



JR/PS/PJ/WJ

Brussels/Geneva, 26 May 2011

To:

IBM Corporation
Mr. Samuel J. Palmisano
Chairman of the Board, President and Chief Executive Officer
E-mail: sam@us.ibm.com
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Trade unions form a Global Alliance at IBM

Dear Mr. Palmisano,

It is a great pleasure to inform you that we, the global unions representing IBM employees worldwide¹, have together formed a Global Alliance of trade unions to serve the interests of IBMers. Collectively, we have members in IBM in more than 24 countries both in IT services and manufacturing.

During our founding meeting in Switzerland on 5-6 May 2011, we took stock of the industrial relations at the company. Specifically, we heard reports from Sweden, Belgium and Denmark where there is high quality social dialogue and collective bargaining and a good culture of cooperation.

Regretfully, these positive examples only appear to apply to a minority of the countries represented. Many participants described negative experiences with some even informing of extremely difficult situations on their respective IBM sites.

Most worrying to us were the reports from Bulgaria, Turkey, Chile, Argentina and India. Our colleagues there suffer from an extremely anti-union policy pursued by local HR management.

We are convinced that in IBM sites in some countries, in Sweden and Belgium for example, the company's global corporate social responsibility standards are genuinely being met. On the other hand, the reports from Bulgaria or Argentina reveal that the

¹ International Metalworkers' Federation, European Metalworkers' Federation and UNI global union



process of establishing truly constructive industrial relations in these countries is somewhat incomplete.

With IBM's 100th anniversary fast approaching, we feel the need to re-establish the trade union structure and presence within the company. We are sure that you agree with us that the time has come to open up social dialogue on the global level as well.

In the light of this need, trade union members making up the Global Alliance would like to involve you in the launch of a first exchange of views on the possibilities of our future cooperation, which will also serve to mark IBM's 100-year anniversary. To this end, we would like to hold a meeting with you to discuss how we can work together to ensure that all IBM employees throughout the world have and enjoy the same rights to participate actively in shaping the conditions of their working lives.

Please contact us to discuss your availability for such a meeting. We look forward to working with you to enhance social dialogue in IBM as it moves into its second century.

Yours Sincerely,

Peter Scherrer,
General Secretary
European Metalworkers'
Federation

Philip Jennings,
General Secretary
UNI global union

Jyrki Raina,
General Secretary
International
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cc: European Works Council of IBM

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