

## NFFE Executive Order Assistance Program

February 2020

NFFE Locals are currently facing unprecedented hardship due to the recent implementation of President Trump's Executive Orders ("EOs") (<https://nffe.org/eo-faqs/>).

In addition to fighting the EOs at the national level, NFFE is looking to help wherever it can. To help us allocate resources as efficiently as possible, we have developed a 2020 Executive Order Assistance Program aimed at mitigating the impacts of the EOs on locals. This program provides individualized support that will allow a Local to continue to conduct business and retain membership. This assistance includes:

- providing increased representational assistance wherever possible,
- access to resources and successful strategies to mitigate EO impact (<https://nffe.org/eo-resources-training/>),
- access to national union staff who will work with a Local collaboratively to identify challenges and help developed personalized solutions,
- identifying alternatives for affordable equipment and low-cost office space or storage,
- negotiating or providing legal review of space agreements, and
- in some cases, providing modest short-term financial assistance in the form of a grant.

This is a big challenge and we must face it together. Locals should work closely with their NFFE National Business Representative to review the Frequently Asked Questions (<https://nffe.org/eo-faqs/>), explore potential resources, and identify no-cost or low-cost alternatives. National Business Representatives will request non-monetary assistance needed from NFFE National as appropriate.

When requesting monetary assistance from NFFE National, the Local (with assistance from their National Business Representative) should complete and submit the attached EO monetary assistance request form (<https://nffe.org/wp-content/uploads/2020/02/2020-2-20-EO-Assistance-Form-final-1.pdf>).

The timeline for implementation of the EOs varies among agencies and locals. Therefore, there is no deadline for submitting EO monetary requests under this 2020 program.

NFFE is developing additional programming to assist locals with other challenging aspects related to EO implementation, including but not limited to collective bargaining assistance, supplementary representational assistance offered by NEC members or retired NFFE leaders, and legal training assistance to combat unjust agency action.

## **EO Monetary Assistance**

Funds are limited, but we are committed to doing all we can to assist Locals. We hope by careful and strategic allocation we can provide critical assistance to those hardest hit by the EOs. We will keep a close eye on our budget as the year progresses and if we are able to increase this level of support for this program we will. Our ability to do so will depend on our ability to maintaining or increase membership over the course of the year.

The type and amount of monetary assistance granted under this program will be on a case by case basis, and payment is by reimbursement to the local. Monetary assistance could potentially cover:

- One-time purchases, such as computer hardware/software
- Nominal reimbursement for storage space, office space, and communication services
- Supplemental representational assistance
- Assistance with Central Labor Council fees, if in response to the effects of the EO
- *Exclusions:* cell phones, wi-fi, and other monthly expenses not directly impacted by EO implementation

Locals that wish to apply for EO monetary assistance should first work with their Business Representative to identify the specific problem, explore resources, identify alternatives, document the results, and provide a well-developed, cost-effective proposal using this form (<https://nffe.org/wp-content/uploads/2020/02/2020-2-20-EO-Assistance-Form-final-1.pdf>). This request form is to be submitted to the Local's Business Representative who will provide their recommendation with any comments and forward the document(s) to the EO Assistance Committee contact, Jai Atkins ([jatkins@nffe.org](mailto:jatkins@nffe.org)).

The EO Assistance Committee will convene weekly (or less frequently as needed) to review the local proposals, obtain additional information as needed, and make recommendations to the NFFE National President for approval and implementation. The expected turnaround for monetary requests submitted to NFFE HQ is 30 days or less.

## **Factors for Consideration**

Monetary assistance will be provided based on need, the affordability and effectiveness of the local's proposal, the willingness and ability of the local to put "skin in the game," and the total amount of money authorized for the program. This program and any associated funding are approved for 2020 only. Therefore, no local should enter into any agreement or contract with the expectation that NFFE National will subsidize these expenses in subsequent years. The EO Assistance Committee will consider the following factors:

- Local membership numbers & density
- The Local's ability to pay (bank account balances)

- If the proposal is well developed, and there are no other alternatives available for conducting membership and retaining membership
- One-time versus monthly expenses
- Current IAM audit on file, and if not, the date on which one is scheduled to occur
- Amount of Council support (where applicable), if any, for the proposal.

### **Process for Requests for Monetary Assistance**

1. Local will work with Business Representative to:
  - a. Identify the specific need, brainstorm and explore various alternatives, and record the results.
  - b. Describe the specific proposal with estimated cost and how much the Local is able to contribute.
2. The Business Representative will review the Local's proposal, state their support, and add comments as needed. The Business Representatives should disapprove any request that is NOT in response to impacts of the EOs.
3. The Business Representative will forward the request and any supporting documents to NFFE Headquarters.
4. A designee from NFFE Headquarters will forward the requests and convene the EO Assistance Committee. The Committee will be comprised of one Headquarters staff person, one Business Representative, and one member of NFFE's National Executive Council (NEC).
5. The EO Assistance Committee will review the requests and make their recommendations to the NFFE National President.
6. The NFFE National President will approve the requests as submitted, approve with modifications, or disapprove with suggestions.
7. All payments to Locals will be in the form reimbursements.