

Adverse Action Legal Defense Plan (AALDP)

EAS with MSPB Appeal Rights:

Adverse Action (Removals/Demotions/Suspensions) \$3,000 up front. The claimant will be responsible for 25% 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 25% 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.