Approved: Nousu Representative Council's autumn meeting 2.12.2025

Rules for member recruitment remuneration

MEMBER RECRUITER:

1. Organizer: Trade Union Nousu ry, hereinafter referred to as Nousu.
2. Eligibility: Nousu members whose membership is valid, i.e. the membership fee has been paid according to the union's rules, are entitled to the prize. Nousu's salaried employees* are not covered by remuneration.
3. Period of entitlement to the award: The award must be applied for within one year of the new member's joining date, otherwise the right to it will expire. The remuneration is valid until further notice. The organiser has the right to decide on the award at its own discretion and without prior warning.
4. How to participate Get a new member on Nousu and notify us by email tiedotus@nousu.org. In the message, indicate the name and working place of the new member as well as the last part of your personal identity code (the last 4 characters).
5. Rewards and conditions For each new member, you will receive a Super Gift Card of 40 euros. The prerequisite for receiving the award is that the member:
   - has been associated as a normal member
   - has put their membership fee into the employer's collection or pays the fee themselves. If the membership fee is collected by the employer, the right begins immediately. If the member pays the membership fee themselves, the right begins when we are able to verify that the new member who joined on the basis of the recommendation has paid their membership fee for the first three months.
   - have not resigned from membership and rejoined within the six months preceding the date of accession.
   - will not be transferred to Nousu from another Pro association.

   The member recruiter and the member must be members of Nousu at the time of awarding the prize. Exceptions are made for members who have retired.

   We pay remuneration three times a year after each third of the year (1.1.–30.4., 11.5.–31.8., 11.9.–31.12.)
6. Acceptance of the rules These rules and the decisions made by Nousu are binding on all participants. By participating, you agree to abide by these rules. The Nousu Executive Committee resolves any ambiguities related to the application and interpretation of the rules. If there is reason to suspect fraud in connection with the award, Nousu has the right to refuse the award.

   Nousu reserves the right to change the terms and conditions, prizes and these rules.
7. Taxable awards According to the Tax Administration's policy, material prizes received in the recruitment of members are taxable earned income in their entirety. The tax year is the year when the award is received. Nousu reports the fee income to the tax authorities: check your tax proposal to make sure that it is visible, otherwise report it yourself.

*Promotion clerical staff: definition tiedotus@nousu.org

Approved: Nousu Representative Council's autumn meeting 2.12.2025

REWARDING A NEW MEMBER:

1. Organizer: Trade Union Nousu ry, hereinafter referred to as Nousu.
2. Eligibility: New Nousu members whose membership is valid, i.e. the membership fee has been paid according to the union's rules, are entitled to the prize.
3. Qualifying period for the award: The award must be applied for within one year of the date of joining Nousu, otherwise the right to it will expire. The remuneration is valid until further notice. The organiser has the right to decide on the award at its own discretion and without prior warning.
4. How to participate Notify us of your membership by email tiedotus@nousu.org. In the message, please include your name, place of work and the last part of your personal identity code (the last 4 characters).
5. Rewards & Terms
   We will reward your membership with a 40 euro Super Gift Card.
   The prerequisite for receiving the award is that:
   - You have joined the so-called as a normal member
   - you have put your membership fee in the employer collection or you pay the fee yourself. If the membership fee is collected by the employer, the right to the award begins immediately. If you pay the membership fee yourself, the right begins when we are able to verify that the membership fees have been paid for the first six months.
   - You have not resigned from your membership and rejoined in the six months preceding the date of joining.
   - you have not moved to Nousu from another Pro association.

   You must be a member of Nousu at the time the prize is awarded.

   We pay remuneration three times a year after each third of the year (1.1.–30.4., 11.5.–31.8., 11.9.–31.12.)

6. Acceptance of the rules These rules and the decisions made by Nousu are binding on all participants. By participating, you agree to abide by these rules. The Nousu Executive Committee resolves any ambiguities related to the application and interpretation of the rules. If there is reason to suspect fraud in connection with the award, Nousu has the right to refuse the award.

   Nousu reserves the right to change the terms and conditions, prizes and these rules.

7. Taxable nature of awards: According to the Tax Administration's policy, material prizes received in the recruitment of members are taxable earned income in their entirety. The tax year is the year when the bonus is received. Nousu reports the fee income to the tax authorities: check your tax proposal to make sure that it is visible, otherwise report it yourself.