

12 APRIL: 8 HOURS STRIKE

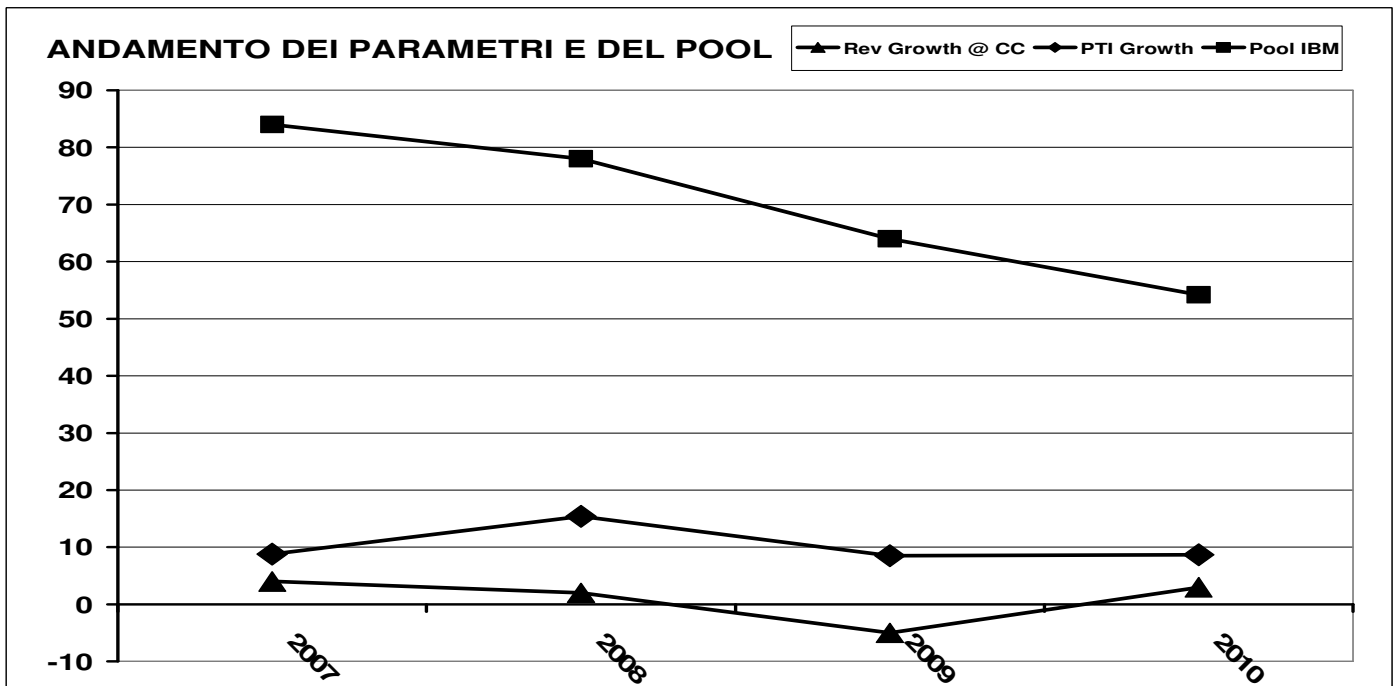
WHY STRIKE and WHY YOU SHOULD MAKE THIS STRIKE

Into the agreement on [October 2007](#) IBM and Unions decide how is calculated the “Results Bonus” (GDP in other Countries) and the IBM CADGI (a mutual health cash) contribution trend. On these issues, so important for all employees, IBM refuses all reasonable requests coming from Unions.

Results Bonus (P.di R)

P.di R. is calculated multiplying the 1,5% of your annual salary for a percentage ; this percentage , called IBM POOL , depends by the Corporation Revenue Growth Y/Y(constant currency) and by the Corporation Profit Growth Y/Y . On 2011 IBM informed all employees that, depending on 2010 results, IBM POOL is 54,20%: it is about 10 points less than on 2009! *Counts don't match* : between 2009 and 2010 , in according to [published data by SEC](#) (USA government institute which controls Wall Street Stock Exchanges) , IBM Revenue has grown-up, about 3% Y/Y (the year before decreased of about 5%) and IBM Profit (Pre Tax Income) has grown 8,7 % Y/Y (the year before 8,5% Y/Y) .

How is it possible that results grow and IBM POOL comes down? The below diagram show clearly this contraddiction:



IBM justifies this telling us that “*the evaluation must be inserted into the context*” . By this, we deduce that, differently from the agreement, to calculate the IBM POOL, there are other parameters assigned by Armonk to the Corporation. So, this is NOT the “Results Bonus” (GDP somewhere), but something else. In other words: **IBM Italia violates the Union Agreement and detracts money from all employees.**

CADGI

The story is known , because we spoke a lot about it : **IBM Italia blackmails Union and workers subordinating the contribution increase to an employees’ meal contribution increase** . After the acquisition of SIC and GV – which has , that acquisition, increased the CADGI expenses and reduced the IBM own expenses (deleting SIC and GV IBM assurances) – IBM Italia, now, would like to be financed by employees!

**A STRONG ANSWER MUST BE DONE BY THE EMPLOYEES:
ON the 12th of APRIL, 8 HOURS STRIKE**

IBM Italia S.p.A.