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It's rare to see an app that's no longer updated. If you've ever seen one, you've probably noticed that the only applications that aren't updated are those that are no longer in development. The continual pace at which operating systems, devices, and the surrounding environment are developed means that sooner or later, these apps become obsolete. Older applications thus become out-of-date and are no longer compatible. There is no longer a market for them, and they fade into virtual obscurity.

Therefore apps are continually improved, optimized, and adapted to meet ever-changing user needs and security requirements.

This should also be the case for organizations. A company is not static, but is actually a constantly evolving entity.

The board of NAV has decided to evolve in line with this principle, and has already received the necessary confirmation and legitimation at two General Meetings this year. We thank you for this continued expression of trust.

To use the analogy of the Internet, we'd like to think we're now on the way to NAV 2.0. The road ahead probably continues to NAV 4.0, but is that what we actually want? In part – yes, because we always want to further increase the benefits for our members. But also in some respects – no, because personal contact is still, and will remain, of central importance to us.

Therefore you can continue to count on us: please do not hesitate to contact us, with any questions, concerns, or requirements. We remain as dedicated to your service as we have always been.

Noise from some corners would like to suggest that we are forging ahead without a plan. Please be assured that this is definitely not the case, but rather we are pursuing our strategy of making NAV attractive for new members. We hope this added appeal will also extend to our *info* magazine. For more information, see the articles published on the Employees' Association, Basel region (arb) and the Extraordinary General Meeting held on August 6, 2019, as well as the article introducing our new intern, Yekcan Bostan.

As the changing of the seasons approaches, we hope you'll enjoy some light reading for those long autumnal evenings. Should you find yourself victim of an unexpected migraine, check out our article for helpful advice on finding lasting relief. We hope you'll find all our other articles similarly fascinating – read on to be inspired!

This issue of *info* magazine will be the last for 2019: and so on behalf of all the executive board, I'd like to take this opportunity to wish you a happy festive season, and a very Happy New Year full of continued successful contacts.

We are planning to release a further three issues of the *info* magazine in 2020. We have, however, noticed that the French language is decreasingly being selected as the communication language for new registrations. To reflect this, we will be concentrating on German and English in our publications.

Thank you once again for the trust you place in us and we emphasize: you can continue to count on us – we'll stay on the ball.

If you have any questions or would like more information, please do not hesitate to contact me or anyone else on the Executive Committee.

*In this spirit,
Claudio Campestrin*

Extraordinary General Meeting held on August 6, 2019

“A little yeast leavens the entire mass.” 1,468 members supported the decision announced at the General Meeting in April 2019 to withdraw from one of the two umbrella organizations. 232 members signed a petition initiated by one of the two umbrella organizations to call an Extraordinary General Meeting with the intention of repealing this decision.

We make thousands of different decisions every day. Every decision depends on many different factors. Our decisions are guided not only by what we know, but also by what we think we know. Whether our knowledge actually corresponds to the truth is of lesser significance. The decisive factor is whether or not we believe in it. This in turn depends on our culture, upbringing, life experience, and various external influences, as well as our current physical and psychological state.

The NAV did not communicate the reasoning behind the intended departure from one of the two umbrella organizations, and the alternatives, in the best way in April 2019.

This was made up for in detail at the Extraordinary General Meeting.

Membership fee

As announced by the Executive Committee at the ordinary General Meeting, one of our objectives is to increase the number of members. An increase in members will strengthen the legitimacy of every proposal and every negotiation we carry out on behalf of our members. To achieve this objective, the Executive Board has decided to focus on three main factors and to set priorities accordingly:

1. Reduce the membership fee
2. Improve the quality of services
3. Increase visibility

In line with the above, the Extraordinary General Meeting supported, with a significant majority, the proposal to redefine membership fees for 2020 as follows:

- CHF 99 for active members (incl. employment and social insurance legal protection)
- CHF 59 for retired members with mandatory legal protection insurance from AXA-ARAG (incl. employment and social insurance legal protection) heavily discounted
- CHF 39 for retired members without legal protection/employment and social insurance legal protection.

Discussion on departure from one of the two umbrella organizations

The consultative vote resulted in a significant majority voting in favor of withdrawal from one of the two umbrella organizations. Membership of the umbrella organization Employees' Association, Basel region (arb) was affirmed. Managing Director Regula Steinemann presented the arb. Ms. Steinemann is a lawyer and has acted in a consulting capacity for NAV for many years. The presentation described in detail the advantages from which the NAV and therefore our members can benefit, both directly and indirectly. The membership fee for the arb is CHF 5 per member per year (compared to an annual fee of CHF 90 per member in the former umbrella organization).



Davide Lauditi
PV-A Chairperson
NAV Vice-President
Member of The Board of Trustees
of the Novartis Pension Fund
Delegate in the Novartis
Euroforum



Amendments to the Articles of Association regarding membership of umbrella organizations

Article 9, which lists the responsibilities of the General Meeting in detail, was extended with the addition of paragraph 10: "The General Meeting shall be informed and consulted prior to any decision relating to joining an umbrella association or withdrawing from an umbrella association."

Employment law and social insurance law

For questions relating to employment and social insurance law, the Executive Committee has developed a concept to support the NAV employee representatives in the performance of their "ombudsman" function. In addition, the NAV employee representatives, where necessary on behalf of members of the NAV, can consult Dr. Alex Ertl from the legal practice "Recht am Rhein"; legal expenses are insured by AXA-ARAG up to CHF 300 000.

Option of legal protection insurance

In negotiations with AXA-ARAG for integrated employment and social insurance legal protection and cover for legal costs, we have achieved a win-win. As of January 1, 2020, all members



have the option to purchase the "Optima" product for private, traffic, and Internet legal protection for an annual fee of CHF 199.

This insurance has no grace period and cover begins from the first day, with an insured sum for Switzerland and Europe of CHF 600,000 (compared to a maximum of CHF 300,000 with the previous umbrella organization) and a worldwide insured sum of CHF 100,000 (compared to the exclusion of worldwide cover with the previous umbrella organization).

At this point, we would like to thank you once again for your continued expression of trust and support for our realignment process.





Why do we need employee associations and umbrella organizations?

Employee associations are in a difficult position. Previously, membership was almost assumed, and their importance was recognized. Nowadays, beneficial services take precedence over good arguments. The consolidation of various professional groups into an umbrella association is also no longer taken for granted. What are the advantages of employee associations and umbrella organizations? We'd like to answer this question using the example of the Employees' Association, Basel region.



Regula Steinemann

Attorney-at-law and Managerial Head,
Employees' Association, Basel region (arb)

Region Basel

Employee politics has a long and established tradition in the Basel region. The "Basler Gewerkschaftsbund" (federation of trade unions) was founded over 125 years ago as a federation of trade unions. The Employees' Association, Basel region (arb) has existed in its current form since the 1930s. At that time, it was still known as an "Angestelltenkartell" (employee syndicate). Since its formation, it has represented the interests of employees in the Basel region across the Cantons and on a range of different levels. The Novartis Employee Association has been a member of the arb since its name change just over 20 years ago, therefore promoting the protection of employee interests at different levels.

Trade Union versus Employees' Association

The scientific hub of Basel is very heterogeneous, which is reflected in the landscape of employees' associations. The Employees' Association, Basel region, follows the tradition of social partnership and distances itself from class conflict and associated lines of thought. This also sets it apart from trade unions. Despite this difference, which is primarily evident in the nature of how negotiations are handled, the arb continues to work together with the trade union. We represent the view that there

is a place for both types of employee representation, and we see this as an enhancement. Last year, for example, in collaboration with other employees' associations, we successfully campaigned against the introduction of longer store-opening hours.

The importance of solidarity

Employees in the region face various challenges on different fronts. Restructuring affects every industry, hence the importance of solidarity and good networking. The tighter the interests of employees are combined and the closer employees come together in solidarity, the more successful and stronger the negotiations are and the more seriously we are perceived by third parties. This benefited the arb, for example, during the current restructuring program at Novartis. The Executive Board was invited to a meeting with the three responsible senior civil servants from Basel-Stadt, Baselland, and the Canton of Aargau in order to debate current issues and to suggest proposed solutions. Hans Furer represented the interests of Novartis employees at the meeting and engaged in discussion with the senior civil servants.

Relationship to politics

Although the vast majority of all requirements of Novartis employees can be covered within Novartis itself, it is also important to reach out to external parties on some issues – for example, an efficient and affordable public transport system or beneficial framework conditions. To maintain the status of Basel as an attractive economic area, it is therefore important to engage with politics as well. Contact with regional members of parliament can be advantageous. The arb maintains close contact with the various councilors in Basel-Stadt and Baselland. Hans Furer,

Managing Director of the arb, has represented the interests of employees for over 25 years and has also served on the District Council. He is well connected with members of the government and parliament. He is currently employed as a judge at the Cantonal Court of Baselland.

Regula Steinemann, Managing Director of the arb, was re-elected for a further term in the District Council of Baselland in March of this year. This is a further connection for the arb. An individual employees' association is often not able to establish these contacts on its own.

Specific nature of the Basel region

Employee politics is not only influenced by economic conditions; as a border region, the Canton of Basel has its own specific features. Many commuters cross the border every day to work here, and the region is home to a highly diverse range of companies. The Basel region is simply a transit station for many employees, and therefore also for Novartis. And yet, we need to find a way to combine all these interests. The employees' associations themselves need to adapt to these conditions and raise awareness of social partnerships and solidarity issues among cross-border commuters and foreign workers, and of course to encourage them to join an employees' association. As you can imagine, this is not a simple task. In other countries, trade unions have a different image in society, and sometimes this is not always positive. It is important to fight against prejudice, fears, and ignorance.

It would appear that membership of an employees' association or a trade union is no longer "the in thing." Historically, it has always been traditional to be a member of a professional association. The importance of these associations was respected, and it was common knowledge that without the committed work of these associations, there would be no social organizations in Switzerland and poorer working conditions in general. The existence of employees' associations is a sign of social progress. Yet many young people or foreign workers are not aware of this – while also benefiting from the improvements so earnestly fought for by others.

Commitment on a range of levels

The arb represents the interests of employees in the region on many different levels and across all industries.

Conclusion of collective bargaining agreements

Swiss labor law is very liberal. This is partly due to the fact that collective bargaining agreements have a long history in Switzerland, and social partners have been afforded a high degree of freedom in the definition of collective bargaining agreements.

However, this also means that the system of collective bargaining agreements must be continued and these agreements must be used to reach concessions in favor of employees – otherwise all this work will have been in vain. The Basel regional employees' association aims to conclude collective bargaining agreements for a range of industries.

One example of a successful and functioning social partnership is the collective bargaining agreement for the services area, and in particular for the commercial industry in the Basel region, of which the arb is a contracting party.

Membership of important public commissions

A further factor is that a range of members serve on important public commissions on behalf of the arb. The Novartis Employees Association, for example, is represented by several judges at the employment court of Basel-Stadt and on the board of arbitration for discrimination issues. Representatives selected and nominated by the arb also represent the interests of employees in tripartite commissions for supportive measures in the Canton of Baselland and the District of Basel-Stadt. This is something from which we all benefit, including you, dear reader.

Events

In order to raise awareness of employee issues, every year the arb invites important and interesting figures from the world of politics and business to a spring aperitif event with a panel discussion. The aim of this event is to raise the profile of employees' associations in the outside world. It also enables members of the arb to network and discuss current issues with prominent figures from politics and business.

This year, they pursued the question of why there are no Swiss Federal Council members from Basel. Elisabeth Schneider-Schneiter and Samira Marti, both national councilors, Conradin Cramer, senior civil servant for Basel-Stadt, and Toni Lauber, senior civil servant for Baselland, accepted our invitation and told Hans Furer, Managing Director of the arb, the reasons behind their decision. Following the panel discussion, participants had the chance to chat with the guests in an informal atmosphere over an aperitif. In past years, the panel discussion has focused on the issue of a fair wage, for example, as well as on other topics related to social partnership and politics.

A similarly important event is the PV symposium. Together with Andrea Knellwolf, member of the General Council of Basel-Stadt, and the industrial pastorate of Basel, represented by Martin Dürr, this event is heading into its 5th year in 2020. This year the event involved around 60 persons, and the NAV is always well represented.

This occasion is characterized by an ideal mix of employer and employee representatives from industry, commerce, banking, the chemical and pharmaceutical industry and other sectors. This year, the event focused on social partnership 4.0. The focus topic for next year will be: "No work makes you ill." "Work makes you ill."

This level of networking and the organization of these event takes a lot of time and commitment – something that couldn't be achieved by one employee organization alone. In addition, the individual associations benefit from the specialist knowledge of other organizations, from the professional leadership of the association, and from the links to government and politics described above. Membership of an employee association and an umbrella organization is therefore always thoroughly worthwhile. Apart from financial interests, which are often the focal topic, there are also many "non-material values" which are of great benefit to members.





FURTHER TRAINING

Negativity bias in the workplace

On 22.10.2019 our members had the pleasure of listening to a presentation on the subject *"Fighting negativity bias in the workplace. The H-E-A-L method"*, as offered by Joy Corporate GmbH.



Mara Schär

Managing Director Joy Corporate GmbH

Negative thoughts are the main reason why many people never achieve those goals and objectives that they hold most dear. Instead of focusing on and working to realize their dreams, they lose all of their vital life energy in an unnecessary recurring succession of thoughts.

What is "negativity bias" anyway? Why do we humans have an evolutionary, built-in proclivity for negativity and how can we overcome this? Harald Seidler, a certified trainer for DisG and stress management, answered these questions.

During the presentation, the participants were shown how the brain constructs happiness as well as negative thoughts. They learned how to use the findings of neuroscience to funnel

greater positivity and good feelings into life. Neuroplasticity and the H-E-A-L method support this process.

Negative thoughts can sap a lot of energy and the effects are fatal, not only for one's mental state, but also for the body. It is especially during difficult life circumstances, such as illness or job loss, that we become tired, weak and generally experience little or no inclination to tackle anything at all. And the worst aspect of this: the more negative thoughts we have during the day, the more pronounced these become.

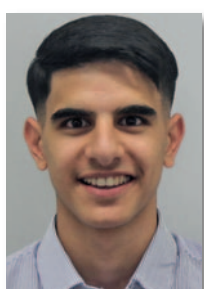
However, this principle can also be reversed. Anyone who considers the future in a positive light, will also subconsciously influence events turning out for the better. But, unfortunately, there is no switch that can be flipped to turn negative thoughts into positive ones. This process requires self-reflection, persistence and mental stamina. But those who manage to dispel pessimism will be rewarded with a completely new outlook on the world. Our members have received practical advice, ideas and tips from specialists on how to train positive thoughts.

Mara Schär in her hometown of Bucharest. She benefits from over 15 years of international sales, marketing and key account management experience. She has worked in various international companies in the fields of finance, medicine/pharmaceuticals and advertising and has personal experience of the challenging corporate working environment. She is now a certified corporate wellness specialist and the CEO and founder of Joy Corporate GmbH in Basel.

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WMS Trainee Yekcan Bostan at the NAV

Anyone wishing to successfully graduate from business school (WMS) must complete a one-year WMS practical placement after completing their three years of classroom-based learning. I am a WMS trainee at the NAV and this article will provide you with an insight into my day-to-day working life.



Yekcan Bostan
WMS Trainee 2019

About me

My name is Yekcan Bostan. I have just turned 21 and I have now successfully completed the classroom-based part of my training at the kvBL in Liestal. The only thing I now still need is a year-long practical placement to complete my commercial training which culminates with a vocational school-leaving certificate.

In my spare time I really enjoy spending lots of time whenever I can on my overriding passion, football. Unfortunately, I have currently injured my cruciate ligament and meniscus, which means that I won't be gracing any sports fields for a while yet.

Practical placement

Since the beginning of August 2019, I have been working in the NAV office on the Novartis Campus in Basel. For me, being on the Novartis Campus is definitely one of the highlights of my practical placement. The campus is not only very attractive and large, but also offers young people like me lots of opportunities to enjoy being on campus, but also feel great before, during and after work. This is made possible, for example, by the many restaurants, as well as the fitness center on the campus.

You might ask, what is special about working at the NAV?

It's extremely interesting to experience at first hand the difference between a world-renowned conglomerate like Novartis and a small association like the Novartis Employees' Association.

My activities during my practical placement

At the Novartis Employees' Association (NAV), I support my two colleagues Renate Bürkli and Julia Dürr in the office. They introduced me to the world of work

and familiarized me with my new environment. My day-to-day tasks include answering telephone calls, sending out e-mails, administering members' personal information and attending to other general office duties. Alongside these tasks, I am also helping my colleagues and the board members of the NAV put together the new website (www.nav.ch) for the association, since the old site looks somewhat dated.

"Trainees' skill set"

Other students who might wish to spend their practical placement on campus with the NAV will need to be communicative and outgoing. Conducting telephoning calls with customers and members is a routine part of the office work. In addition, members of the association will expect to encounter office staff who are always receptive and attentive to their concerns and needs. To facilitate communication with English-speaking NAV members, a proficiency in English is also a prerequisite for would-be trainees.

Since the NAV now faces a "new beginning" and finds itself in the process of garnering new ideas, a certain degree of creativity will also not go amiss. New ideas and suggestions can certainly prove to be helpful and useful.

I look forward eagerly to the months that still lie ahead of me and I am very much prepared to learn and experience lots of new and interesting things.





Novartis Euroforum 2019 Annual Meeting

The Novartis European Works Council / Novartis Euroforum (NEF)



Ralf Endres

NEF delegatee by NAV

The basis of this European forum is the following: For companies operating in the EU, the EU has regulated the participation of employees in Directive 94/95, respectively in the 2009/38 revised version. According to this direc-

tive, companies operating in the EU must establish a European works council if they have at least 1000 employees and have at least two business units with 150 employees in at least two EU

countries. Novartis accordingly falls under this directive and our European Works Council is called the Novartis Euroforum (NEF).

The NEF comprises 45 delegated employee representatives from all of Novartis' European sites and we strive for the following key objectives:

- To establish direct dialogue between the Novartis Executive Board and Novartis employees in European Member States.
- To give employee representatives the opportunity to explain their opinions and views on cross-border issues affecting the interests of employees to the Novartis Executive Board. "Cross-border issues" refers to any matter or decision affecting at least two countries, i.e. a decision taken in one participating country that will have an impact on another participating country.



- To give the Novartis Executive Board the opportunity to explain their business strategies and respond directly to questions from employee representatives.

This year's annual meeting of the Novartis Euroforum took place in Milan from 8 to 11 July 2019. The first day was a training day for NEF delegates and 9 July was used to prepare for the subsequent two-day main meeting with the Novartis Executive Board and the People & Organization Senior Management. The staff delegates and elected NEF delegates, Davide Lauditi, Ralf Endres, Giovanna Bongo and Francesco Spataro, represented Switzerland.

The Novartis Executive Board and the People & Organization Senior Management were again strongly represented – seven members of the Executive Board were present in addition to Vasant (Vas) Narasimhan, the CEO. The high number of attendances by members of the Executive Board demonstrates the esteem in which NEF is held by the company. We must point out here that the NEF represents around 50,000 European Novartis employees. As you will know, Novartis is currently undergoing an intense global transformation process which meant that there was definitely enough to be discussed and lots of searching questions to be asked.

Your NAV NEF delegates – Andrea Fedriga, Davide Lauditi and Ralf Endres – will be pleased to make themselves available to you to provide more information about the NEF, as well as further details on the outcomes of this year's NEF meeting.

Migraines in the workplace – turning a problem into an opportunity

For migraine sufferers, an episode can have a debilitating effect on family, social, and work life. Novartis offers a “Migraine Care” program for sufferers, with successful results both for employees and the company.



Jelena Müller
Health Management Sr. Specialist

The world of work is in a state of constant change. Day-to-day working life is becoming faster, more stressful, and more complex, and employee workloads are increasing. For this reason, initiatives to promote employee health have shifted focus in recent years to concentrate on topics from the neck up. To prevent physical symptoms, companies are taking steps to design more ergonomic workplaces, for example, by providing adjustable-height desks for all employees. However, for other symptoms that may be triggered by stress, such as headaches, the preventive mechanisms are much more difficult.

Novartis has developed a holistic approach with the “Energized for Life” program. This means that all initiatives for the promotion of employee health, in the workplace as well as in their private lives, are considered as a whole. The approach is intended to ensure that employees are offered an appropriate choice of programs and initiatives that meet both their personal and professional requirements, in order to guarantee a more comprehensive health promotion service.

Migraines play a particularly significant role in the workplace due to their widespread occurrence and the extent to which sufferers are affected. In Switzerland, an estimated one million people suffer from migraines, of whom the majority are workers.^{1,2} Unfortunately, this is an illness that is often underestimated, misunderstood, and stigmatized in society. This only serves to increase the level of suffering, even leading many affected workers to conceal their migraines.

Migraines are actually a severe neurological disease. They are characterized by pulsating, often one-sided headaches, frequently accompanied by nausea, vomiting, and hypersensitivity to light, noise, and smell. A migraine can be very debilitating, with an impact on family, social, and working life. 30% of women and 20% of men who suffer from migraines report that they lose more than one tenth of their working days.³ In Switzerland, each year an estimated total of 2,2 million working days are lost through migraines.⁴ Migraines also play a significant role for employers: A study at University Hospital Zurich

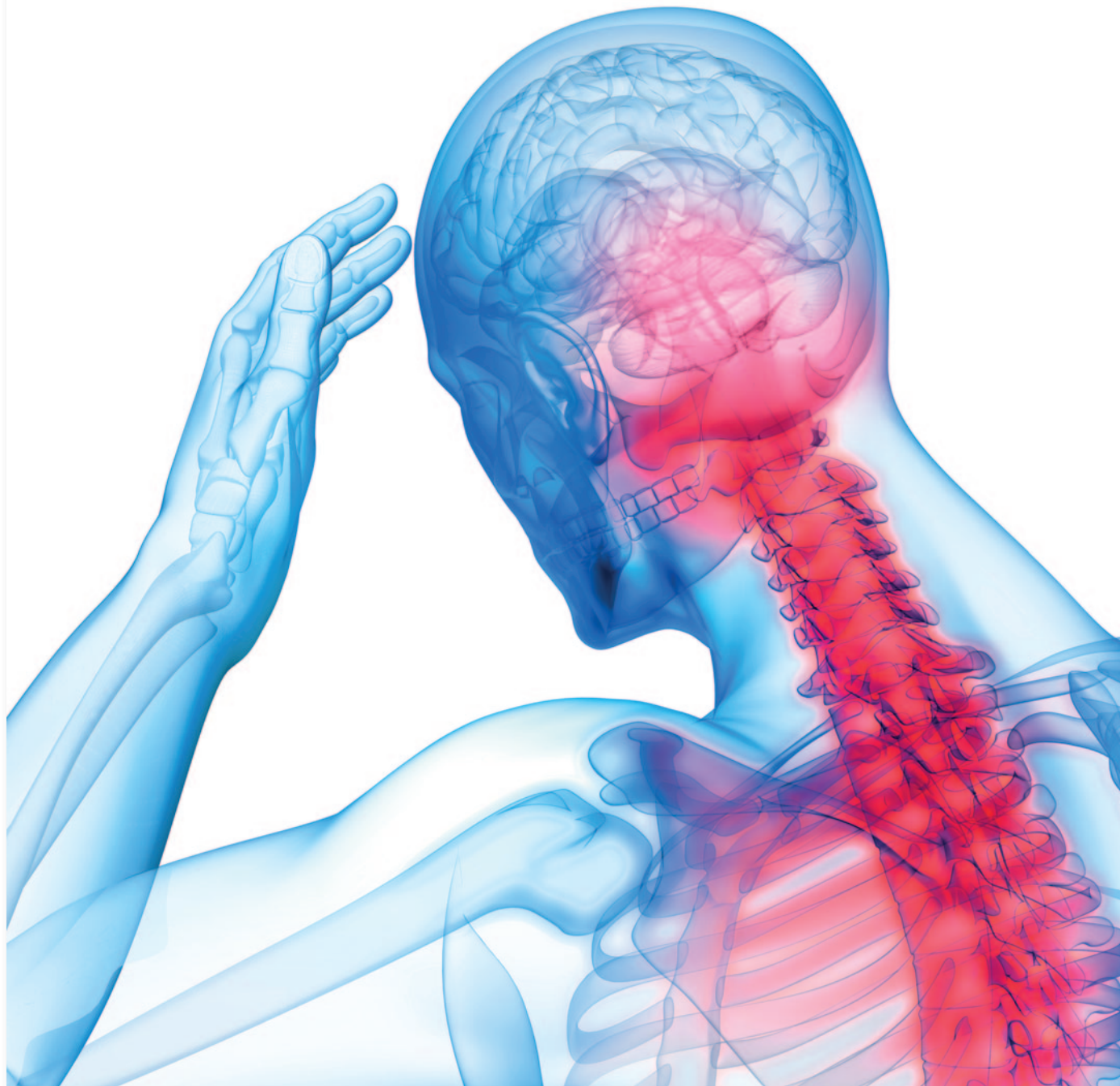
showed that 3,2% of the total annual wages paid by the hospital are adversely affected by headaches.⁵

As an employer itself, these findings prompted Novartis to take action. An approach was devised to offer a solution for affected employees. The result is a program called “Migraine Care,” which is offered as part of the internal well-being platform “Energized for Life” and is implemented by an independent provider. “Migraine Care” is based on two main principles:

- Migraines should be addressed as a topic of conversation, and a working environment should be encouraged in which migraine sufferers feel comfortable and are treated with understanding. Concrete measures already in place include, for example, migraine information points at heavily frequented locations at all our major Swiss sites, e-mails sent to all employees, and engagement with the topic on social media. Posters have been set up to inform employees about the subject of migraines and to increase awareness.
- At the heart of the project lies the program itself. Employees living with migraines, or those who suspect they might be, can contact the independent telephone-based medical service Medgate in strictest confidence. Over the course of six months, employees work toward a defined migraine goal developed together with specially trained nurses, e.g. to work in relevant lifestyle areas such as exercise and nutrition, or in the development of a routine for when a migraine strikes. The nursing staff remain in close contact with the participants and use this cooperation to work on individual improvements. For this program, we teamed up with leading migraine diary app “Migraine Buddy” to develop an extra module, via which participants can receive individualized information and suggested actions directly from nursing staff.

The awareness campaign and the migraine program have been running since June 2018. The interest and the number of participants have already by far exceeded original expectations, underlining the extent to which migraines are underestimated in the working environment. The program has currently reached over 330 registrations, and according to Medgate, all participants have reported potential for improvement in how they handle migraines. The service has recently been extended to include family members of Novartis employees throughout Switzerland.

An initial scientific evaluation has shown that the program could significantly improve quality of life. After 6 months, the



impact of migraines among participants had decreased by 57%. On average, participants reported 12 fewer days per year on which their migraines affected their work. At the same time, they also gained an additional 13 days per year for their social life and private life, on which they are not suffering from migraines.

The general consensus among nursing staff is that the employees are very grateful for this new service. In the feedback sessions, participants who have completed the program reported that they feel more secure and confident in handling their migraines.

We are also sharing our experience with the migraine program with other employers, in the hope of promoting widespread support for people with migraines.

If you're interested in the migraine program, please contact us by e-mail at the following addresses for more detailed information about the Migraine Care Program and the significance of migraines in the workplace:

- **Leonhard Schätz** ([leonhard.schaetz\(at\)novartis.com](mailto:leonhard.schaetz(at)novartis.com)) - Migraine Care Program Manager
- **Jelena Müller** ([jelena.mueller\(at\)novartis.com](mailto:jelena.mueller(at)novartis.com)) – “Energized for Life” representative

For more information about the migraine program and how you can register, visit <http://go/migraineDE>

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²Buse DC, Manack A, Serrano D, et al., Sociodemographic and comorbidity profiles of chronic migraine and episodic migraine sufferers Journal of Neurology, Neurosurgery & Psychiatry 2010;81:428-432.

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Membership recruiting

Recruit a new member and get rewarded with a surprise.



Joining NAV



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- ☐ Mr. ☐ Mrs. ☐ Preferred language GE
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- ☐ CHF 99.– for active members including labor law and social security legal protection
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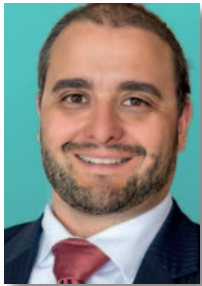
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Fill in the registration form, sign it and send it to us:

NAV Office, WSJ-200.P.84 (Forum 1) or [nav.nav\(at\)novartis.com](mailto:nav.nav(at)novartis.com)

Law firm Baur Laubscher Tschopp Ertl Manera

Your Basel-based law firm which will support you legally in all matters.



Dr. Alex Ertl
Attorney at law

My name is Dr. Alex Ertl and I have been advising employees in labor- and social security-related law problems for over 10 years. Our close links with the NAV have become established on account of my long-standing experience in the field of labor law. This contact has now developed into a long-term, close cooperation between the NAV and my partners and myself. My partners and I specialize in labor law, social security and liability law. We complement each other and, with our com-

bined knowledge and experience, are a good partner for the NAV and its members, should you encounter any legal problems.

We will support you comprehensively in the following areas:

- Labor law as a consequence of any disputes with Novartis, be it your bonus, your rating or in the event of a dismissal
- Social security law, i.e. disputes with unemployment insurance, disability insurance, accident insurance and OASI
- Liability law, for example after accidents caused by third parties.

We always strive to resolve conflicts amicably. This is not always possible however. We will therefore also represent you in the proceedings before authorities and courts that are necessary to protect your rights.

We will also support you in all areas of tenancy law, criminal law as well as in other areas of law.

My partners and I look forward to establishing a good and satisfying relationship with you. It would be rewarding to be able to meet you personally during one of the events staged by the NAV.



Fall



Corina Diaz

Social Media Engagement Specialist

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INFO NOVEMBER 2019

It is still dark in the morning when you need to leave home and, when you set off home again from the office in the evening, the sky again seems hardly less leaden. Although the colorful splendor of

trees may lighten the gloomy and rainy-filled days somewhat, the longer the temperatures tend to plummet, the less we feel inclined to venture out of doors. It becomes high time to swap bikinis and Bermudas for cuddly knitted sweaters and colorful scarves and reach for a warming tea cup again instead of licking an ice-cream. And when a multitude of colored lights from roller coasters lights up the night and the sweet smell of cotton candy wafts through the air again, there isn't a shred of doubt – funfair time has come around again and autumn is just around the corner. In addition to traditional merry-go-rounds and modern attractions, all manner of funfair stalls invite you to simply take in the atmosphere and enjoy a snack or two.

Fall is not only a time for feasting, it is also a time for long rambling walks, a time to fly kites, watch migratory birds, a time of contrasts and change, the time we catch colds and last, but not least, the time when harvests take place. This also affects what we eat. Be it pumpkins, mushrooms or chestnuts – even for gourmets, there is hardly any culinary wish that cannot be fulfilled. If you spend more time at home instead of outdoors, you might be tempted to prepare home-made fruit tarts, vegetable flans or make jam preserves. But for some people, it isn't only their preserving jars that become filled but, seemingly unnoticed, also their diaries, with the pressure to meet deadlines



increasing steadily as the year draws to a close. Time seems to pass almost unnoticed and, if we find a moment to pause and reflect, we ask ourselves what has become of all the plans that we had so elaborately mapped out at the beginning of the year.

Now the emphasis has shifted to setting priorities, making efficiency the kingpin, shifting up a gear and, above all, cutting out time wasters. The internet disgorges countless time management strategies and tips within seconds, making us quickly forget that time is basically a linear commodity, which means that you can neither get more of it, nor save it! Even though our subjective perception makes us rigidly believe something different at times, time always passes equally quickly. Rather, the question of how we might deal with time in a more meaningful way arises, as do thoughts about the expectations we associate with our planning.

Especially in our latitudes, it seems to be a commonplace to pack everyday life with activities and tasks. If we take a look around, we observe a hectic throng of forever prepared multi-taskers hurrying from A to B; people who have optimized and



structured their schedules down to the smallest detail. Apparently, being busy even seems to be a widespread trait among those around us who tend to be rather more disorganized. Dashing from morning till night to meet commitments and participate in events seems to be all the trend and gives everyone the impression that we must be incredibly important, given all the things that we involve ourselves in.

But is it really the sum of all these activities that give us contentment? Or is it, in a way, the path of least resistance if we say "yes" to everything instead of focusing on those things that actually enrich us, or to which we can best contribute? It surely takes a certain amount of courage to admit to yourself and your counterpart that things should perhaps actually not be done, or that deadlines cannot be met. However, it is exactly such a proactive attitude that is key in upholding the often cited balance between all the different demands made by our environment and the need not to neglect oneself in the process.

Fall as a time of change could also serve as an excellent training ground to reflect on our perspectives on everyday life. There

is good reason why lifestyle concepts like *Hygge* and *Lagom* are currently in vogue. While the Danish *Hygge*, which can best be described by the expression "coziness," refers to a pleasant atmosphere at home, the term *Lagom* which has currency in Sweden, refers to being together with friends and enjoying the small things in life. So, perhaps, over the next few days, we should pay greater heed to our inner self before we allow ourselves to become tempted to agree to too many activities, and ask ourselves some of the following questions: Will it be fulfilling for me? Will it bring me closer to my friends and family? Will it make me happy? Naturally, not every activity will fully and totally satisfy these criteria. If, however, we succeed in this balancing act between obligation and pleasure, we will soon realize that we can still defy cold fall weather in good spirits and with fresh ideas since we will have more energy again for those things that actually define us.



Little Venice in Klybeck?

The local impact of global economic upheaval. In Basel, many disused industrial buildings are set to be converted for other purposes. Among the areas affected is the district that was once home to the origins of the Basel chemical industry.

In June of this year, Basel District President Elisabeth Ackermann opened the “Max Kämpf-Platz”, named after a famous Basel artist. Where 20 years ago stood the overgrown, derelict platforms of the Deutsche Bahn rail freight depot, today 70 trees are growing amid a flourishing park atmosphere. Nowadays, this area is home to the lively up-and-coming district of Erlenmatte. A similar transformation of disused commercial and industrial land into new living space is

underway in several other locations across the Canton. The Dreispitz area was among the first, and changes are now also afoot in the areas of Lysbüchel and Rosental.

The end of an era

A new future is also dawning in the Kleinbasel district of Klybeck. In 1864, this is where fabric dyer Alexander Clavel laid the foundations for the chemical industry in Basel (abbreviated to CIBA) which later became Ciba-Geigy, and in 1996 merged with Sandoz to create what we know as Novartis today. Even after the construction of the campus, Novartis continued to operate several buildings on the Kleinbasel side of the Rhine; however, large parts of the former Ciba premises were also occupied by spin-offs such as Ciba Speciality Chemicals, BASF, and the Huntsman Advanced Materials division. In May 2016, the landowners BASF and Novartis informed the Basel government that they would no longer be needing these industrial areas in the future, and together with the Canton, they agreed a joint development plan for the vacated premises.

Ideas for the future

Since then, the opening up and development of this thirty-hectare space has been the subject of discussion in many committees, and is known by the project name “klybeckplus”. A mix-



Roger Thiriet is a journalist and author who lives in Basel. In his column he reflects the way the topic of the magazine relates specifically to his home city.

ture of spaces dedicated to residential, work, leisure and culture is planned, with the intention of creating a new, cohesive city district with its own identity. In the Klybeck of the future, residents with differing financial means and space requirements should be able to live side-by-side, while around one sixth of the area will continue to be used for economic and commercial purposes. The complex task of regenerating this area has posed a challenge even to internationally renowned architects. "It is a huge opportunity for a city to work in cooperation with two landowners to envisage a plan not only for the next few years, but for the next few hundred years," says one architect, who previously developed the master plan for Berlin's Alexanderplatz. "We can really create something here; something that will genuinely transform the city of Basel into a new dimension." The meeting point of three countries, a city of art, a world city of art; the bar is pretty high!", star architect Hans Kolhoff tells Goran Mijuk, Senior Strategic Communications Advisor at Novartis, who is currently working on a podcast series about the history and future of the Klybeck area.

Urban gardening and Little Venice

It's not only professional town planners who are currently working on the future of the Klybeck area – the local population is also involved in the process. In a workshop attended by over 200 participants, residents and other interested parties joined "Zukunft Klybeck" – an association dedicated to the future of the region – to contribute their ideas to the official test planning. Alongside traditional projects such as urban gardening, more unusual ideas have also been put forward, such as one proposal



to develop "hidden areas" in Klybeck and lend the district a mystical edge. Or how about damming up the River Wiese and using a local canal system to create Basel's own "little Venice"? "The workshop projects are a sign that the local residents see themselves as an integral part of the planning process. We're not laypersons, but we consider ourselves experts of everyday life," explains Christoph Moerikofer from the "Zukunft Klybeck" project for Mijuk's podcast.

No one yet knows what the Klybeck of the future will look like. The project will still be in the planning stage for a few years yet, before the bulldozers roll in to build a home for the future.

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www.bvd.bs.ch/dossiers-projekte/klybeckplus, www.klybeckplus.ch
 In cooperation with: Goran Mijuk/Michael Lindner*

The NAV executive committee wishes you a very nice holiday season and a very Happy New Year.

We would like to express our sincere thanks for your trust in the Novartis Employees' Association and your loyalty.