

## LEGAL AID

Disagreements related to working life are primarily resolved through negotiation and reconciliation. Sometimes situations come up in working life where an employee and an employer get into such a serious dispute that they have to resort to litigation.

### Terms of legal aid

1. If legal aid is granted, the lawyer of Suomen Ekonomit acts as a legal representative in the case. The lawyer's work in legal proceedings is included in the membership fee.
2. In addition to the work of the lawyer, the legal aid covers legal costs ordered by the court up to EUR 5,000–20,000 per dispute or criminal case, depending on the continuous duration of the membership. Litigation costs include, for example, the other party's legal costs, court fees, arbitration fees and costs of taking evidence.

Duration of the membership six months to two years EUR 5000

Duration of the membership +2 to 5 years EUR 10,000

Duration of the membership +5 to 10 years EUR 15,000

Duration of the membership +10 years EUR 20,000

The member's deductible is 20% of legal costs.

3. The legal aid is available for members and student members of Suomen Ekonomit

A student member must also have Kylteri+ membership before entering into an assignment agreement as outlined in point 20) and throughout the duration of the legal proceedings. A student member must promptly upgrade to a full membership if they complete a university degree during the mandate.

4. For student members, a maximum of seven membership years as a student member is considered when determining the level of compensation for the other party's legal costs.
5. Membership is deemed continuous if a student member joins as a full member within two years of completing their university degree.
6. Membership years in another professional union are considered as membership years according to point 2) if a person joins Suomen Ekonomit within 3 months after resigning from another union, provided that they were entitled to a similar level of legal protection in the previous union.
7. If the membership ends, the membership years that accrued the legal protection benefit are lost.
8. A written decision is made on whether legal aid will be granted. For each court level, a separate decision on legal aid must be sought.

9. Legal aid applies to disputes and criminal matters concerning directly a member's own employment, position as civil servant in the public sector or other applicable contractual relationship. A CEO is covered by legal aid to the extent they work for another party. If the CEO instead is a business owner in the company in question, they are not encompassed by the legal aid.

Legal aid may also be extended to someone in their capacity as a board member provided that said position is closely related to the member's employment. However, members operating as professional board members or who are board members in connection to being business owners are not encompassed by the legal aid.

10. Legal aid applies only for matters that can be directly brought before a district court, labour court, administrative court or which can be put to arbitration.
11. A requirement for the legal aid is that membership has lasted continuously for at least six months immediately before the event on the basis of which legal aid is granted. If the membership has been valid continuously for less than two years, the facts on which the dispute, claim or charge is based must also have arisen during such time at which the membership was valid.
12. For the level of compensation for legal costs that is determined based on the duration of the membership in question: the relevant point of time from which this consideration proceeds, is the time of the event for which the legal aid is granted. Legal aid is only granted for one dispute or criminal case during four calendar years.
13. The claims and their grounds must be in accordance with the Finnish legal order and must be provable with sufficient probability. It must further be likely that the member has been subjected to a breach of law or of a collective agreement. The legal place of jurisdiction must be in Finland and the law applicable to the matter must be Finnish law.
14. A prerequisite for full legal aid is that the interest at the heart of the disagreement is not insignificant or that the disagreement is not of minor importance. If the amount of the disputed benefit is less than EUR 2,500, legal costs of the opposing party will be covered only up to twice the amount of the disputed benefit.
15. Before or during a trial, the member must not have refused a settlement recommended by a lawyer of Suomen Ekonomit. If, once a decision has been made stating that legal aid is being granted, the member refuses a settlement recommended by the lawyer handling the case, Suomen Ekonomit will pay no compensation for such legal costs of the opposing party as have been incurred after the recommendation to settle was issued.
16. In criminal cases, neither any opposing party's legal costs nor any costs of taking evidence are paid. Legal aid may be granted for pre-trial investigation if this is deemed necessary due to the circumstances of the case. However, provided that the other terms of legal aid are met, members may be granted the services of a lawyer of Suomen Ekonomit for their criminal case.
17. Legal aid may also be granted in other situations, and if so, may be granted with a deductible and/or a maximum amount for the member's own legal costs, or there may be a higher deductible and/or a lower maximum amount for compensating the costs of the opposing party than described above. This might apply, for example, in shared cases of

members of different unions or in significant labour law cases, regarding which the legal practice is unclear.

18. Compensation for legal costs is paid only on the basis of a legally binding court ruling or on the basis of a final settlement.
19. The membership must be valid for the duration of the assignment and the membership fees must have been paid.
20. If legal aid is granted, a separate assignment agreement is drawn up with the member.

This report on the terms of legal aid was prepared on 18 December 2023, and Suomen Ekonomit reserves the right to make changes and clarifications to the terms of legal aid.