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**to date**

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**Our workplace as a community –  
a community connected by shared values.**

A company is not a family. Parents do not abandon their children when times become difficult. A more fitting description for a workplace is a community – a place where people are connected by shared values, feel valued as human beings, and are able to have a say in the decisions that affect them.

I think it's important to continually adapt work processes to new challenges. But certain core values such as the company's responsibility towards its employees must remain in firmly place, and I will continue to work tirelessly as a committed negotiator to ensure this prevails.

*I will focus on the following shared values:*

- AI must not be misused to cut jobs. AI should replace repetitive tasks, allowing us to focus on more complex activities, become more productive and make our work more valuable.
- The company's financial success arises from the work of all of us, and consequently everyone should share in this fairly. This requires regular pay increases for everyone, a fair performance appraisal and bonus system, and a job grade system that corresponds to the work performed.
- Unavoidable restructurings must be achieved without ongoing layoffs. The constant fear of being laid off is making people sick. My work colleagues should be able to concentrate on their tasks. Any affected individuals must be given clear preference when new positions need to be filled.
- The existing redundancy scheme which enables early retirement, for example, must be retained at all costs.

**Objective:** *Workplaces that are united by shared values, and employees who are valued – this is the vision I will strive for.*