

March 19, 2010

Mr Jukka Moisio
CEO Huhtamäki Oyj
Länsituulentie 7
Espoo 02100

Fax number +358 10 686 7992

Dear Mr Moisio,

I write to alert you of the deteriorating Collective Bargaining process again at Huhtamäki's factory in Preston, Australia. After we spoke on this subject early last year, the Australian union CFMEU and local managers worked amiably together after a moderate wage increase was put into effect, but discussions on terms and conditions of work were still not concluded.

In September 2009, those negotiations did re-start. I regret to inform you that Huhtamäki's managers have again returned to regressive bargaining, social dialogue that we feel is contrary to Australia's "Fair Work" law that took effect July 1, 2009. Your managers in Australia continue to propose unwanted terms and conditions of work that are not the norm in Australian labour relations, but instead were part of former Prime Minister John Howard's unpopular "WorkChoices" labour relations agenda.

Specifically, Huhtamäki's managers at Preston seek to deny workers' and the CFMEU consultation rights, payroll deductions for union fees, and they seek excessive management rights over use of casual labour that will threaten direct employment and job security for the existing workers.

Because of this backward-looking stance, Preston workers and CFMEU have exercised their lawful right under current Australian labour statute and they voted for industrial action. What I understand is that it could be industrial action for an indefinite period of time. The union has also exercised its right under the newly established government commission "Fair Work Australia" to obtain financial information on this Huhtamäki operation, to better position itself in the face of unfair bargaining.

I ask that you intervene immediately to prevent Huhtamäki's reputation from being tarnished in Australia, as well as in other markets that your company does business. I would be willing to meet with you again to discuss this ongoing dispute, but in the meantime I strongly recommend that you step in and order a more positive dialogue to the negotiations in Australia.

Thank you for your attention.

Sincerely,

Jouko Ahonen
Paperiliitto