

Hewlett-Packard (HP) European Alliance

Background. Hewlett Packard (HP) has approximately 350,000 employees worldwide, out of which more than 80,000 are based in Europe. More than a dozen trade unions in over ten European countries represent HP employees, in addition to national works councils or representative bodies and a European Works Council.

In 2012, HP announced that it would cut 29,000 jobs globally, including more than 8,000 in Europe, by 2014. Not only did the company fail to provide adequate information to employee representatives at the national level, it also disregarded the procedures for information and consultation under its European Works Council Agreement. In order to effectively influence the company to change its current employee policy towards securing sustainable jobs and development and qualification, as well as a united trade union front in HP is needed at the European level.

Agreement. Therefore, the trade unions in HP agree to establish the Hewlett-Packard (HP) European Alliance this Friday, 19 October 2012 in Berlin, Germany. UNI Global Union and industriAll European Trade Union will coordinate the alliance and provide the necessary support.

Mission. The mission of this agreement is to express the commitment of the national unions, works councils, employee representatives and the European Works Council in HP to work together at the European level in order to better address issues that transcend national borders and improve the sharing of information and knowledge and coordinate collective actions.

Goals. The goals of the European Alliance are as follows:

1. To develop a common strategy against the workforce reductions in HP in order to achieve job security, development and qualification for current and future employees
2. To support collective bargaining and increase union membership in the company in order to improve working conditions, strengthen the unions, and organize the unorganized
3. To enhance the cooperation between works councils, employee representatives and trade unions at both the national and the European level
4. To share information regarding working conditions
5. To coordinate trade union actions inside HP in Europe
6. To jointly support the EWC to effectively acquire all rights described in the relevant European directives.

Adopted by the trade unions and members present in Berlin, 19 October 2012.