
Mr. Mark HURD
President Hewlett Packard
3000Hannover Street
Palo Alto
CA93304 – 1185
USA

Brussels, 20th October 2008

Dear M. Hurd,

Re: HP/EDS workforce reductions in Europe

We are writing to you, as European trade union federations representing the HP/EDS workforce across Europe, and following meetings on 8 September and 15 October attended by both union and European Works Council representatives from 10 countries.

Our position is as follows:

- HP/EDS management should ensure that it meets its obligations to provide full information and proper consultation with the trade union/employee representative bodies both at European and national levels. It has failed to do this so far at European level.
- HP/EDS management should recognise the employees' right to bargain collectively and enter into negotiations on the social consequences of their planned decision.
- HP/EDS management should not proceed with any compulsory redundancies/layoffs.
- HP/EDS management should provide a detailed plan for redeployment and re-skilling of the existing workforce in order to fill current and anticipated skills shortages as an alternative to redundancies in this reorganisation.
- HP/EDS management should create the conditions for the establishment of a new EWC which will capitalize on the best practices of each EWC agreement.

The trade unions will not accept that HP and EDS merge in order to downsize. They want the new combined company to say where and how it will grow and how this will benefit its employees.

Accordingly we would appreciate your commitment to provide the following:

- a. Full financial information on the savings HP/EDS wishes to make across Europe
- b. Full employment information for the next 3 years, including the total employee number for each year across Europe and broken down per individual countries
- c. A detailed presentation on the future goals and development plans across Europe



The European Commission is currently reviewing the European works council Directive. We believe that the lack of full and meaningful information and consultation by HP/EDS with the trade union/employee representative bodies at European level is a glaring example of why there is a need for the EWC Directive to be strengthened.

We do hope that you will arrange for the information set out in paragraphs (a) to (c) above to be made available, by 7 November where possible.

You should understand that we are currently considering HP as a potential case to be raised with the European Commission and the European Parliament, as an example of why the European Directive needs strengthening. This is a will inevitably expose HP to unwelcome publicity.

We trust that such actions will not be necessary and look forward to your early response.

Yours sincerely,

	
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Peter Scherrer
EMF General Secretary

Bernadette Ségol
UNI-Europa Regional Secretary