

Concerned IBM Employees
Point of Contact: Justin Albano [email redacted]
IBM, United States

November 1, 2021

Arvind Krishna, CEO
IBM Corporate Headquarters
1 Orchard Rd,
Armonk, NY 10504

Dear Arvind,

On October 7, 2021, IBM announced that effective December 8, 2021, all US IBM employees must obtain vaccination for the COVID-19 virus and comply with all criteria set forth by IBM to be deemed fully vaccinated. After December 8, 2021, noncompliance with this ultimatum will result in punitive and discriminatory measures, including an unpaid leave of absence. As IBM employees, we have a right and responsibility to inform IBM of our opposition to this corporate measure.

We believe that we are all born with natural, God-given rights, and that foremost among these rights are liberty and personal choice. In accordance with these principles, we — both vaccinated and unvaccinated employees — believe that no one should be coerced into receiving a COVID-19 vaccine or divulging private medical data under the threat of losing his or her job. All citizens who seek to preserve freedom are not only honor-bound but also duty-bound to oppose such measures using all peaceable means. These principles of liberty and opposition to tyranny are wholly responsible for the exceptional prosperity and blessing the United States, and American companies such as IBM, have experienced over the last three centuries.

Since its founding in 1911, IBM has been unmatched in its consistent innovation and its advancement of technology throughout the world. One value has driven this unrivaled success: The IBM Family. For more than a century, IBM has dedicated itself to respecting its employees and treating them as family. This principle has produced numerous multi-generational employees as well as countless employees who have devoted a majority or the entirety of their professional careers to IBM. The decision to supersede the loyalty to its employees with obedience to federal contract terms contradicts the family value of IBM, creates a significant dissolution within the IBM Family, and sets a dangerous precedent for future federal administrations.

In addition, this ultimatum contradicts the precepts laid forth in the Diversity & Inclusion (D&I) policy. By cataloging employees based on their COVID-19 vaccination status, IBM has segregated its employees into categories. It has also discriminated against one category by requiring employees act against their conscience to maintain their employment. This practice not only repudiates the tenets of D&I, but also drives a wedge within the IBM Family.

As IBM employees, we believe our civil liberties have been violated and that IBM has violated our rights as individuals. By instituting the October 7th COVID-19 vaccine ultimatum, IBM has:

- Disregarded the Natural Rights of its employees to make personal medical decisions, and unethically removed true informed consent of medical treatments by using coercion and duress
- Prioritized federal contracts and revenue over the welfare and liberty of its employees
- Demanded employees disclose personal medical information, such as COVID-19 vaccination status, and justify the rationale for personal medical choices (through medical and religious exemptions) in order to maintain employment
- Abdicated its responsibility as one of the largest corporations in the United States to: (1) uphold IBM's long-standing Basic Belief of *Respect for the Individual*¹ and liberties of its employees above an unjust edict of the United States and (2) oppose Executive Order 14042

In order to rectify these wrongs, we are asking IBM to immediately:

- Remove all COVID-19 vaccine requirements from its current employees
- Remove all COVID-19 vaccine requirements for those applying for employment with IBM
- Remove all requirements that employees disclose and maintain current COVID-19 vaccination status as a requisite for employment
- Abstain from enacting any punitive and discriminatory measures that target unvaccinated employees, such as, but not limited to, increasing medical insurance premiums or imposing medical insurance surcharges
- Reinstitute all rights and privileges commensurate with employment at IBM for all employees, regardless of vaccination status

We, the undersigned, with a full understanding of our rights and responsibilities as employees of IBM and citizens of the United States, pledge our support for this petition and seek a redress of grievances from IBM.

Sincerely,

Concerned IBM Employees
(Signatures on Following Pages)

¹ [IBM 100 - A Culture of Think](#)