



# WESTERN CONFERENCE OF TEAMSTERS LEGAL SERVICES TRUST FUND

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October 1, 2021

To: Participating Panel Attorneys

Subject: Western Conference of Teamsters Legal Services Trust Fund  
Rule Prohibiting Payments Or Gratuities By Panel Attorneys

It is essential that participants in the Legal Services Plan have full confidence that the Plan operates exclusively in their interest. That confidence is undermined by any suggestion that referrals to Panel Attorneys by either Union employees or staff of the Plan Administrator are influenced by gifts or payments from Panel Attorneys.

To avoid any appearance of improper influence, from this date forward, the Trustees prohibit all Panel Attorneys and their staff from providing any payment, gift, or other gratuity to any official or staff of a union whose employees or members participate in the Legal Services Plan, or to any official or staff of the Plan or Plan Administrator.

This rule applies regardless of the size of the gratuity, or the circumstances in which it occurs. It includes, but is not limited to, meals, drinks, entertainment, and holiday gifts. It also extends to any Political Action Committee or Separate Segregated Fund sponsored by a local union or joint council. It does not apply to publicly-acknowledged charitable contributions to union-associated events, such as sponsorships of holes at charity golf events, contributions to charitable drives for school supplies, and the like.

The Trustees acknowledge that this rule may be stricter than provisions in the LMRA and ERISA, which impose criminal penalties for certain payments or gifts to union officials and benefit plan personnel. Nonetheless, the Trustees believe this rule is important to maintain the integrity of the Plan.

Any violation of this rule will result in the severance of the Plan's relationship with the firm of any Panel Attorney and/or Plan Administration personnel involved.

The Trustees thank you in advance for your immediate and complete compliance with this rule.