



JR/PS/PJ/WJ

Brussels/Geneva, 5 July 2010

IBM

Tim Stevens

VP, Directeur des Ressources Humaines

President of the EWC of IBM

E-mail: Tim_Stevens@fr.ibm.com

IBM France, 17 avenue de l'Europe, F-92275 Bois Colombes Cedex

Сс: IBM Bulgaria (България)

бул. "Драган Цанков" 36

София 1057

България

Fax: +359 2 973 31 63

European Commission

DG EMPL

Mr Stephan Pascall (Stephan.Pascall@ec.europa.eu)

RE: Violations of Workers' Rights at IBM Bulgaria

Dear Mr. Stevens,

The European Metalworkers' Federation representing 5.5 million metalworkers across Europe, UNI Global Union representing 900 trade unions and 20 million workers worldwide, and the International Metalworkers' Federation, which represents the collective interests of 25 million workers around the world, have been contacted by our affiliate NFTINI Podkrepa with regard to serious violations of internationally recognized basic right of all workers to freedom of association at IBM Bulgaria (Sofia).

The EMF, UNI and IMF are deeply concerned that IBM is putting pressure on workers and trade union officials within the company after learning about the trade union organisation in the factory. The EMF, UNI and IMF support their Bulgarian colleagues and strongly oppose any kind of intimidation of workers involved in trade union activities.

The trade union founded within IBM Bulgaria complies with local legislation and is recognized by the appropriate public administration. It is therefore entitled to recognition by IBM's Bulgarian management.

We urge you to do everything in your power to assure the respect of internationally recognized workers' rights to join and form trade unions and the right to collectively

EMB-EMF-FEM
International Trade Union House
(ITUH)
Boulevard du Roi Albert II, 5 (bte 10)
B-1210 Brussels BELGIUM
Tel: +32/(0)2/227 10 10
Fax: +32/(0)2/217 59 63
www.emf-fem.org • emf@emf-fem.org

UNI Global Union
Avenue Reverdil 8-10
CH- 1260 Nyon, Switzerland
Tel: ++41 22 365 21 00
Fax: ++41 22 365 21 21
www.uniglobalunion.org
contact@uniglobalunion.org

IMF-IMB-FIOM-FITIM-FISM
54 bis, route des Acacias
Case Postale 1516
CH-1227 Geneva, Switzerland
Tel: ++ 41 22 308 50 50
Fax: ++ 41 22 308 50 55
www.imfmetal.org •
info@imfmetal.org



bargain at IBM in Bulgaria. The EMF, UNI and IMF demand in particular that IBM Bulgaria apply IBM's internal regulations stipulating the strict application of local legislation, as put forward in the Corporate Guidelines of IBM Corp.

We trust you will give due consideration to the demands put forward by our Bulgarian colleagues and ourselves.

We look forward to hearing from you shortly on this matter.

Yours Sincerely,

Peter Scherrer,
General Secretary
European Metalworkers'
Federation

Philip Jennings,
General Secretary
UNI global union

Jyrki Raina,
General Secretary
International
Metalworkers' Federation

**cc: NFTINI Podkrepa, Sofia
European Works Council of IBM**

EMB-EMF-FEM
International Trade Union House
(ITUH)
Boulevard du Roi Albert II, 5 (bte 10)
B-1210 Brussels BELGIUM
Tel: +32/(0)2/227 10 10
Fax: +32/(0)2/217 59 63
www.emf-fem.org • emf@emf-fem.org

UNI Global Union
Avenue Reverdil 8-10
CH- 1260 Nyon, Switzerland
Tel: ++41 22 365 21 00
Fax: ++41 22 365 21 21
www.uniglobalunion.org
contact@uniglobalunion.org

IMF-IMB-FIOM-FITIM-FISM
54 bis, route des Acacias
Case Postale 1516
CH-1227 Geneva, Switzerland
Tel: ++ 41 22 308 50 50
Fax: ++ 41 22 308 50 55
www.imfmetal.org •
info@imfmetal.org