



Contribution Agreement **IWGB Legal Department**

This contribution agreement applies only to contentious matters. The charges described below are not applicable in non-contentious matters.

I, _____, in line with the IWGB Legal Department policy, consent to contribute and pay 15% of any total monetary sum and financial compensation awarded in my case (whether through internal procedures or via ACAS, tribunals, or courts) to the IWGB Legal Department, in consideration of any legal advice, assistance, representation, negotiations and any associated services provided and undertaken in furtherance of the successful outcome of my case. I consent for the total monetary sum to be paid into the IWGB's legal department's bank account and for the IWGB to transfer the money to me once the deduction has been applied.

The 15% contribution shall not apply if I engage my own lawyers to support me, if the Union hires lawyers, or if I am represented by lawyers on a no-win no-fee basis and the lawyers' fees amount to more than 15% of the total financial compensation amount. For the avoidance of doubt, the maximum I will contribute by way of payment to the Union is 15% of the total financial compensation amount received by me. If the Union has arranged lawyers and the lawyers' fees are less than 15% of the total financial compensation amount received, then the lawyers will be paid and the remaining balance of 15% of the total financial compensation amount will go to the Union.

The exception to the above stated and therefore excluded in the calculation of 15% of the total financial compensation amount, will be in relation to 'unlawful deduction of wages' financial awards, which will be duly deducted from the total financial compensation award prior to any calculations made. For cases which claim one year or less worth of holidays or equal pay, the entirety of the claim will be exempt from the 15%. For cases which claim more than a year's worth of holiday or equal pay, the entirety of the holidays and equal pay amounts will be subject to the 15%.

For the avoidance of doubt, the IWGB may enter into partnerships with law firms or other entities, for the purpose of a particular case or group claim, to which this contribution agreement will not apply. If the member is subject to any other terms they will be asked to sign up to these terms before work on the case commences.

Signature _____

Date _____