



25 October 2021

Addressee

Dear UPM board member,

Teollisuuden palkansaajat TP ry, hereinafter TP, represents approximately 400,000 industrial employees through its member unions. These unions represent the entire organised workforce of the Finnish export industry, including UPM employees.

UPM has refused to negotiate the renewal of the collective agreement for salaried employees, which has been in force for decades. Regarding workers, the company has refused to enter into a single company-specific collective agreement that would allow pay negotiations by business function as is currently the case. Furthermore, the company has employed various means to bypass the unions in negotiations, violating the general principles of the labour market.

In its meeting on 13 October, the board of TP discussed the labour market situation, including the role of UPM as a disruptive enterprise. I wish to respectfully inform you of the following, as decided in the meeting:

- The board of TP is actively monitoring the activities of UPM in the current round of labour negotiations with the utmost seriousness. The board is concerned that the company's actions may lead to considerable labour market disruptions during the coming round of negotiations.
- The board of TP finds UPM's labour market activities to be a short-sighted and flagrant attack on the culture of agreement and the employees' terms of employment that puts the national economy at risk.
- TP member unions find it unacceptable, among other things, that UPM refuses to negotiate about the renewal of a contract with a trade union that it currently has a valid agreement with.

We respectfully request that UPM seek to develop its business together with its employees in a spirit of trust and cooperation. If trust is lost, only conflict remains.

Teollisuuden palkansaajat TP ry

Juri Aaltonen  
Chairman of the board

**Distribution:**  
**UPM board members and president and CEO Jussi Pesonen.**

Teollisuuden palkansaajat TP ry member unions:

Finnish Aviation Union IAU  
Finnish Electrical Workers' Union  
Finnish engineering association  
Finnish Food Workers' Union SEL  
Finnish Industrial Union  
Finnish Seafarers' Union  
Paperworkers' Union  
Railway Union RAU  
The Finnish Business School Graduates  
The Union of Professional Engineers  
Transport Workers' Union AKT  
Trade Union Pro  
Union of Private Sector Professionals ERTO  
Trade Union Pro