

LS 006 - Guardian Policy – Union Activities Justice Fund**EFFECTIVE DATE: February 2023****PURPOSE:**

Provides financial relief to union leaders who are approved for coverage under the IAFF Legal Guardian Policy and who are terminated.

POLICY:

Substitute Resolution No. 22 (adopted at the 2014 Convention), amended by Resolution No. 33 (adopted at the 2022 Convention), authorizes the IAFF Executive Board to develop a program to provide financial relief to union leaders who are approved for coverage under the IAFF Legal Guardian Policy and who are terminated. The provisions of that policy are as follows:

1. 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 from the Union Activities Justice Fund (“UAJF” or “Fund”) after being approved for legal assistance through the IAFF Guardian Policy.
2. If the conditions in Paragraph A are satisfied, the individual is eligible for monthly financial relief of up to 60% of his or her gross monthly salary, capped at a total of \$20,000 dollars. 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.
3. 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.
4. 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 prorated 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. Repayments shall be made by check payable to the International Association of Fire Fighters, and should indicate that it is for “UAJF Reimbursement.” The check should then be mailed to: International Association of Fire Fighters, Attn: General Secretary-Treasurer, 1750 New York Avenue, NW, Washington DC 20006.
5. The decision on eligibility for financial relief from the Fund shall be made by the General President after receiving a recommendation from the General

Counsel's Office.

6. The request for relief must be submitted within a reasonable time period after the date of the disciplinary action, and in no case later than six months after the General President's decision on approval for Guardian Policy coverage. The General President shall have the authority to waive this six-month requirement in appropriate circumstances.
7. This policy will take retroactive effect to August 8, 2022, which is the date of adoption of Resolution No. 33 at the 2022 Convention.

CANCELLATION: None

REFERENCE: February 2023, Minutes #250, Page 36
June 2017, Minutes #203, Page 81
September 2014, Minutes #193, Pages 54-55