

Adverse Action Legal Defense Plan (AALDP)

EAS with MSPB Appeal Rights:

Removals \$6,000 up front. The claimant will be responsible for 20% of the total cost with a \$6,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$6,000 thru the end of the MSPB Initial Decision. Claimant will be responsible for the full cost of appealing beyond MSPB Initial Decision.

Demotions/Suspensions \$3,000 up front. The claimant will be responsible for 15% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000 thru the end of the MSPB Initial Decision. Claimant will be responsible for the full cost of appealing beyond MSPB Initial Decision.

EAS without MSPB Appeal Rights (Administrative Appeal under ELM 652.2):

Removals/Demotions/Suspensions \$3,000 up front. The claimant will be responsible for 20% of the total cost with a \$3,000 maximum cap. UPMA will pay 100% of the additional costs beyond \$3,000.

Eligibility To be eligible for AALDF benefits, you must be an active EAS member of UPMA for at least one year prior to the date of an initial proposed adverse action. Membership effective date is determined by date Form 1187 is processed at UPMA National Office.

If attorney fees are awarded by a percentage (i.e. 50%), the same percentage will be used when refunding the members used portion of their retainer.

Example: If a member is being demoted they must issue a retainer of \$3,000 to UPMA. If the case is resolved and the total expense was \$12,000 then 15% of that would be \$1,800 thus a check would be written back to the member for \$1,200.

Example: If a member is being removed they must issue a retainer of \$6,000 to UPMA. If the case cost \$40,000, the members' retainer would be completely used (20% of \$30,000 or \$6,000) and UPMA would pay the additional \$10,000.

Example: If a member is going before a Postal Service hearing officer they must issue a retainer of \$3,000 to UPMA. If the case cost \$10,000, the member will be refunded \$1,000 based on 20% of the cost being \$2,000.