

NB: Unofficial translation
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ACT ON THE LABOUR COURT (646/1974)
(as amended by several acts, including 561/2006)

JURISDICTION AND ORGANIZATION OF THE LABOUR COURT

Section 1 (252/1994)

The Labour Court, in its capacity as a special court, hears and resolves civil cases concerning employees' collective agreements and public service collective agreements, as well as civil cases deriving from the Collective Agreements Act (436/1946), the Act on Collective Agreements for State Civil Servants (664/1970), the Act on Collective Agreements for Local Government Officials (669/1970), the Act on Collective Agreements for Officials of the Evangelical Lutheran Church (968/1974) chapters 10-13 of the Act on parliamentary civil servants (1197/2003) or chapters 12-16 of the Act on Civil Servants of the Bank of Finland (1166/1998), in so far as such cases concern:

- 1) the validity, currency, content or scope of employees' or public service collective agreements or the correct interpretation of a particular stipulation in such an agreement;
- 2) the conformity of a given procedure with the terms of an employees' or public service collective agreement or with any of the aforementioned Acts; or
- 3) the consequences of a procedure at variance with an employees' or public service collective agreement or with any of the aforementioned Acts, excluding penal or disciplinary consequences. (1199/2003)

When a performance duty or the application of an employees' or public service collective agreement to a particular case depends on the resolution of a civil case as referred to above, the Labour Court may simultaneously hear and resolve any claims arising from such cases. If the Labour Court considers that it cannot resolve such a claim, it shall instruct the litigant to institute proceedings with a competent court.

The Labour Court also hears and resolves appeals concerning the general applicability of collective agreements referred to in the Act on the confirmation of the general applicability of collective agreements (56/2001) and appeals concerning decisions given by the Labour Council concerning requests for rectification as referred to in section 13 of the Act on the Labour Council and certain occupational safety and health derogations (400/2004). (402/2004)

Section 2 (1007/1982)

The Labour Court consists of a president and a Labour Court Councillor as full-time chairman and fourteen part-time members. They are appointed by the President of the Republic. The members are appointed for a term of three years at a time. (561/2006)

The president, the Labour Court Councillor and two members are appointed from among persons who cannot be considered to represent employer or employee

interests. The appointment and qualifications of the president and the Labour Court Councillor are prescribed upon in the Act on the appointment of judges (205/2000). Prior to making the recommendation for appointment, the judge selection panel may request a statement on the applicants from central organizations of employers' associations and central organizations of the trade unions of salaried and wage-earning employees referred to in paragraph 3 as well as the Ministry of Finance and the Bank of Finland. The two members referred to in this paragraph shall act as vice-chairmen of the Court when necessary. They must hold a qualification entitling them to the post of judge and be familiar with employment conditions. Two deputies who must meet the same requirements are appointed for each of these two members. (561/2006)

Eight members must be familiar with employment matters. Four of these members are appointed on the recommendation of the most representative central organizations of employers' associations and four on the recommendation of the most representative central organizations of the trade unions of salaried and wage-earning employees. Four other members must be familiar with matters related to public officials' employment relations. Two of these are appointed on the recommendation of the Ministry of Finance, the Commission for Local Authority Employers, the Church of Finland's Employer's Office and the Bank of Finland, and two on the recommendation of the most representative central organizations of the trade unions of state and Bank of Finland civil servants and local authority and church officeholders. Two deputies shall be appointed in the same manner for each member. (561/2006)

The provisions on the right of a permanent judge to remain in office apply to the right of a Labour Court member and deputy member to remain in office during the period for which they have been appointed. (214/2000)

Section 2a
Repealed (561/2006)

Section 3

In order to be taken into account, the recommendations made by central organizations under section 2 must include the names of twice as many candidates as there are members to be appointed.

Evidence that the persons nominated are willing to accept the proposed membership must be enclosed with the recommendations.

Even if the organizations fail to make appropriate recommendations within the time limit fixed for the purpose, the President of the Republic shall nevertheless appoint the members and their deputies.

Section 4

When a member or deputy resigns or dies during his term of office, a new member or deputy must be appointed to replace him for the remainder of his term, in accordance with the procedure laid down above.

Section 5

The Labour Court has the offices of president and Labour Court Councillor and offices of one or more clerks. (561/2006)

Clerks, who must have completed the degree prescribed in section 2, paragraph 2, and must be familiar with employment matters, are appointed by the Court following announcement of the vacant offices.

Section 6 (1208/2003)

Finnish citizens of at least 20 years of age who are not bankrupt and whose legal capacity has not been declared restricted are eligible for appointment as a member or deputy member of the Labour Court.

Labour Court members and their deputies referred to in section 2(2) must have a good oral and written knowledge of the Finnish language and a satisfactory oral and written knowledge of the Swedish language.

Labour Court members referred to in section 2(3) must be appointed so that there is a sufficient number of members with a knowledge of Finnish and a sufficient number of members with a knowledge of Swedish among them.

A president, vice-president, member or deputy member of the Labour Court is required to resign upon reaching the age of sixty-eight years. (561/2006)

Section 7

Prior to undertaking their duties, members of the Court who have not previously taken a judicial oath must do so either in a general court of law or before the chairman of the Labour Court.

Section 8 (1007/1982)

The Labour Court is quorate, except as otherwise prescribed in paragraph 2, when the president or vice-president acting as chairman, one of the members referred to in section 2, paragraph 2, and four of the members familiar with employment matters referred to in section 2, paragraph 3, two of whom shall be employers' members and two employees' members, are present. The vice-president of the Labour Court can sit as a member of the Court when a case is being heard under the chairmanship of the president. In such circumstances, the provisions concerning members referred to in section 2, paragraph 2, apply to the vice-president. If necessary, a deputy shall take the place of an absent member or of a member acting as chairman.

When hearing cases concerning civil servants or officeholders, the Court is quorate when two of the members familiar with matters related to public employment referred to in section 2, paragraph 3, are present, one being a public-sector employers' member and the other a civil servants' member, instead of one employers' member and one employees' member. (252/1994)

The Labour Court is quorate in matters referred to in section 1, paragraph 3, when the president or vice-president acting as chairman and two members as referred to in section 2, paragraph 2, and one employers' member and one employees' member are present. (59/2001)

Inspections can be carried out by a chairman and two members, one of whom is a private or public employers' member and the other employees' or civil servants' member, depending on the nature of the matter.

If reasons of judicial consistency or the comprehensive significance of the resolution of a case or some other significant reason so requires, the chairmen and all the regular members must be involved in processing the matter in the Labour Court. If not all the members are able to attend the proceedings, the composition of the Court shall be determined according to the provisions of paragraphs 1 and 2.

The Labour Court is composed of only the chairman at preparatory proceedings and when a case is resolved by passing judgement under section 23, paragraph 2. The chairman can order a clerk to issue summons and invitations on behalf of the Labour Court in connection with preparatory proceedings, and to conduct written preparation. (951/1993)

The Labour Court is quorate to rule on a plea concerning the disqualification of a judge when the chairman and two members are present, one of the latter representing the employer's side and the other the employee's or civil servant's side. (445/2001)

Section 9

The Labour Court is convened by the chairman.

The president shall determine how cases are to be allotted for consideration by the Court under section 8. The president shall also confirm the session schedule for chairmen and members alike. More detailed regulations on the allotment criteria and on determining session schedules shall be issued in the Labour Court's working order. (1007/1982)

Section 10

When a member is absent from a hearing or has been found to be disqualified and a deputy is not available, and if the Court cannot be duly constituted without postponing the case, the chairman shall call upon a suitable and qualified person as a replacement.

Section 11 (252/1994)

A civil case coming within the jurisdiction of the Labour Court may, under the terms of an employees' or public service collective agreement, be referred to arbitrators for decision in accordance with the Arbitration Act (967/1992), except when a demand has been made to declare an employees' collective agreement rescinded under the Collective Agreements Act, or a public service collective agreement rescinded under the Act on Collective Agreements for State Civil Servants, the Act on Collective

Agreements for Local Government Officials, the Act on Collective Agreements for Officials of the Evangelical Lutheran Church, the Act on parliamentary civil servants or the Act on Officials of the Bank of Finland. (1199/2003)

When an employees' or public service collective agreement prescribes that negotiations should first be conducted aimed at settling a dispute relating to or arising from such an agreement, the matter in dispute shall not be considered by the Labour Court until such negotiations have taken place, except where it is evident from the circumstances that the plaintiff is not responsible for the failure to hold negotiations.

Section 12

Suits concerning private sector collective agreements are brought to the Labour Court and proceeded with before it by the association or employer who is a party to it, the former in its own name also on behalf of all those bound by the agreement in consequence of the fact that the association entered into it. Those bound by the agreement cannot appear as plaintiffs unless it can be shown that the association which is a party to the agreement has given its consent or refused to bring or to proceed with an action.

A salaried or wage-earning employees' association which is a party to an agreement shall also conduct proceedings before the Labour Court in its own name on behalf of the employees who are not bound by the agreement but in whose employment contracts the employer is obliged to observe the provisions of the relevant collective agreement.

Except in cases concerning the application of section 7 of the Collective Agreements Act, the association or employer which is a party to the collective agreement shall appear as the defendant in proceedings brought before the Labour Court, the association appearing both on its own behalf and on behalf of all those bound by an agreement it has entered into. Any association, employer, worker or employee against whom claims are presented shall likewise be called to be heard in the matter. In proceedings relating to application of the said section 7, the employer or employee concerned shall appear as the defendant on his own behalf.

Section 13

Suits concerning a public service collective agreement shall be brought and proceeded with by a party to the collective agreement in its own name and on behalf of all persons who, in consequence of the fact that the said party entered the agreement, are bound by it. Persons who are bound by the collective agreement in any other capacity than as parties to it can appear as plaintiffs only if they can show that the party to the agreement has consented to such action or has refused to bring or proceed with the case. (252/1994)

An association which is a party to a public service collective agreement shall likewise proceed with suits before the Labour Court in its own name on behalf of those civil servants and officeholders who are not bound by the collective agreement but whose employment terms cannot be prescribed or agreed upon contrary to the collective agreement by the State, a local authority or joint municipal association, the

Evangelical Lutheran Church or any of its parishes, federations of parishes or other associations of parishes, or the Bank of Finland. (722/1997)

With regard to suits concerning a public service collective agreement, a party to the agreement shall appear as defendant on its own behalf and on behalf of all persons who are bound by it in consequence of the said party's entering into it. Those against whom claims are presented must also always be called for to be heard in the matter. With regard to suits involving a plea for imposition of a sanction for disregard of the regulations in the public service collective agreement or for resort to industrial action or participation in such action otherwise than on the basis of a decision taken by the Commission for Local Authority Employers or the Church of Finland Negotiating Commission or by an association that has taken such action, the person against whom the plea is made shall appear in person as defendant. (252/1994)

The provisions of this section concerning a party to an agreement apply to associations referred to in section 6, paragraph 2, of the Act on Collective Agreements for State Civil Servants, section 6, paragraph 2, of the Act on Collective Agreements for Local Government Officials or section 6, paragraph 2, of the Act on Collective Agreements for Officials of the Evangelical Lutheran Church. (252/1994)

In cases other than those referred to in paragraphs 1, 2 and 3 concerning application of the Act on Collective Agreements for State Civil Servants, the Act on Collective Agreements for Local Government Officials, the Act on Collective Agreements for Officials of the Evangelical Lutheran Church, the Act on parliamentary civil servants or the Act on Civil Servants of the Bank of Finland, the plaintiff is the State (except in cases referred to in section 3a, paragraph 1, of the Act on Collective Agreements for State Civil Servants, the relevant employers' association or business establishment), the Commission for Local Authority Employers, the Church of Finland Negotiating Commission or the Bank of Finland, or, when the collective agreement has been made by a local authority or a joint municipal association, or by a parish, a federation of parishes, or other association of parishes, the relevant local authority, joint board, parish, federation or association, or an association representing the civil servants or officeholders. (1199/2003)

In cases concerning a collective review agreement for civil servants referred to in section 3, paragraph 4, of the Act on Collective Agreements for State Civil Servants, proceedings are instituted or responded to on behalf of the State by the State negotiating authority referred to in paragraph 3, subparagraph 1, of the said section or upon its order by the relevant administrative-field negotiating authority referred to in subparagraph 2 of the same paragraph. Proceedings instituted against the State shall be addressed to the State negotiating authority. (768/1986)

Section 14

Any person called to be heard has the right to speak and produce evidence before the Labour Court.

HEARING OF CASES BY THE LABOUR COURT

Section 14a (1158/1997)

Matters are resolved on presentation or in an oral hearing.

Section 15 (951/1993)

Cases are brought to the Labour Court by a written application for summons submitted to the Court.

The application for summons shall indicate the following:

- 1) the litigants and the persons to be called to be heard, including their postal addresses;
- 2) the plaintiff's demands in detail and the circumstances on which they are based;
- 3) the grounds for the Labour Court's jurisdiction in the case if not otherwise indicated by the application or the documents enclosed with it; and
- 4) as far as possible, all the witnesses to be heard in the case and what they will be examined upon.

The application must include all the documents on which the plaintiff's demands are based.

An attorney shall produce a power of attorney signed by his/her principal if so ordered by the Labour Court. (1158/1997)

Section 16 (951/1993)

If the application for summons is incomplete, the plaintiff must be requested to remedy the defect within a specified time.

Section 17 (951/1993)

A suit must be dismissed without examining the merits and without issuing summons if:

- 1) the application for summons is not rectified as requested and remains defective in such a degree that it cannot constitute grounds for legal proceedings; or
- 2) if the Labour Court does not have jurisdiction on the matter referred to in the application for summons.

The plaintiff can submit a question concerning the examination of a case to the Labour Court by notifying the Court thereof in writing within two weeks of the date on which the decision was communicated to him, of which an indication must be given in the decision.

Section 18 (951/1993)

If a suit is not dismissed, the Labour Court issues a summons and arranges for it to be communicated.

In the summons, the defendant is requested to deliver a written response to the Labour Court within a specified time, indicating:

- 1) the defendant's opinion of the plaintiff's demands;
- 2) if the suit is contested, the relevant grounds; and
- 3) the witnesses to be heard in the case, as far as possible, and what will be demonstrated through their testimony.

The documents on which the defendant's opinion is based must be enclosed with the response.

For the purpose of expediting the processing of a case, the defendant can be requested to respond in a session of the oral preliminary hearing instead of in writing, if it can be assumed that no harm will arise to the defendant from responding orally or to carrying out the preliminary handling in a proper manner.

The application for summons as well as the summons shall be communicated also to any person to be heard.

Section 19 (951/1993)

After the written response has been delivered to the Labour Court or the period allowed for its delivery has expired, the case shall be prepared so as to allow it to be concluded at one sitting at the main hearing.

During the preparation, particular effort shall be made to determine which demands and circumstances are disputed and which are not, and whether settlement is possible.

Section 20 (951/93)

The preparation is continued orally in a session, unless it is more appropriate to continue it in writing either wholly or in part, or to bring the case directly forward for the main hearing.

The Labour Court shall fix a date for the oral preliminary hearing and summon the litigants and the persons to be heard in the matter.

Section 21 (951/1993)

During the preparation the litigants must:

- 1) indicate their demands and the grounds thereof;
- 2) express their opinion on the submissions made by the opposing party;
- 3) present their written evidence; and
- 4) indicate the witnesses to be heard during the main hearing, and what will be demonstrated by having the witnesses heard.

Section 22 (951/1993)

A litigant's failure to provide a response or a written opinion as requested shall not prevent an oral preparation or the forwarding of a case for the main hearing.

If the plaintiff fails to appear at a session of the oral preparation without providing a lawful excuse, the case shall be dismissed without examining the merits. If a defendant or a person called to be heard fails to appear at a session of the oral preparation without providing a lawful excuse, the preparation can nonetheless be concluded and the case forwarded for the main hearing.

Section 23 (951/1993)

In the oral preparation,

- 1) the case can be withdrawn;
- 2) the case can be dismissed if some procedural requirement has not been complied with and the relevant defect cannot be remedied;
- 3) a settlement can be confirmed;
- 4) the case can be resolved as far as the suit is acknowledged or abandoned; and
- 5) if the case is concluded, a statement concerning legal costs can be issued.

The case can also be resolved by judgement in the oral preparation if the parties of the case and those called to be heard so request, and if the nature of the case or some other matter does not require the case to be processed in the main hearing.

A person whose suit has been dismissed in the oral preliminary hearing can bring the case to the Labour Court as prescribed in section 17, paragraph 2.

Section 24 (951/1993)

Where the resolution of a case depends on the clarification of a preliminary question, a main hearing can be ordered for the purpose, even if the preparation concerning other aspects of the case is still under way.

If the parties wish to obtain a separate judgement on some part of the dispute and the Labour Court considers it appropriate to do so, the relevant part can be prepared separately and brought forward separately for a main hearing.

Section 25

If the defendant wishes to plea that the case cannot lawfully be examined, he must include the plea in his written response. If the plea is made later, it is not considered unless it concerns a circumstance that has to be considered even in the absence of any such plea. (951/1993)

A question as to whether a procedural requirement is lacking can be brought separately to the Labour Court for resolution.

Section 26 (951/1993)

When the preparation has been concluded the case is brought forward for the main hearing. The case can, however, be processed in a negotiating session without bringing it to the main hearing if the litigants and those called to be heard indicate that they will not present any evidence or statements in the case.

The litigants must be provided with an opportunity to be heard concerning the date of the main hearing if this is feasible without inconvenience.

The litigants and those called to be heard must be notified of the date of the main hearing at a preparatory session or by written invitation.

Section 27 (951/1993)

The plaintiff shall present his demands and their grounds in the main hearing. A defendant contesting a suit shall also present the relevant grounds.

The main hearing is conducted orally. The litigants cannot present their case in writing. They can, however, read their demands from a document and use written notes to support their memory.

When justifying a position and expressing an opinion concerning grounds presented by the opposing party, the litigants can use any procedural material presented during the preparation.

Section 28

The main hearing must be conducted without delay or unnecessary adjournment.

If the main hearing is adjourned, the Labour Court can at the same time order that the case shall be prepared further before it is returned to the main hearing.

Section 29 (951/1993)

When a litigant or person called to be heard is absent from the main hearing and has a lawful excuse, processing of the case must be suspended.

When both litigants otherwise fail to appear at a main hearing, the case shall be withdrawn.

When the plaintiff or the defendant fails to appear at the main hearing without a lawful excuse, the opposing party shall be entitled to have the case resolved by judgement. If the litigant concerned does not demand a judgement, the case shall be withdrawn. The absence without lawful excuse of a person called to be heard does not prevent the case being resolved.

Section 30

The Labour Court can issue a separate judgement in respect of any part of the dispute (*partial judgement*).

The Labour Court can also separately resolve any preliminary question on whose clarification the resolution of the matter in dispute depends (*intermediary judgement*).

Section 31 (951/1993)

If either of the litigants or a person called to be heard wishes to present evidence at the main hearing which was not revealed in the course of the preparation, he/she shall without delay notify the Labour Court and the opposing party thereof, indicating at the same time what the evidence is intended to demonstrate and what prevented it from being revealed in the preliminary hearing.

The litigants or any person present for being heard cannot in the main hearing refer to a circumstance or evidence which was not referred to during the preparation or announced for use in the main hearing as referred to in paragraph 1, unless the litigant or the person present for being heard can make it probable that he has just cause for such action.

Section 32 (951/1993)

In order to receive clarification in the case, the Labour Court can hear the litigants themselves and persons or representatives of corporations whom the case concerns or in favour of or against whom the judgement to be passed will take effect.

Section 32a (252/1994)

When a suit is based on an employees' or public service collective agreement which has other contracting parties in addition to the litigants, or which is binding on the litigants even if they are not parties to it, the Labour Court can provide a party to the relevant agreement who is not a litigant in the case, at a litigant's request or on its own initiative, with an opportunity to express its opinion. This also applies when an agreement other than the employees' or public service collective agreement on which the suit is based may be applicable to the case.

Section 33 (951/1993)

A person called by the Labour Court as an expert or to provide clarification shall be paid a fee out of State funds. At the conclusion of the case, the Labour Court will state who is to pay the fee or whether the cost will fall to the State.

Section 33a (951/1993)

A litigant losing a case can be obliged to pay the opposing party's legal costs in full or in part. When the litigants have had sufficient grounds for legal proceedings due to the ambiguity of the case concerned, they can each be ordered to carry their own legal costs.

A person called to be heard who is ordered to pay a compensatory fine or obliged to pay compensation or to make some other payment can be required to pay the full or partial legal costs of the opposing litigant. A litigant whose corresponding demand on a person called to be heard is rejected can be similarly required to pay the legal costs of said person.

Section 34

A judgement shall take into account only the procedural material presented or referred to in the main hearing. If a case is resolved without a main hearing, all material presented in the application for summons or the response or otherwise can be taken into account in the judgement. (951/1993)

The judgement must contain a short account of the dispute itself, the grounds for the resolution, the relevant sections of the legislation or clauses of the relevant employees' or public service collective agreement, and the conclusion showing the final result arrived at in the case. It shall also indicate the members who were involved in resolving the case and whether the resolution was voted on. (252/1994)

Section 34a (951/1993)

After the main hearing, the Labour Court can hold a separate negotiating session where a decision will be made on the resolution of the case. The session must be held as soon as possible after the main hearing ends.

If the judgement is not pronounced, it must be mailed to the litigants without delay. A judgement is considered given on the date it bears.

Section 35

Errors of calculation, misspellings and other similar manifest mistakes in a judgement must be corrected by the chairman. Such corrections, of which the chairman must notify the litigants and all persons called to be heard in writing, shall be submitted to the Labour Court for examination and resolution if any of the litigants or persons called to be heard so requests within two weeks of being notified thereof.

Section 36

The judgement of the Labour Court is final and immediately enforceable in the same order as a final judgement of a general court of law.

Section 37

Where applicable, the provisions concerning civil cases in chapter 31 of the Code of Judicial Procedure shall be observed with regard to extraordinary applications for appeal, with the exception that an appeal for nullification must also be brought to the Supreme Court.

Section 37a (59/2001)

When hearing the appeal matters referred to in section 1, paragraph 3, the provisions of the Administrative Judicial Procedure Act (586/1996) on petitions of appeal, on hearing and investigating appeals and on legal expenses shall be applied.

Section 38 (951/1993)

Unless otherwise prescribed in this Act, provisions pertaining to legal procedure in civil cases shall be observed where applicable.

MISCELLANEOUS PROVISIONS (59/2001)

Section 39 (252/1994)

When a case whose resolution requires special knowledge of employees' or public service collective agreements is brought before a court of law, the court can request an opinion from the Labour Court on the relevant matter if it considers this is needed or if a litigant so demands.

When a request for an opinion concerns the proper content or application of a particular employees' or public service collective agreement or the correct interpretation of an individual term thereof, the parties to the agreement shall be provided with an opportunity to be heard on the matter. To this end, the Labour Court shall request the said parties to provide an opinion within a specified time. If the parties disagree on the matter at hand, a preparation and a main hearing shall be conducted at the discretion of the Labour Court.

Section 40 (959/2000)

In case of misconduct in office, the president or the vice-president of the Labour Court or a member or deputy member or a clerk shall be arraigned before the Helsinki Court of Appeals.

Section 41 (951/1993)

Minutes shall be kept of oral preparations and of main hearings, indicating the demands, acknowledgements, contestations and pleas of the litigants and the persons called to be heard, in so far as these are not indicated by the relevant documents. The decisions taken in the oral preparation and in the main hearing shall also be entered in the minutes. A decision to dismiss a case must, however, be made as a separate document.

The arguments on which litigants base their demands, the responses made by the opposing party and the evidence announced shall also be briefly documented in the minutes of the oral preparation.

In the main hearing, a voice recording shall be made of the hearing of witnesses and experts as well as of litigants and other persons heard in order to receive evidence.

Minutes shall be kept in negotiating sessions on any matters indicated by the Labour Court.

Section 42 (951/1993)

A separate dossier shall be made of the documents pertaining to each case.

Section 43 (951/1993)

Documents can be delivered to the Labour Court by mail or by messenger, observing the provisions of the Act on the Dispatching of Certain Documents to Courts of Law (248/1965) as applicable.

Section 44 (951/1993)

The provisions concerning service of process in chapter 11 of the Code of Judicial Procedure shall be observed as applicable.

A summons or other service can also be effected otherwise with the consent of the party concerned.

Section 45 (706/1993)

Separate provisions shall be issued concerning the charges to be collected in the Labour Court.

Litigants and persons called to be heard shall receive extracts of minutes or copies of decisions at no cost.

Section 46

Upon request, government and local authorities, and other public bodies are required to supply information and other official assistance to the Labour Court.

Section 47

When necessary, more detailed provisions on the execution and application of this Act will be laid down by decree.

More detailed stipulations on the arrangement of work at the Labour Court are laid out in the Labour Court's rules of procedure. The rules of procedure are confirmed by the president of the Labour Court after all personnel groups have been consulted and the matter has been discussed in a Labour Court session. (1158/1997)

Section 48

This Act comes into force on October 1, 1974. It repeals the Act on the Labour Court (437/1946) of June 7, 1946 and the subsequent amendments thereto.

When this Act comes into force, the current chairman of the Labour Court shall take up the position of president of the Labour Court for the remainder of his term. The persons serving as members and deputy members of the Labour Court shall remain in

office until the end of their terms. When appointing a new president, new members and new deputy members to the Court for the first term after this Act takes effect, the term of office can be set in derogation to section 2, but not, however, in excess of three years and one month.

The legal process concerning matters brought before the Labour Court prior to this Act's entry into force shall be determined under the provisions of the previous Act.