

NALC President Fredric V. Rolando discusses the role of preparation in representing letter carriers at arbitration hearings.



NALC training sessions stretch coast to coast

Secretary-treasurer training

NALC Secretary-Treasurer Jane E. Broendel recently conducted the first of two training sessions on financial administration for branches and state associations.

During the Jan. 17-19 San Diego session, Broendel, along with a number of NALC Headquarters staff members and outside consultants, held discussions and facilitated breakout sessions on the importance of mastering the basics of union financial management.

Topics ranged from payroll tax withholding requirements to accounting systems and maintenance of proper internal controls, from reporting to the Department of Labor to financial officers' fiduciary duties under the Landrum-Griffin Act. Also discussed were the bonding of branch officers, handling NALC dues requirements, the legal limits on various types of union spending, and requirements for keeping financial records and filing the proper forms with the Internal Revenue Service.

The seminars are geared toward helping new branch secretary-treasurers as well as other local and state association officers who have a hand in managing their associations' financial matters.

Nearly 150 NALC members attended the San Diego session. A second was set for Feb. 27 to March 1 in Orlando.

Arbitration advocate training

Also in January, 24 letter carrier activists traveled to suburban Washington to attend a special training session on arbitration.

The week-long seminar was held Jan. 24-28 at the National Labor College in Silver Spring, MD, and was led by Director of Safety and Health Manuel L. Peralta Jr., Director of Education Jamie Lumm, Contract Administration Unit staff member Bill Bothwell and retired CAU staffer Steve Hult.

Topics included reviewing an actual arbitration file, making opening statements, interviewing and preparing witnesses, lining up questions for and then practicing direct and cross examination, and preparing closing statements.

Participants spent Wednesday evening gearing up for a mock arbitration hearing, and then put their preparation to work on Thursday, when they divided into groups of six—three representing management and three for labor—and spent the day practicing presenting an actual case before an arbitrator. Acting as arbitrators were four former national officers: retired Executive Vice President Jim Williams, retired Assistant Secretary-Treasurer Jim Korolowicz, retired Director of the Health Benefit Plan Tom Young and retired Region 7 National Business Agent Barry Weiner.

Before heading home Friday, the students conducted a post-hearing debriefing and discussed advocate ethics. ✉



Attendees at the San Diego secretary-treasurer training took advantage of the nice weather to hold discussions outside.