

Arvind Krishna, IBM Chairman and CEO
Martin Schroeter, Kyndryl CEO

cc. Nickle LaMoreaux, IBM Senior VP and
Chief Human Resources Officer
IBM European trade union coordination group

Brussels, 27 May 2021

Open letter to IBM: Request for an emergency meeting and genuine social dialogue

Dear Mr Krishna, Dear Mr Schroeter,

[UNI Europa](#) and [industriAll European Trade Union](#), represent European workers in the ICT sector, and hereby request an emergency meeting with you and a trade union delegation in relation to the critical situation facing IBM workers across Europe.

On 19 April 2021, 26 trade union organisations sent a letter to IBM General Manager for EMEA, to share their concerns about the lack of social dialogue and industrial perspective surrounding both the ongoing extensive job-cut plans at IBM and the creation of Kyndryl (copy of letter enclosed). We deplore the fact that we have not received any reaction to that open letter.

Having consulted our trade union representatives within IBM across Europe, we observe little progress on our demands for:

- Quality and timely information, consultation and negotiation with IBM trade unions about the procedure of mass redundancy on the one hand, and the transfer of IBM employees to Kyndryl on the other hand,
- A clear sustainable strategy and long-term industrial plan for IBM and Kyndryl, which will deliver quality jobs,
- Guarantees that transfer to Kyndryl will not affect IBM and/or Kyndryl employees' salaries and working conditions, nor be a reason for further redundancies within 24 months after the legal transfer date,
- Respect for social dialogue, including the right to collective bargaining, information and consultation at each site and at the European Works Council (yet to be set up at Kyndryl).

Given the time pressure (transfer to Kyndryl to be effective in some countries as of 1st July) and the major challenges these changes will entail for all IBM workers in Europe, UNI Europa and industriAll Europe now call for an urgent meeting at your earliest convenience.

We anticipate your swift response.

With best regards,



Oliver Roethig
UNI Europa
Regional Secretary



Luc Triangle
IndustriAll Europe
General Secretary

Encl.: Letter sent on 19 April to IBM GM EMEA

