



25 years

Novartis Employees Association

25 years of interesting and in-depth work. A plethora of different memories of a wonderful as well as a difficult, exciting and challenging period.





Henriette Brunner
NAV Honorary President

The NAV is celebrating its 25th anniversary. No, I haven't miscalculated. The Novartis Employees Association as it exists today was only formed definitively in the second year after the merger of Sandoz and Ciba-Geigy to form Novartis. It took a

lengthy process of very close cooperation between the previously existing employee associations to be able to reestablish and reposition themselves. Until that time, both associations were composed of different subgroups. In the following article, I would like to briefly present the story of the formation of the Novartis Employees Association spanning the period from before the merger of both companies up to the founding meeting of the NAV Employees Association on 4 June, 1998.

Internal employees' associations at Ciba-Geigy and Sandoz prior to the merger of both companies to form Novartis

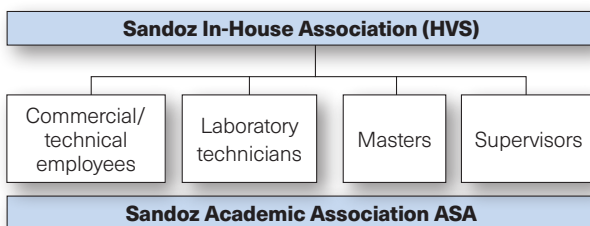
Ciba-Geigy

3 Independent organizations

- Ciba-Geigy In-House Association (HVC)
- Academics' Association (AGCG)
- Association of Higher Technical Education Institute (HTL) Graduates (HTLCG)

Sandoz

2 Independent organizations



Initial approaches

May 9, 1996

Merger of Ciba-Geigy's professional associations to form the Novartis Employees Association at Ciba (NAV).

September 1996

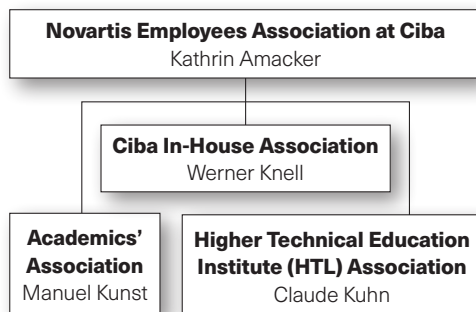
First joint magazine for Novartis employees: INFO.

The logo was adopted from that of the Sandoz In-House Association.

During this transitional period, they presented the following organizational chart:

Internal employees' organization at Ciba-Geigy, or Novartis Employees Association at Ciba-Geigy with President Kathrin Amacker.

Agreement in principle with the company



Internal employee associations at Sandoz:

Agreement in principle and agreement on co-determination with the Company

Academic Association:

Head ELISABETH SPRENG

In-House Association: Head ALEX GASSER

The transitional year

Under the leadership of DR. AGNES DORMANN, a member of the VSAC (Association of Swiss Chemical Industry Employees), both of the Ciba-Geigy and Sandoz employees associations worked out the basis for establishing a joint Novartis Employees Association.

25 years

1997 – the year of decisions

27.2.1997

The delegates of the Sandoz In-House Association agree to join the NAV.

Spring 1997

Meeting at Bad Schauenburg: the presidents and vice presidents of all the subassociations within the two companies lay the foundation for a joint, forward-looking social partnership at Novartis.

25.4.1997

The delegates of the Novartis Employees Association at Ciba-Geigy admit the two Sandoz representatives HVS and ASA.

2.6.1997

The General Meeting of the Sandoz Academic Association (ASA) confirms joining the NAV.

10.12.1997

First elections to the Novartis Employee Representative Council. KATHRIN AMACKER takes over as Chairperson.

1998 – things really start moving!

4.6.1998

On the occasion of the last delegates meeting of the transitional organization, the old professional associations dissolve themselves and from then on emerge as the unified Novartis Employees Association NAV.

ALEX GASSER becomes the first President.



23.9.1998

First elections to the Board of trustees of the Novartis Pension Fund:

The NAV wins 4 of 7 seats on the board of trustees that represent employees, and 5 of 7 seats for the substitute trustees. KATHRIN AMACKER becomes Vice President.

1998–2006



ALEX GASSER heads the Novartis Employees Association NAV for the first 8 years and establishes contacts and connections with company representatives. Both parties are convinced that mutual acceptance among the social partners will promote a uniform human resources policy supported by all employees, which is why the company concludes an agreement in principle with the employees' association. This agreement in principle precisely defines the rights and obligations of the employees' association.

(It can be viewed on the NAV website.)

Under the leadership of ALEX GASSER, the NAV develops into a strong negotiating body for employees in this new environment.

The employee representation consists of representatives from the NAV and Unia (Novartis internal: called independent alliance). The NAV is mainly represented in the employee representation for (PV-A) employees. However only a few of its members populate the representation for employees with a collective employment contract (PV-GAV). In contrast to the employees' association where the management is elected by its members at the Annual General Meeting, elections for employee representatives take place every 4 years and all employees with an individual employment contract (management excluded) or a collective employment contract are eligible to vote.





2001

The NAV wins the PV-A elections with 7 out of 11 seats and KATHRIN AMACKER takes over the Chair of the PV-A employee representation again.

In the elections to the board of trustees of the pension fund (on the employee side), the NAV wins 3 of 7 seats, including that of vice presidency.

2004

In these elections, the NAV wins the majority of seats on the pension fund's board of trustees on the employee side, but is defeated by the "independent alliance" in the elections to the PV-A employees' representative body.

2006–2016

In these 10 years I, HENRIETTE BRUNNER lead the Novartis Employees Association as President.

This highly responsible, interesting and broad-ranging task inspired me tremendously and, in order to be able to best represent the employees and members of the NAV within the social partnership, it also required contacts with external experts and associations. For example, the NAV belonged to Employees Switzerland for many years, but since 2019 it has concentrated exclusively on the ARB (Region Basel Employees), a regional external association to which it has belonged since its foundation in 1997. This association has enabled the NAV to place members on the Industrial Arbitration Tribunal (Basel-Stadt) for many years (since circa 1997).

2007

In 2007, the NAV succeeded in winning a landslide victory in the elections for the PV-A employee representatives (for employees with an individual employee contract), and HENRIETTE BRUNNER was able to take over the Chair in this committee as well.

2010

IPV Elections 2010–2014

The NAV wins 8 of 11 seats for the PV-A and 5 out of 10 seats for the PV-GAV in Basel and Schweizerhalle (WSH).

DAVIDE LAUDITI took over the position as Chairperson for the PV-A, which he had already taken on in 2009.

Regarding support from external experts, the NAV obtained a legal opinion from an external, impartial expert on, among other things, the "Change to the remuneration of service anniversaries" and handed it to the company in order to better structure the transitional arrangements.

We prepared for our participation in wage negotiations with information from BAK Economics (an independent Swiss economic research and consulting institute) and with the help of the Employees Switzerland and ARB (Region Basel Employees) umbrella associations, and regularly assigned dissertations to students and also supervised these. The dissertations were intended to provide in-depth insights into topics requested by members and were deemed necessary by the NAV due to various circumstances, e.g., "Work-life balance," "Employee well-being at Novartis," and the "MOVE Employee Appraisal System," in cooperation with the University of St. Gallen. Here, it was always important to the NAV that these processes were carried out honestly, knowledgeably and professionally and were of benefit to the employees as well as the company.

2011

NAV Family Day

With great weather luck the NAV Family Day could be held on 17 September 2011 at the Erlebnishof Wieseli in Diegten. The farm and its surroundings were transformed into a large playground. Families could compete on the family course and afterwards enjoy a barbecue and fellowship. Until now, NAV had offered a family day in those years in which the company did not organize one. Whether this will be possible in the future depends on the one hand on the financial means and on the other hand on the time intervals in which the company will organize family days again in the future.

2012

Seniority Awards

Over the course of the past year, it has become apparent that the NAV's ongoing interventions have played a part in ensuring that an improved transitional arrangement has been put in place. As a result, around 700 employees who would otherwise have missed their 25th anniversary are now enjoying two weeks of seniority.



2014

IPV Elections 2014–2018

Here the NAV takes 11 of 13 seats in the PV-A with DAVIDE LAUDITI as Chairman. For the PV-GAV Basel and Schweizerhalle 2 of 10 seats.

During the initial years in which I was privileged to lead the association, the NAV was still able to develop further and its membership was first able to be increased. With the divestment of Novartis companies (Animal Health, Vaccine Division) as well as the various restructuring projects such as "Forward", "Swiss Project" and "Pharma Project" by the company, the NAV would unfortunately lose many members over the next few years.

During the 10 years as president of the NAV, it was always very important to me to competently represent the needs of Novartis' employees and NAV members to act as a bridge builder to the company's management. In these years, however, we also had to deal with some very difficult issues within the social partnership. For example, the "Change from defined benefits to contributions in the pension fund" and the "Consultation processes and negotiations for redundancy schemes" placed considerable demands on us.

2016

It was now also time for me to retire and CLAUDIO CAMPESTRIN was able to take over the presidency of the NAV, which he held until October 2019.

2018

IPV Election Period 2018–2022

NAV wins the elections with 11 out of 13 members elected. DAVIDE LAUDITI takes over the Chair of the PV-A.

With the PV-GAV Basel and Schweizerhalle (WSH) elections, the NAV achieves a historic victory. 7 out of 11 members are NAV members.





2019

4.2019

The decision to leave the umbrella organization Employees Switzerland was supported by 1,468 members. The vote was taken at the General Meeting in April 2019. A petition initiated by the umbrella organization for convening an Extraordinary General Meeting to reverse this decision was signed by 232 members.

6.8.2019

Extraordinary General Meeting

The NAV Board had not done an exemplary job of communicating the reasons for the proposed withdrawal from one of the two umbrella associations, and the alternatives in April 2019. This shortcoming was addressed at an Extraordinary General Meeting.

The consultative vote that was conducted supported with a large majority the withdrawal from the umbrella organization Employees Switzerland.

Membership of the umbrella organization "Region Basel Employees" (ARB) was reaffirmed.

Amendment to the Articles of Association regarding the affiliation to umbrella organizations

Paragraph 10 has been added to Article 9, which conclusively lists the responsibilities of the General Meeting: "Before a decision is made regarding entry into or withdrawal from an umbrella organization, the General Meeting must be informed and consulted."



11.2019

Since November, ANDREA FEDRIGA-HAEGELI and DAVIDE LAUDITI have been co-chairing the association.

2020

Pension Fund (PF) election period 2021–2024

On the employee side, the NAV wins the majority of seats on Pension Fund 1 (PF1) – 7 trustees and 4 substitute trustees.

DAVIDE LAUDITI becomes Vice President of PK1.

Pension Fund 2 (PF2) – the trustees and substitute trustees are NAV members. CLAUDIO CAMPESTRIN becomes Vice President of PK2.

2022

IPV Election period 2022–2026

NAV wins the elections with 12 out of 13 members elected. DAVIDE LAUDITI takes over the Chair once again.

PV-GAV: the NAV is represented by 1 candidate, but is only able to position him as successor.

The tenure of ANDREA FEDRIGA-HAEGELI and DAVIDE LAUDITI is marked by many changes. The PV-A was involved in various restructurings, such as "NBS & NTO" and currently "TfG", social plan negotiations as well as wage negotiations. We were also heavily involved in the change from Choice with Responsibility (CwR) to the current hybrid working policy. Despite many changes and a decline in membership, we were able to record an increase in members again last year, in 2022. This is attributable to the wider range of services offered and visibility.

