

Open letter from the representatives of UPM salaried employees to the company management

We, the employees' representatives of salaried employees of the paper industry and mechanical forest industry, acting on behalf of ourselves and of the salaried employees we represent, express to the company management our deep concern about the inappropriate action of UPM.

Following the Finnish Forest Industries Federation's announcement in October stating that it would cease to participate in collective bargaining, information sessions were held where we were told that in future our personnel group's terms of employment would be agreed at the company level.

Still in January, this same message was consistently repeated with the express intention that in future, our terms of employment would be negotiated on a company-specific basis. In our view, at that time we were still promised following things:

- The company is willing to participate in renewing the negotiation process of the terms of employment and in building together a forward thinking bargaining culture from a new perspective
- Terms of employment can be influenced where the work is done
- The voice of own personnel will be clearly heard when terms of employment are agreed
- Agreements are beneficial to both the employees and the business

However, at the information events of February 8, 2021, UPM suddenly told us that it had decided not to negotiate the terms of employment of its salaried employees at any level. Instead, they would be determined without any collective agreement, in the same manner as those of senior salaried employees, meaning that they are unilaterally dictated by the employer. According to the event material, terms of employment will be advanced, determined, unified and discussed, all instead of being negotiated. By refusing to engage in collective bargaining, UPM is putting its salaried employees into the worst position, as the cooperation agreement concerning senior salaried employees contains rules on the negotiation procedure, and the basic agreement concerning this employee group contains rules on nominating a contact person.

Among other things, UPM has justified its decision to refuse to engage in collective bargaining with our personnel group, by saying that similar terms of employment already apply to its senior salaried employees, although they have no collective agreement. As we all very well know, this is not true. Our terms of employment are mainly based on the generally binding collective agreement negotiated by our trade union, securing our better minimum terms of employment in the employment relationship. Instead of a collective agreement, the terms of employment of senior salaried employees are based on current practices unilaterally determined by the employer, only in force at that very moment.

Therefore, we consider that we were outright betrayed by our employer, and now no longer know what we can trust. If this situation persists, it will lead to distrust that will inevitably affect work motivation and well-being at work which isn't beneficial to anyone.

We also strongly question the consistency of this conduct with the company's values stating that one should trust and be trusted, keep one's promises and make sure others keep their promises too.

The Finnish government has ratified the ILO Declaration on Fundamental Principles and Rights at Work stating that companies should promote freedom of association and effective recognition of the right to collective bargaining. The right to negotiate collective agreements is linked to the right to organise which in turn is guaranteed by an ILO Convention.

The right to collective bargaining is also part of the freedom of association safeguarded by the European Convention on Human Rights. Moreover, the freedom of association and collective bargaining are safeguarded by the European Social Charter. All these commitments naturally also bind UPM as a Finnish company.

Additionally, as UPM is recognised by the UN as a Global Compact Lead Participant, it is also committed to supporting and exercising the basic working life principles in its own sphere of influence.

We demand that UPM fully respects its own values and Finland's and the company's international commitments in its operations.

Instead of being a cautionary example, UPM should keep its promises and demonstrate its responsibility by undertaking collective bargaining negotiations on salaried employees with Trade Union Pro representing us.

Merja Matikainen, shop steward, chair of UPM Finland's shop steward network, UPM Metsä

Janne Hyvönen, shop steward, deputy chair of UPM Finland's shop steward network, UPM Biorefining, Lappeenranta

Kai Pitkäkangas, shop steward, chair of UPM Finland's shop steward network for mechanical forest industry, UPM Biorefining, UPM Timber, Pietarsaari

Jari Hahl, shop steward, deputy chair of UPM Finland's shop steward network for mechanical forest industry, UPM Plywood, Lahti

Katia Segura-Puranen, shop steward, UPM, Tampere

Juuso Drews, shop steward, UPM Research Center, Lappeenranta

Tommi Järvinen, shop steward, UPM Biofuels Lappeenranta

Katri Ojala, shop steward, UPM Joensuu Plywood Mill, Joensuu

Vesa Ihalainen, shop steward, UPM Pellos Plywood Mill, Ristiina

Jarno Luukkanen, shop steward, UPM Savonlinna Plywood Mill, Savonlinna

Ari Ramula, shop steward, Biorefining, Timber, Lappeenranta

Petri Lehtonen, shop steward, Biorefining, Timber, Korkeakoski

Mari Leppänen, shop steward, Biorefining, Timber, Pori

Ari Mykkänen, shop steward, Specialty Papers, Jämsänkoski

Antti Kosola, shop steward, Comp Papers, Jokilaakso Mills, Jämsä

Kari Koskelainen, shop steward, Communication Papers, Lappeenranta

Tommi Hellstén, shop steward, UPM Kymi Mill, Kuusankoski

Riia Hämäläinen, shop steward, Kymi Communication Paper, Kuusankoski

Antti Niskanen, shop steward, UPM Pietarsaari Mill, Pietarsaari

Susanna Korolainen, shop steward, Raflatac, Tampere

Lasse Kokkonen, shop steward, Rauma

Heikki Kataja, shop steward, Specialty Papers, Tervasaari

Minna Piitulainen, deputy shop steward, UPM Research Center, NERC, Lappeenranta

Jarmo Uutela, deputy shop steward, UPM Plywood, Lahti Esikunta

Janne Halko, deputy shop steward, UPM Joensuu Mill, Joensuu

Erkko Hägg, deputy shop steward, UPM Savonlinna Mill, Savonlinna

Kaj Lundqvist, deputy shop steward, Biorefining, Timber, Pietarsaari

Laura Riikonen, deputy shop steward, Biorefining, Timber, Lappeenranta

Jarkko Mäkelä, deputy shop steward, Biorefining, Timber, Pori

Jari Sara-aho, deputy shop steward, Spec Papers, Jämsänkoski

Harri Kärkkäinen, deputy shop steward, Biorefining, Lappeenranta

Mikko Pajari, deputy shop steward, UPM Kymi Mill, Kuusankoski

Antti Kröger, deputy shop steward, UPM Comm Papers Kymi, Kuusankoski

Marika Karevesi, deputy shop steward, UPM Metsä

Kati Alatalo, deputy shop steward, Raflatac, Tampere

Esko Seurujärvi, deputy shop steward, Rauma

Sirkku Kesänen, deputy shop steward, Tervasaari, Valkeakoski