees	The residence permit of a long-time employee is unexpectedly not renewed.
<ul style="list-style-type: none">• criminal proceedings and associated administrative proceedings relating to work permits of employees	The work permit of one of your employees is unexpectedly revoked.
<ul style="list-style-type: none">• Private and Swiss social insurances as well as other Swiss public-law insurance providers such as pension funds	Following a work-related accident, the accident insurer ends payments after six months although the employee is still unable to work.

Good to know

You can take advantage of neutral, non-legal prevention coaching for conflicts with employees through AXA WeCare.



Legal Services – Always at your side

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