

TITLE: Guardian Policy – Union Activities Justice Fund

COMMITTEE: Legal Services

EFFECTIVE DATE: July 2014

POLICY:

Substitute Resolution No. 22 (adopted at the 2014 Convention) authorizes the IAFF Executive Board to develop a program to provide financial relief to union leaders who are qualified for the IAFF Legal Guardian Policy and who are terminated. The provisions of that policy are as follows:

- A. IAFF union leaders who are suspended indefinitely without pay, released, or terminated from their position due to their union activities shall be entitled to financial relief after applying for legal assistance through the IAFF Guardian Policy.
- B. If qualified under the Guardian Policy, the individual is eligible for financial relief of up to 60% of his or her gross monthly salary, capped at \$2,500 dollars per month, for a maximum of four months. Gross monthly salary does not include overtime or any other additional benefits. The individual must supply five recent, consecutive pay stubs or other sufficient documentation of his/her gross monthly salary.
- C. The application for financial relief must come from the member's affiliate via the Guardian Policy application, or in a supplemental request after the initial Guardian application.
- D. The individual and/or the local affiliate shall reimburse the IAFF upon the recovery of any damages through legal proceedings. If the member only recovers a percentage of the total reasonable damages owed him by the employer, the reimbursement to the IAFF shall be pro-rated based on the percentage of total damages received from the employer. The General Counsel's Office shall prepare a written agreement for the repayment to the fund; an individual shall not be entitled to receive any relief under this policy unless he/she has signed this agreement. The success of this program depends upon reimbursement by the individuals who obtain a remedy for the employer's actions.
- E. The decision on eligibility for financial relief shall be made by the General President after recommendations by the General Counsel's Office.
- F. The request for relief must be submitted within a reasonable time period from the date of the disciplinary action, and in any case no later than six

months after the General President's conclusion on qualification for Guardian Policy assistance.

- G. This policy will take retroactive effect to July 15, 2014, which is the date of adoption of Substitute Resolution No. 22.

PURPOSE: Provides financial relief to union leaders who are qualified for the IAFF Legal Guardian Policy and who are terminated.

CANCELLATION:

REFERENCE: September 2014, Minutes #193, Pages 54-5