



The NAV's track record

Here's what we have been able to achieve over the past four years, all thanks to your vote and your trust:

Consultation in accordance with Art.335 et seq. (OR)

Thanks to our untiring efforts, hundreds of redundancies were able to be avoided.

– In each consultation process, the NAV took on the leading role of representing employees. In each of the five major, intensive and successful negotiation rounds, we were successful in significantly reducing, and sometimes even halving, the original numbers of jobs intended to be cut. Many of the affected employees were able to find a new job internally.

Successful salary agreements

Four successful salary agreements via a single base salary.

– In order for as many employees as possible to receive a salary increase, the base salary always formed an important part of the negotiations in every wage round. Thanks to our successful wage negotiations, a general salary increase (base salary) was always awarded to all employees. It was only thanks to the NAV employee representatives that employees with a collective employment contract (GAV) also received a base salary by not finalized negotiations.

Assistance and intervention

Ombudsman role: we are your internal legal representatives!

– The elected NAV employee representatives supported Novartis employees in asserting their rights and by providing advice when workplace problems eventuated. At the request of employees, we were also there during discussions with supervisors and the Human Resources section (assistance and intervention function).

– We were able to give recommendations or act as mediators and defuse critical situations in hundreds of cases. Every request for assistance was treated with great care and assured anonymity.

Outstanding redundancy schemes
Major improvements were able to be made to redundancy schemes during the last term of office under the leading participation of NAV employee representatives.

– Our work enabled over two hundred employees to take voluntary early retirement on generous terms. In addition, we made hundreds of early retirements possible as an alternative to redundancy. We were able to achieve partial protection against dismissal for employees aged 55–57 as a new element in the redundancy scheme. This also provides greater scope for finding a new job internally. After the age of 57, employees can choose between a severance payment or early retirement.
– Special consideration is now given to employees over the age of 50 years. At the request of the employee representatives, the head of HR Switzerland will become involved personally to handle and review difficult cases.

Acquired salary right

Your salary will not change!

– Internal guidelines will change, often under the "pretense" of globalization. For example, during the past few years we have had to negotiate the transition from EASY salary bands in Switzerland, which rise continually with age, to flat market reference range (MRR)

bands. Our achievement here was that, thanks to accompanying measures, the level of your income was able to be secured. Your salary did not change as a result of this.

The following are additional areas where we exercised the right to have a say (as per the Workers' Participation Law: Art. 822.14) in an intensive and skilled manner to ensure that the interests of employees were not forgotten!

- Support and promotion of professional development courses
- Financial increase in the hardship fund
- Hundreds of reclassifications were made possible in the EASY Committee
- Location allowance guidelines were re-defined
- Participation in an advisory capacity in the "DiversAbility" project
- Support given to the Job Center in the optimization of its processes
- Successful in achieving greater recognition of the need for trainee support
- We now also have the right to represent Sandoz employees
- Annual agreement on annual leave and public holiday regulations
- Increase in subsidy contributions by the company to menu prices in the employee restaurant
- Multiple ratings subject to clearer regulations when a supervisor is changed
- Revision of the allowable expenses handbook
- Values, Behaviors & GRIT bonus
- Car parking in WST
- up4growth implementation
- PMP – criterion: 20% employee support/responsibility lies with supervisors
- Requirement for on-call availability made voluntary
- HSE Works Regulations
- Security of salary continuation in the event of illness
- Participation in the formulation of "Guidance" notes

Mention should also be made of what has never been officially communicated: we defended the existing excellent working conditions and benefits which the company sought to diminish under the pretext of "globalization and cost-saving measures."