

PS/IB/LR

19<sup>th</sup> November 2008

To: Sam Palmisano, CEO of IBM

**Dismissal of union activist at IBM Turkey**

Dear Sir,

We are disappointed to learn that a reputable company such as IBM is failing to respect recognised union rights and has instead resorted to victimising union leaders through unfair dismissals.

The right to represent workers without hindrance is a fundamental union right enshrined in the ILO Conventions for which no union representative should be punished. The action taken by your company goes against the ILO Convention on Workers' Representatives and should be rescinded forthwith.

As a European federation representing over 5.5 million workers in 76 unions in 33 European countries, the EMF joins with UNI in condemning the action taken by IBM and demands the immediate reinstatement of Nedim Akay, who was fired on Monday 17<sup>th</sup> November, followed by good faith negotiations between IBM's management and the union.

The EMF fully supports the UNI Global Union and its Turkish affiliate in their fight for recognition of union rights at IBM Turkey and the reinstatement of those unfairly fired. Please allow us to remind you that IBM declared you *"...will respect the legal rights of its employees to join or to refrain from joining worker organizations, including labor organizations or trade unions. IBM respects the rights of employees to organize, and makes managers at all levels aware of those rights....."* – [IBM Policies: Freedom of association](#)

I look forward to a positive response.

Yours sincerely,

Peter Scherrer  
General Secretary