

European Works Council

IBM European Works Council (EWC)
Marc Born | Secretary
David Ricardostraat 2-4
1066 JS Amsterdam
THE NETHERLANDS

IBM European Works Council (EWC)
Tim Stevens | Chairman
IBM Europe IOT
C/ Anabel Segura 11
Alcobendas M 28100
Madrid, SPAIN

February 12th, 2013

Dear Mr Stevens,


As already raised with you at the EWC Select Committee Informative meeting of January 30st, the EWC has the impression that in several countries having implemented the European Directive the IBM employees do not avail themselves of electing and designating employee representatives to the EWC of IBM without any inhibition.

As pointed out in the introduction of our Agreement "IBM management believes that the success of its business will be improved by employees being involved in matters concerning the company and its workforce. IBM seeks to achieve this through direct communication with its employees and also through open dialogue in a spirit of co-operation and through effective information and consultation with such employee representatives designated by law for this purpose".

According to both the letter and the spirit, the EWC has to play its role in instructing the local IBM management in order to get the IBM employees encouraged to elect or designate employee representatives where such appointments haven't been undertaken yet, e.g. Portugal, the Czech Republic and Slovakia. At least the IBM employees in those countries have to be adequately made aware of the possibility to take part in the EWC's activities. Apart from instructing the local IBM management we consider it necessary to spread a communiqué to inform all local colleagues and to provide them with a link to the EWC website.

After almost a decade it is time to welcome again new EU member states to our Council. The EWC trusts that IBM management will revisit its current practice and will chose an active and stimulating approach. We look forward to constructive cooperation and are open for additional clarification, if needed.

Kind regards on behalf of the European Works Council,



Marc Born
Secretary