

Membership in the NAV – that's why this is important to me



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When I started working at Novartis nearly 12 years ago, I knew nothing about the Novartis Employees Association. There was also no active information about it at the time, and the benefits of this organization didn't really trickle down to me.

Become a member? Why?

This mindset started changing a few years ago. Colleagues began talking about it more often, especially in connection with current, upcoming and future restructuring within the company. I knew people who were affected and felt their uncertainty and fear. That's when I began seeing the benefits of membership. At the time some close friends of mine in eastern Switzerland told me about a case of bullying where a new boss was harassing a girlfriend of mine. She suffered from severe burnout that dragged on for over a year. It was only after a great deal of suffering and struggling

that she sought contact with an external ombudsperson. Then I realized: **I need to become a member of NAV!**

Employees typically know their duties, but they often don't know much about their rights.

- Who do I contact if I have existential fears due to restructuring?
- Do I have to accept an unfair assessment of my performance?
- Who stands up for social justice vis-à-vis the management and who represents the interests of employees?

It's good to have independent contacts here in the company who are available to advise you in difficult circumstances. Thanks to my membership I feel personally empowered, but I also have a sense of solidarity with those colleagues who now need the support of the association.

