

BUSINESS AREA CONSULTATIVE COMMITTEE

BUSINESS AREA CONSULTATIVE COMMITTEE FOR COUNTRY UNION REPRESENTATIVES

Merita Bank, the Nordbanken Group and the Unidanmark Group have their own functional methods of union collaboration, which are based on local legislation and labour market practices. Experience shows that the collaboration has worked well and therefore the future collaboration will be based on the same system. However in building the Nordea Group most of the changes will take place on the Business Area level. To facilitate these changes and make them easier to understand and to handle in each country's local collaboration practices it has been decided by the Nordea Group Management and the personnel representatives of Labour Unions to establish Business Area Consultative Committees (called Consultative Committees).

1. The purpose of the meetings of the Consultative Committees is to make necessary changes understandable by establishing communication between the employer and union representatives about needs for and process of change. The Consultative Committee will be informed, of the background, motives and consequences of planned changes, within more than one country, in near future, fully and openly.

A Consultative Committee is informed about and discusses major changes that have significant influence on employees. Such as:

- integration projects
- business strategies
- distribution channels
- organisational structure
- new technology
- budget disturbances

As time is often a critical factor in major changes and in order to avoid losing momentum in decision making and in the implementation process, it is of the utmost importance to involve, the personnel representatives early enough. Therefore a Consultative Committee is authorised to handle and negotiate legally binding on co-operational matters so that the handling process will fulfil and substitute co-operational negotiations and / or handling needed normally in each country. This has to be agreed and written into minutes signed by all parties.

However with respect to the national collaboration procedures the final decision-making must await, processing in national collaboration bodies, when planned changes, including outsourcing, courses a retrenchment of employees by collective dismissals.

A Consultative Committee can not act as a forum for negotiations of decision-making concerning:

- subjects regulated by national collective agreements
- other terms in contracts of employment
- salary, bonus or reward-schemes

2. The meetings of a Consultative Committee is initiated and organised by the employer representative of a Business Area, and it convenes four times a year or when needed. A Consultative Committee consists of Business Area representatives

(head of business area, HR-partner) and usually one personnel representative from each country.

The Consultative Committee meeting takes place prior to the formal decision making process.

3. The Consultative Committee meeting has following substance:

The Business Area representative (head) informs about the background, motives and planned consequences related to the change.

The following dialogue aims at reaching a common understanding and view on issues regarding the future organisation and especially its effects on Business Area employees.

The employer decides on changes after the personnel representatives have been given an opportunity to influence the decision at Nordic level. A Business Area based decision will not be made before a minimum of 10 days of consideration if no shorter time is agreed. If by any chance a Consultative Committee would handle and make a decision, which is beyond the co-operational matters in this agreement or the purpose of it, it is not valid. A Consultative Committee will get feedback of the implementation of the current decision in each country. Information is gathered by the employers representative.

4. English is the language used in meetings of the Consultative Committees.

A written record is kept of the dialogue and shall be available for both parties within a week from the meeting.

The record will be in English but can be translated into local languages if necessary.

5. The employer is responsible for costs incurred by participation in the Consultative Committee meetings.

6. This agreement on Consultative Committees and their authority to handle and negotiate on co-operational matters will not be valid before all national co-operational parties have formally approved it and this agreement can be terminated by either undersigned party, with a notice period of three months.

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Nordea Plc Finansförbundet in the Nordbanken Group

Financial Sector Union Finland (SUORA) in Merita Bank

Unikreds in the Unibank Group

Finansförbundet in Vesta

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