

Resolution No. 8
COMMITTEE ASSIGNMENT: Policy
Re: Union Activities Justice Fund (UAJF)

1 WHEREAS, the Union Activities Justice Fund
2 (UAJF) was established in Convention Resolution
3 2014-22 to provide financial relief to union leaders
4 who are approved for coverage under the IAFF
5 Legal Guardian Policy and who are terminated; and

6 WHEREAS, the Fund is to be reimbursed when
7 the affected member recovers any back pay, back
8 wages or settlement via arbitration or court action,
9 prorated to the recovery to the member; and

10 WHEREAS, Resolution 2014-22 resolved to
11 sunset the per capita after 3 years with the intent that
12 the funds will continue in perpetuity with members
13 recovering back wages and repaying this fund; and

14 WHEREAS, substitute Resolution 2014-22
15 modified the per capita request from 24 cents to 6
16 cents; and

17 WHEREAS, per capita of approximately
18 \$600,000 was apportioned to UAJF during those
19 three years of funding; and

20 WHEREAS, Resolution 2022-30 contemplated
21 the \$180,000 interfund balance that the IAFF General
22 Fund owed UAJF, and determined the UAJF still
23 required that allotment; and

24 WHEREAS, Resolution 2022-33 increased the
25 maximum award from \$10,000 to \$20,000, and
26 anticipated ten (10) more years of operation based on

27 trends to that date; and

28 WHEREAS, the Fund balance has steadily
29 declined from approximately \$413,000 (FY22) to
30 \$335,000 (FY23) to \$277,000 (FY24) to \$222,000
31 (FY25); and

32 WHEREAS, reimbursements to the Fund have
33 been minimal; and

34 WHEREAS, based on U.S. Bureau of Labor
35 Statistics (BLS) data, the median annual salary for
36 firefighters grew from \$45,970 in 2014 to \$59,530 by
37 2024, representing a steady increase in pay. Local
38 government firefighters form the largest, highest-paid
39 sector, with mean wages rising from approximately
40 \$55,780 in 2019 to \$62,250 by 2023; and

41 WHEREAS, with the passage of time and
42 increased program usage, the new estimated
43 longevity for the UAJF to continue to operate
44 effectively without additional funding is three (3)
45 years; and

46 WHEREAS, the UAJF continues to be a valuable
47 resource for our members, and should be sustained
48 by per capita; therefore be it

49 RESOLVED, That the assigned per capita be
50 added to the Union Activities Justice Fund (UAJF).

Submitted by: IAFF Executive Board

Cost Estimate: **1 ½ Cents (\$0.015)**

Annual or Perpetual Designation: **Perpetual**

COMMITTEE RECOMMENDATION:

CONVENTION ACTION: