



# Join Tehy!

Trade union membership offers security in working life.

# Join Tehy! Membership is key to ensuring security in working life

Welcome aboard! You can join Tehy if you work in the social care, healthcare or education sector or are a student in any of these sectors.

All Tehy members have a shared objective. We want to improve pay, working terms and working conditions.

Tehy helps you in matters to do with your work and employment. For example,

you can get help if you do not understand your contract or you suspect that your pay is incorrect.

As a Tehy member, you never need to deal with difficult matters alone. Joining Tehy provides you with security in working life and is a great way to support good working terms and pay.

Join: [tehy.fi/en/join](https://tehy.fi/en/join)



# Everyone is entitled to join a trade union

In Finland, everyone has the right to become a member of a trade union or other association. This right is enshrined in law.

It is safe to join a trade union. In Finland, trade unions do not represent authorities or political parties, instead they are there for the benefit of workers – and that includes you.

Trade unions have been around in Finland for a long time.

More than a million workers are members of a trade union in Finland.

You can join Tehy when you want. You can leave Tehy when you want.

To find out more about Tehy, why not ask a colleague who is a member. You can also discuss membership with the union representative at your workplace. Union representatives help Tehy members and will be happy to tell you more about us.



# If you have problems at work, we can help

Who can help if you are experiencing problems at work?  
As a Tehy member, you are never alone.

## **For example, Tehy can help you in the following situations:**

- You do not understand your contract or you would like someone to check it.
- You want to know what the right pay level is for your role.
- You want to check whether your bonuses or salary calculation is correct.
- You want to know about the regulations governing working life in Finland.
- You are experiencing discrimination or racism at work.
- You want to know about shifts or annual holiday.

We can help you in matters to do with work and the terms of work.  
Your Tehy membership is like insurance for difficult situations.

In Finland, authorities also have duties relating to working life.  
For example, Tehy cannot help with finding a job, as this is the role of the TE Office.

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# Tehy is a big community bringing you joy and energy

Tehy brings together similar people. Occupation, education or work are what unites Tehy members.

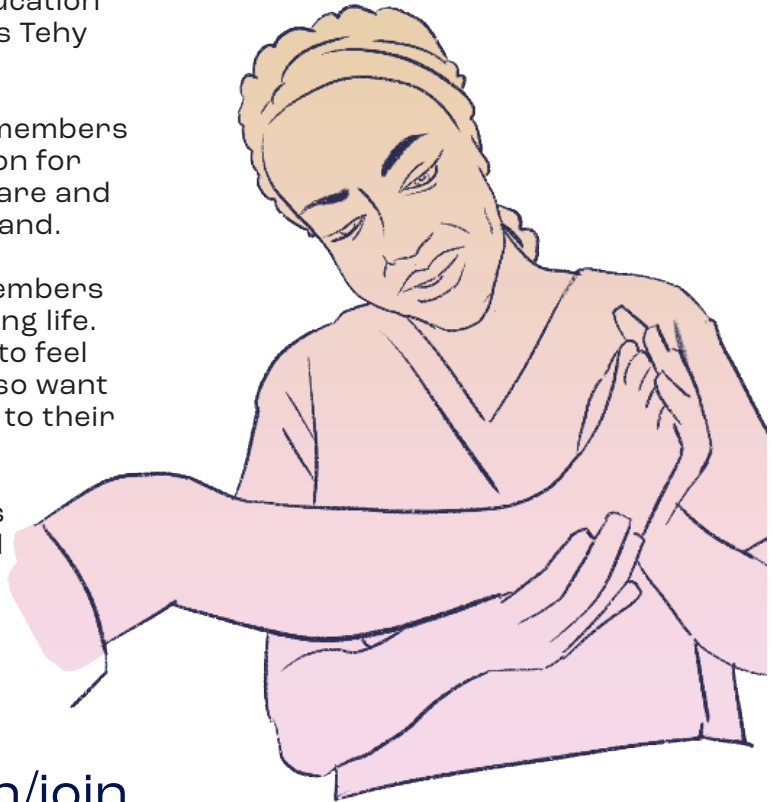
We have over 160,000 members and are the largest union for the social care, healthcare and education sector in Finland.

A union supports its members in all situations in working life. We want our members to feel safe in their jobs. We also want to bring joy and energy to their lives outside of work.

Tehy organises all kinds of meetings, events and training sessions.

Welcome aboard!  
Learn new things  
and make new friends.

**Join: [tehy.fi/en/join](https://tehy.fi/en/join)**



# More reasons to join Tehy

## **Insurance on the job and during traineeships**

An employer's insurance does not cover all accidents that might occur while working. As a Tehy member, you receive Tehy insurance, which you will need in jobs and traineeships.

## **Legal aid**

If necessary, we can provide you with legal aid in disputes and criminal cases to do with your role or position or practising your profession in Finland. The excess fee for this is €0. Tehy will pay the costs for the legal proceedings.

## **Your own union representative**

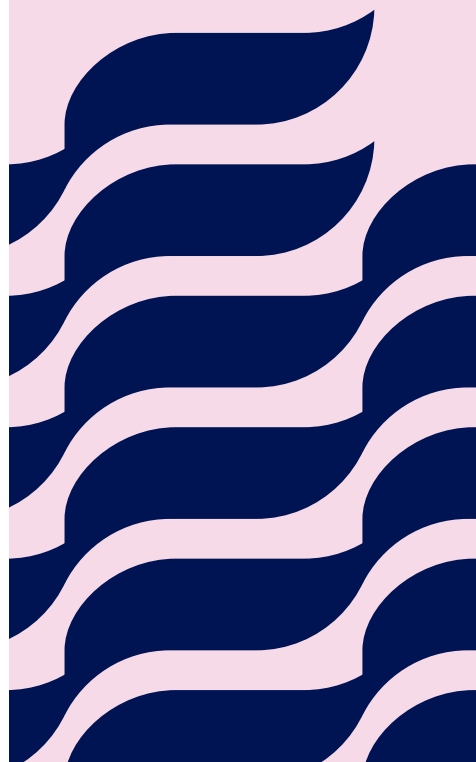
Tehy union representatives are available in the workplace for you. You can ask them about matters to do with your employment or pay, for example.

## **We negotiate on employment terms and pay in the sector**

Collective agreements determine the terms of employment, such as pay. Tehy negotiates employment terms with employer representatives.



[tehy.fi/en/join](https://tehy.fi/en/join)



### **What is Tehy?**

Tehy is a trade union for employees and students in the social care, healthcare and education sectors. We improve the pay and working conditions of employees.

### **Do I have to pay for Tehy membership?**

If you are in a paid job, the membership fee is 1.1% of your gross income, i.e. your pay before taxes and other fees. For those studying for a basic degree covered by Tehy, i.e. one in the social care, healthcare or education sectors, membership is free of charge! Once you have paid your membership fee you will receive access to all of Tehy's services and benefits.

### **Can students join Tehy?**

Yes. If you are studying full time on a course within the social care, healthcare or education sectors, you do not need to pay a membership fee for the duration of your studies.

### **What is a union representative?**

A union representative is someone designated to support workers! Tehy members select a union representative for their workplace. This individual must be a Tehy member and in their role they represent Tehy and the employees at the workplace. They help Tehy members with matters at the workplace relating to their jobs. You can ask your union representative with help on matters to do with pay, for example.

### **Are there any downsides to Tehy membership?**

No. Under Finnish law, everyone is allowed to join a trade union. A trade union is a workers' union in a specific sector. Its objective is to defend employees' interests and provide them with security. If a member has a problem with their employer, they do not need to resolve it by themselves, as the union can provide them with support and guidance. Union membership is, therefore, a positive thing.

# Join Tehy

The easiest way to join Tehy is on our website at

[tehy.fi/en/join](https://tehy.fi/en/join)



You can also join by calling us. Our phone number is:

**+358 (0)9 5422 7200**

We are available on Mondays, Tuesdays and Thursdays 9:00–15:00.

**Tehy on social media:**

[tehy.fi/some](https://tehy.fi/some)

