

Annual Report

PAM 001 / PAM Helsinki Commerce Workers, 2025. Unofficial English translation of the attached Finnish original.

The year 2025 has not been easy for the branch's members, or indeed for people in employment more generally. The country's right-wing government has made life harder for ordinary people through various cuts. It is often said that politics does not belong in the trade union movement or in union branches. However, the government has now implemented the plans of business and industry and dismantled numerous matters that had been agreed together. A large number of these measures also affect PAM 001's members.

As Chair and occupational safety representative, I have been deeply concerned about the government's various cuts, a large proportion of which have been directed at low-income people and the unemployed.

At the same time, the government also planned to remove the tax deductibility of union membership fees. In my view, this is a direct attack on organised workers. The pay of most professionals in the service sectors is determined in accordance with the collective agreement, even though it sets only minimum pay and minimum terms. Even so, we will not allow this matter to discourage us; rather, we continue to believe in membership growth through our own actions.

In my speeches at the PAM Council in spring and autumn, I have raised these concerns and also stressed that no one manages alone. The union is the voice of its members, and it is now more important than ever to stand behind members and be their safeguard. We as a branch also have an important role in this. I have also highlighted safety issues in the retail sector, the increase in psychosocial strain, and the financial challenges faced by part-time workers. Working hours are pieced together from several different workplaces, and even then making ends meet can be difficult. Government cuts are directed especially at women and single-parent families.

The benefits produced by artificial intelligence and technology must also be visible to workers, not only to employers. They make work more efficient in the workplace. Employers must ensure sufficient competence and take responsibility for employees' training, so that work remains

available even in tasks where the amount of work decreases or automation replaces people. The abolition of adult education support does little to help in this respect.

In recent years, the branch's activities have been directed more closely towards their core purpose. The branch's most important task is to safeguard the interests of its members and support workplace representatives in their representative duties, while at the same time offering benefits and events for everyone. We have directed events mainly to dues-paying members and workplace representatives. Engaging and supporting workplace representatives also continued in 2025. In workplaces, workplace representatives are the face of the union and the branch towards the membership, and for that reason it is important to encourage them to tell members at workplaces about the branch's activities and events.

Towards the end of the year, a goal was set to contact all newly elected and re-elected workplace representatives of the branch. I have handled this calling round together with branch organiser Tiina Tolonen. The discussions have been extremely rewarding, and at the same time we have been able to hear about the different situations at workplaces and, where necessary, direct matters forward.

In my view, we succeeded in steering the branch back towards the roots of advocacy. This is especially important at a time when the very existence of unions is being questioned. I am very pleased with the co-operation of the board and its willingness to influence matters. We want to hear the members' voice and, in addition to our core tasks, organise events and benefits suitable for everyone.

In keeping with the standing of the branch, we had the PAM Helsinki Commerce Workers sign installed on the exterior wall of the building in the same place where the illuminated sign had previously been. We want to uphold the value of this long-established branch through our own actions and remember in everything why we exist. History must be understood if the future is to remain clear.

Christa Pessi, Chair

#BetterTogether

Meetings

The branch's statutory meetings were held at Tietoranta: the spring meeting on 7 May and the autumn meeting on 15 November. After the autumn meeting, we proceeded directly to the pre-Christmas cruise, which was free of charge for members. The spring meeting was attended by 20 members and the autumn meeting by 49 members.

The board held 13 meetings, including two extraordinary meetings. In 2025, the number of full members on the board was reduced. We decided that deputy members could also attend all meetings. This has been a good decision, and it has ensured the flow of information to the whole board.

In January, we organised a board training and induction weekend at Hotel Korpilampi, where we updated financial and other guidelines and familiarised ourselves with the branch's activities. Almost all board members were able to attend. The branch employee also took part so that information flows and we remain aligned in our thinking.

Board members (attendance at meetings)

Chair Christa Pessi (13)

Vice-Chair, Education Officer Maija Vantos (13)

Secretary Marcus Krogell (12)

Full members

Nina Hakanen, Social Media Officer (12)

Mari Laasio, Working Life Officer (12)

Jade Ylinen, Youth Officer (10)

Ditmar Hasanaj, Solidarity Officer (10)

Sari Suhonen (10)

Pekka Kantelinen (13)

Deputy members

Miko Muinonen (9)

Henna Vihavainen (10)

The branch employee/treasurer, Kirsi Kuokkanen, also attended the meetings with the right to be present and speak.

From the September meeting onwards, branch organiser Tiina Tolonen attended the beginning of meetings to report on the progress of the organising project and the observations made. This is important so that the whole board is aware of where the project is heading.

Activities

The development of the branch's activities continued. We had to change accounting firms and began co-operation with the accounting firm Tilingo; we also brought IT services into use.

We renewed the printer and the meeting-room display, and towards the end of the year we decided to install acoustic panels in the meeting room. This will give us a better sound environment at events and meetings by reducing echo. There have been some challenges with temperatures at Tietoranta during the winter, and we obtained new additional radiators for the workspaces.

The board is carefully preparing a change to the pay system in line with the collective agreement for the retail sector and aims to make it up to date and functional in the future as well. This work will continue on the board in co-operation with the employees, and the goal is to complete it by 1 October 2026. In this work, we also take into account observations linked to the organising work. We value development in one's own work and adaptability in changing circumstances. The world changes, and the branch must also change, so that we can ensure the best possible services for our members.

As a result of the organising project, the branch gained an employee on a fixed-term contract. We acquired a desk and chair, a telephone and other work equipment for our new employee. The computer came from PAM through the project.

Branch Member Benefits and Events

The branch organised events for members and offered member benefits. Members had the opportunity to buy, at a member price, wristbands for Linnanmäki and, as a new option, for Särkänniemi, Tykkimäki or PowerPark. The branch supported members through wellbeing,

culture, Museum Card and Messukeskus season-pass benefits, and also supported participation in the Naisten Kymppi and City Running Day events. PAM001 sought to gather its own group for Naisten Kymppi. A few branch members did take part and spent a pleasant day together.

The organiser of events is always committed to bringing branch and union updates to events and training sessions. We have adopted safe-space principles, and these are always reviewed at events. We do not accept any kind of inappropriate behaviour from any participant.

We obtained reflectors and boxes of sweets for the branch to distribute at events and during member recruitment rounds.

Every current and new member is important to us, because these things are done for the members.

In January, a "Pizza and Chat" event was organised for workplace representatives, where current matters were discussed and wishes for future training and events were heard.

Pizza Friday for all members was held in February, and on 8 March we took part in the Women's Day march. A few branch members attended.

In August, it was time for the traditional whole-family Korkeasaari Day. A large number of branch members and their families took part. We looked at the animals and enjoyed a delicious lunch at Restaurant Pukki. The feedback from members and their families was extremely positive.

In August, we also travelled to the summer theatre in Hämeenlinna to see the musical comedy *Ihmisen poika*. Before the performance, we enjoyed a three-course summer menu at Restaurant Vintti in Verkatehdas.

We planned a spa trip abroad to Pärnu for September, but unfortunately the trip did not take place because of low participation.

On 3 October there was a joint event for trade union decision-makers, where common union co-ordination and goals were discussed. Christa Pessi attended in her role as Vice-Chair of the Council. On 4 October, the event continued with SAK's traditional *Tulevaisuus tänään* event. Ditmar Hasanaj and Christa Pessi took part from the board. The day was highly rewarding, and we discussed current matters. The event is open to everyone and free of charge.

In October, the Kannattelijat group organised a performance for our members at Tietoranta: *Hurrikaani – tapahtui äiti ja tytär suhteessa*.

The rock concert for men and the outdoor day in Nuuksio mentioned in the action plan did not take place.

In November, we organised a wellbeing weekend at Hotel Kakola in Turku. A good number of members interested in wellbeing took part. On the Kakola tour, we heard about the site's dramatic history, as Kakola was once Finland's largest and most dangerous prison. Relaxation was sought in the spa as well as through Sunday morning yoga and sound-bowl relaxation.

In November, we also visited the Fazer Visitor Centre, where we enjoyed brunch and took part in a guided tour.

Prize draws were also organised. The "Renewed Website" draw took place in September, and in the Christmas calendar draw a prize was drawn each day among those who had left a comment on that day. The Christmas ham draw was held on 17 December at the *Glögi and Tarts* event among those members who attended in person. The Christmas ham was donated by Lihakauppa Böf.

Economy

The branch's finances are on a stable footing.

The branch's activities are based on the 11% branch rebate returned to branches from the membership fees of Service Union PAM (in 2025, a base share of 2% + an incentive share of 9%). The total membership at the end of 2025 was 11,145. Compared with the membership figure at the end of 2024, total membership increased.

The financial statements showed a surplus because activities could not be fully organised in accordance with the action plan, and several events were cancelled. The board proposes to the spring meeting to be held on 23 April 2026 that the resulting surplus of €71,677.96 be transferred to equity.

By decision of the board, the budget for benefits was increased towards the end of the year as follows: the wellbeing benefit by €1,000, and the combined budget for the culture and Museum

Card benefit by €1,000. The budgets were increased because of the great popularity of the benefits.

The branch supported members who served as pickets in the form of gift cards and R-kioski morning coffee vouchers.

Employment Benefits and Board Remuneration

Towards the end of the year, we introduced Epassi benefits for branch employees. The support is €200 per person per year, taking into account matters related to the start of employment.

The board proposed changes to board remuneration. The autumn meeting confirmed the changes. The board's justification was the large size of the branch and the resulting workload, especially for the Chair and the Vice-Chair. The Chair also acts as the line manager of the employees.

Meeting fees were standardised, and almost everyone is paid the same meeting fee. The Secretary receives a slightly higher meeting fee because he is responsible for matters related to the minutes.

Working Life, Trade Union Activities and Organising

The year 2025 was the collective agreement round for the retail sector, and the year began with preparations for strike action. Retail sector employees were on strike from 19 to 21 February 2025. The retail sector strikes succeeded better than we had dared to hope. The sense of solidarity among members during the strike was truly exceptional.

Of the stores covered by the strike, some were closed completely, but some remained open.

Pickets were active at the strike sites and advised customers on shopping arrangements.

Customers showed understanding and support for the strike. The branch supported those who served on picket lines, and PAM paid strike compensation to members who were on strike.

During the strikes, membership increased by several hundred new members, and fortunately the vast majority have also remained members. A generally binding collective agreement benefits every worker. It concerns minimum terms, and it is also possible to agree better terms locally at workplaces.

A continuation of the strike had been planned for March, when the number of strike sites would have increased and specialist retail would also have been included. The result of the collective agreement negotiations was approved by PAM's board and by Kaupan liitto on 5 March 2025.

The branch became aware that a few of our members had worked during the strike. We sent them a questionnaire on the matter together with the branch rules. As members, we are committed to the actions decided by PAM's board and to participating in strikes. We received responses, and in one case we denied a member access to branch benefits and participation in events for the following six months. It is important that all members take part in collective action when collective agreement negotiations are under way.

The new collective agreement includes a provision under which a member may request that a representative of the union or the branch be present at formal hearing meetings if no shop steward has been elected at the workplace. Our branch employee, Kirsi Kuokkanen, has agreed to attend these when necessary. No requests for hearing meetings were received in 2025.

We took part in a statement initiated by the Industrial Union to Members of Parliament on the removal of the tax deductibility of union membership fees. We strongly opposed this change. A total of 107 branches took part in the statement, representing approximately 144,000 members.

We also wrote a statement, from the members' perspective, on the growing threat of violence and demanded that employers take sufficient preventive action on the matter.

We encouraged the election of workplace representatives at every workplace and actively advertised the matter on our Facebook pages; we also communicated about it in member newsletters. More good people are needed in workplaces who want to influence matters affecting employees.

On 20 February, we organised an open house at Tietoranta, to which we invited union Chair Annika Rönni-Sällinen and Vice-Chair Risto Kalliorinne to speak about the current situation from the perspective of the collective agreement negotiations. The event was open both to Ykkönen members and to members of other branches, and there was a good turnout.

Collective agreement training was organised for members on 21 May. The changes in the new collective agreement were reviewed, and members had the opportunity to put questions to an expert. The trainer was Katja Blomberg from the Helsinki-Uusimaa regional office.

During the year, we prepared initiatives on the basis of a proposal from an active branch member. We were not able to have them approved by the board within the timetable, so we had to move them to 2026. Some related to the collective agreement negotiations and were resolved through that process. The board prepared initiatives for the spring 2026 Council.

On May Day, Working Life Officer Mari Laasio received SAK's Worker of the Year 2025 award, which was presented on the Kansalaistori stage after the May Day march. A fine recognition for Mari!

We planned a member recruitment event for June at Tokoinranta and ordered a hot dog cart. Because of low participation, the picnic did not take place.

On 28 June, the branch took part in the Pride march. The day was highly rewarding, and there were many participants out supporting an important cause.

PAM's Regional Days were held in September in Porvoo, and Maija Vantos, Pekka Kantelinen and Ditmar Hasanaj attended. Christa Pessi took part in the Sunday session. The topics were the rules of the union and the branch and possible amendments to them.

PAM turned 25 in November. The regional office organised an open coffee-and-cake event for all members. There was a good turnout of members, branch employees and branch board members.

Organising Project

We succeeded in keeping the branch's membership numbers under control in 2025 as well. The challenge, however, is that attrition takes place at roughly the same rate as new members join.

The board of the previous term decided that, alongside PAM 003, we would be among the first branches to take part in PAM's organising project. The 2024 autumn meeting confirmed the decision, and at the beginning of the year we began recruitment. We employed an organiser for

the project in co-operation with the central office. The branch Chair was involved in the recruitment process and kept the board up to date throughout the preparation period.

Tiina Tolonen started as organiser in August. In a short time, the organising project has brought structure, planning and information about workplace situations to our activities. Her working partner is branch employee Kirsi Kuokkanen, and the co-operation has got off to an excellent start. Co-operation is also carried out with the Tampere branch, PAM 003.

The goal of the organising project is to increase membership and the rate of organisation, and to engage members as active actors at workplaces. The organising project remains in force until August 2026. The board will consider and make decisions on the continuation of the project during spring 2026, once results on its benefits to the branch are already available.

The branch's activities are being directed increasingly back towards their roots. At the present time, the branch too must be capable of change so that we can better ensure the development of employment terms for workers in the retail sector and security in working life. This also requires changes to the branch employee's job description, which is why, at the Chair's request, Kirsi also took part in the organiser course at the Murikka Institute together with Tiina.

The organiser's induction was carried out thoroughly through organiser training and by mapping the branch's situation together with the central office, the regional office and the branch board. This created a strong foundation for targeted organising work.

Organising measures are being targeted, with the help of Tiina's detailed mapping, at selected companies where there is strong potential to increase membership. Because of the size of the branch, the amount of work involved in the mapping was considerable.

Cold calls to companies are a key part of organising work. During November, five companies with no shop steward were contacted, and 90-100 calls were made. The aim was to launch shop steward elections, survey workplace situations and open discussion on employees' representation of interests. The results were visible quickly: nomination processes were launched in four companies, which shows that the project was targeted successfully and that the branch has gained access to workplaces where there had previously been no contact. Two shop stewards were elected in companies where it had not previously been possible to elect

shop stewards. This is an excellent advocacy victory. Shop steward elections will continue during the winter of 2025-2026 in several companies.

One of the shop steward's most important tasks is member recruitment. The wishes and support needs of new workplace representatives were mapped by telephone. With some of them, the call led to longer-term co-operation and coaching. Shop stewards are coached in member recruitment and in building their own member team. Member team members recruit more members and help the shop steward with advocacy at workplaces. Members who recruited new paying members to the branch during 2025 were activated by email and telephone, and those who recruited the most members were invited to joint member recruitment training.

The more active and visible trade union activity is in workplaces, the more workers join as members, and the more committed members are, because they are able to influence matters in their own workplace.

The organising project and the branch were visible at workplaces especially from October to December. We carried out 13 member recruitment rounds. The board courageously joined the rounds. Around 320 contacts, new members, listening to the concerns of existing members, and the shared sense of working together for a better working life. Because of the extensive closures of R-kiosks, a survey was sent by email to members working in R-kiosks, and at selected R-kiosks workers were spoken to face to face in early December.

One-to-one discussions with members at workplaces and on the telephone give the board valuable information about how the membership is doing. Member retention work was also carried out by calling 564 members who were at risk of expulsion because of unpaid membership fees. Thanks to member retention calls, the details of 395 members were updated and their membership was kept active. For this reason, we want to speak of saving memberships.

The organising project has been a significant investment in strengthening the branch's activities. Between August and December, about 80% more full members and about 96% more student members joined than during the corresponding period in 2024. PAM invested heavily in increasing student membership through a separate working-life information project. The

excellent result of that project is also visible in the strong growth in the branch's student membership.

Thanks to personal contact, 70% of members with unpaid membership fees were also saved. The results demonstrate the effectiveness of targeted organising work, mapping, cold contact with companies and systematic member retention.

It is important to recognise that the effects of the organising project are not visible only in membership figures. Its great value lies in the fact that it builds a long-term foundation for future advocacy: trained workplace representatives, functioning member teams, closer contact with workplaces and increased participation by members. On the basis of these factors, we can continue to build strong advocacy and safeguard the rights and livelihoods of retail sector workers.

Branch Positions of Trust and Representation

The branch was represented on the PAM Council by First Vice-Chair Christa Pessi and full members Nea Maluwa and Nita Kirjarinta.

Christa and Nita took part in the Council meetings in spring and autumn, while Nea took part in the spring meeting.

In her role as Vice-Chair of the Council, Christa took part in PAM board meetings with the right to be present and speak.

Mari Laasio is a deputy member of the Unemployment Fund and a member of SAK's local organisation.

Christa Pessi and Nea Maluwa are members of PAM's Equality and Non-Discrimination Committee.

Miko Muinonen is a member of PAM's Youth Steering Group.

At the initiative of the Chair, Maria Juvas was elected as a member of the collective agreement sector committee for sales employees in commerce.

Vice-Chair Maija Vantos took part in the Nordic capitals meeting in Oslo on 2-4 June 2025 as Finland's representative for the retail sector. There were four participants from each country, and each country presented its own country report.

The meeting was held at the premises of Handel og Kontor (the Norwegian equivalent of PAM), where current matters in each country were discussed. The situations in the different countries showed similar issues, such as increasing dangerous situations and harassment in stores.

The programme also included a visit to LO's community space, where people can come to network and ask experts for help. A visit to Utøya Island was also part of the meeting.

Chair Christa Pessi took part, as part of PAM's delegation, in UNI Europa's Women's Conference on 25 March, after which the programme continued with the UNI Europa meeting in Belfast on 26-27 March.

These were very eventful days. At the Women's Conference, Christa delivered a speech on operating models for reporting harassment and sexual harassment. It can be seen that when systems work, information also reaches the employer and the issues receive attention. Other sectors were also represented at the UNI Europa meeting, and the message of the days was: "real say – more pay", genuine dialogue, hearing employees and adequate pay for all.

The course of the meeting was affected by demonstrations calling for the exclusion of Israeli representatives from UNI Europa. The trip was extremely interesting and opened up understanding of why, in Finland, we must also exert influence at EU level. A great many matters also come through that route from the workers' point of view.

Local Elections

The branch supported branch members in the 2025 local elections with €300 on the basis of applications and also offered advertising on social media. Support was granted to five members. The branch wants to support active members who are prepared, through their own work, to influence issues affecting working people.

Branch members took part in PAM's Health and Safety Days, and Maija attended on behalf of the board.

A member recruitment campaign was organised from 1 February to 30 April 2025 under the theme "Take care of your colleague and bring them in as a member!" Member recruiters were rewarded with the branch's own products.

Communications and Social Media

The branch's Facebook and Instagram accounts were updated actively. At the beginning of the year, a new Facebook account, PAM 001, was established, and by the end of the year it had more than 200 followers. The old Helsingin Kauppatyöntekijät Facebook account will be discontinued at the beginning of 2026 because of username-related issues.

In December, a very popular Christmas calendar draw was carried out on Facebook. This time too, the theme was the history of Ykkönen, and our own history publication was used as background material. The draw succeeded well in arousing interest in the branch's history. The calendar did not achieve quite the same popularity as in 2024, because the Facebook page has been renewed and the new page does not yet have as many followers as the old one had. We invite everyone who liked the old page to follow the new one, and we remind members about this at events and in the member newsletter.

In February, we introduced the Creamailer communications platform, which handles member newsletters, surveys and event registrations better than before. Through the programme, we are also able to monitor the number of people who open the mailing, and the visual appearance is considerably better than in Uniofy.

We wanted to refresh the appearance of the website, and so in the autumn we switched to the new Webnode website tool. The renewed site was published during September-October, and English-language pages were introduced at the same time.

Education and Training Activities

During the year, we organised several training sessions for members and workplace representatives. We also actively recommended PAM's webinars and other courses to members.

For the first time, we also organised a training session in co-operation with other branches in order to ensure a sufficiently large number of participants. The intention is to continue this co-operation in future as well.

In March, a stress-relief session was held at Joogakoulu Shakta under the guidance of Kristian Kivimäki. In addition to content-based training, workplace representatives had hoped for something concrete that would support their own wellbeing and ability to cope. This training provided ways to calm the stress response through simple movements and stretches.

In April, we organised a self-defence course for members. The training was considered highly necessary, and it was hoped that the course would also be organised again. The trainer was Janne Ahonen, an instructor approved by the National Police Board.

A flower-arranging course was planned for May, but we had to cancel it because of low participation. The *Safe Online* training on 27 May and *Making Use of Foreign Qualifications* on 6 June also did not take place because of low participation.

The training planned for June, *Financial Hardship: How Do Society's Safety Nets Hold Up?*, was also cancelled because of low participation. However, the training is important and timely, so we decided to organise it again later.

There was also supposed to be an English-language information session, *Get to Know Your TES*, in August, but that too was cancelled.

In October, we organised AI training at Hotel Arthur in co-operation with branches 007 (Kesko), 013 (Stockmann), 036 (Helsinki Warehouse Workers) and 188 (Porvoo branch).

Youth Activities

The new Youth Officer, Jade Ylinen, sought to organise events for young people, but it is challenging to get young members to attend. Jade carried out a survey among young members and tried through that to identify their wishes.

In the spring, we organised a Candlelight concert for young members, with a meal in a restaurant in connection with it. A Mother's Day flower-arranging course was also planned for young members, but it did not take place because of low participation.

The young members of our branch are welcome at all events, and we want to make this message even clearer. The aim is to make events the kind that young people would also want to attend.

In the summer, we organised a draw for young members: "Tell us your best ice cream combo." There were a good number of participants, and three tickets to the Paradox Museum were drawn among them.

Solidarity Work and International Activities

The purpose of the branch is to encourage branch members to participate in SASK's activities and in other solidarity work. All members have the opportunity to participate in SASK's solidarity ambassador training. Through that, it is possible to take part in study trips. The branch supports its members on these study trips, and first-timers are always given priority.

PAM 001 continued its co-operation with SASK, the Finnish Trade Union Solidarity Centre, and promoted international trade union solidarity. Our branch is a supporting member, and we support the activities with the maximum annual amount of €3,000.

Solidarity Officer Ditmar Hasanaj took part in PAM's network meetings for solidarity officers and completed SASK ambassador training during the year, which strengthened the branch's expertise in international solidarity and in matters relating to global working-life issues.

In May, Ditmar took part in a SASK ambassador event held in Helsinki, where workers' rights and climate change were discussed. Other board members also attended. Henna Vihavainen, Pekka Kantelinen and Sari Suhonen took part in the Solidarity Days.

In October, Ditmar took part in SASK's "Decent After Work" event in connection with the International Day for Decent Work.

Participation in the World Village Festival was explored, but it was not possible to take part. The aim is to arrange participation in 2026.

Co-operation was strengthened with PAM Network, especially in order to reach migrant members. During the year, efforts were also made to organise English-language activities, such

as the “Get to Know Your TES” session, in order to lower the threshold for participation and promote equal participation in trade union activities.

Ditmar Hasanaj represented the branch at SASK’s statutory spring and autumn meetings.

The branch supported the Christmas collection of Hope ry with €1,000. In addition, we donated €750 to the MLL and Finnish Red Cross Hyvä joulumieli collection and €750 to Save the Children. In our view, branch members may also be among the recipients of these donations.

Puukhollarit

Puukhollarit is the branch’s pensioners’ section, which meets mainly at the branch premises on the second Wednesday of each month.

There were five meetings in the spring and four in the autumn. Coffee with sweet buns was served at Tietoranta. For participants, coffee cost €2. In addition, members paid the section’s membership fee.

At the January meeting, spring activities were planned. Seppo Aaltonen brought photographs from earlier activities for viewing. In February, Puukhollarit’s financial statements for 2024 and action plan for 2025 were approved. In March, the group visited the Tove Jansson exhibition at HAM Art Museum’s Taidekellari. Participants paid for their own admission tickets.

In April, the group met at Tietoranta, and during coffee the programme for the May meeting was planned. In May, a cultural tour was made to Tuusula, where the Tuusulanjärvi artist community was explored: Ainola, Halosenniemi, Rekola and Aleksis Kivi’s death cottage. At the end of the cultural tour, lunch was eaten at Restaurant Kerho.

In September, the group met at Tietoranta and reviewed summer events and planned autumn activities. In October, the group met again at Tietoranta and decided to attend the play *Hurrikaani – tapahtui äidin ja tyttären suhteessa* being performed there.

In November, the dates for the spring 2026 meetings were decided, and in December a successful trip was made to Tallinn. The section paid for the ferry trip, while participants paid the other expenses themselves.

All current members took part in all meetings. Unfortunately, no new retirees joined the activities, even though Puukhollarit's Secretary, Seppo Aaltonen, made an excellent introductory video for the PAM 001 Facebook page.

The union is its members – TOGETHER FOR A BETTER WORKING LIFE!