

Geneva, 19 March 2021

Mr Jussi Pesonen
President and Chief Executive Officer (CEO)
UPM
Helsinki, Finland
jussi.pesonen@upm.com

cc. riitta.savonlahti@upm.com; jyrki.hollmen@upm.com; sami.lundgren@upm.com;
hanna.maula@upm.com; pirkko.harrela@upm.com; kari.stahlberg@upm.com;
juha.makela@upm.com

IndustriALL Global Union calls on UPM to continue collective bargaining and respect trade union representation

Dear Mr Jussi Pesonen,

I am writing this letter to you as General Secretary of [IndustriALL Global Union](http://www.industrial-all-union.org), representing more than fifty million workers in the mining, energy and manufacturing industries, including pulp and paper, in over 140 countries, including Finland, to condemn in the strongest possible terms UPM's unilateral decision from 8 February to discontinue collective bargaining as of next year. Therefore, we call on UPM to continue the long and well-functioning collective bargaining system and continue to engage in mature industrial relations with the unions.

Please note that the Finnish Paper Workers' Union Paperiliitto, the Finnish Industrial Union Teollisuusliitto, and Trade Union Pro are affiliated to IndustriALL Global Union.

IndustriALL Global Union finds your attempt to jettison a well-established system of collective negotiation unacceptable. If UPM continues down this path, it will be a long-remembered betrayal of your employees that came in the centre of a global pandemic that is already causing massive damage and upheaval for workers and their communities. There can be no other explanation for breaking such a well-established collective bargaining system, other than to facilitate a subsequent company attack on rights and conditions of all employees. We will oppose this.

Consequently, we urge UPM to desist from trying to impose individual terms and conditions of employment via individual appraisals. Instead, UPM should live up to its promises and demonstrate its responsibility by undertaking collective bargaining negotiations with our affiliated unions, Finnish Paper Workers' Union Paperiliitto, the Finnish Industrial Union Teollisuusliitto, and Trade Union Pro.

I anticipate your swift response and action.

Sincerely,



Valter Sanches
General Secretary