

NALC holds first-ever CCA conference

Additional training sessions held across country; more to come

Providing training to letter carriers who have stepped up to represent their fellow carriers is an essential part of NALC's mission. With that goal in mind, NALC held several training sessions in January, with more to come later this year.

"These events represented an investment in the future by the branches that sent members to participate," NALC President Fredric Rolando said. "I thank these branches for sending such committed, talented union activists."

CCA conference

NALC held its first-ever national city carrier assistant (CCA) conference in St. Louis Jan. 17-19, in which branches' desire to invest in the future was evident. The event brought together 174 current and recently converted CCAs from as many branches to discuss CCA-related issues, the history of NALC, evolution of the non-career workforce, CCA job specifics, transition to career and the many ways to get involved in the NALC.

The conference was kicked off with a presentation by President Rolando, who also opened the floor to general discussion. Training sessions followed, with a portion of the agenda at the



President Rolando addressed the attendees of the Formal A and Beyond training session.

conference driven by the attendees.

NALC officers and staff who participated in the conference and trainings with President Rolando included Director of City Delivery Brian Renfroe, National Business Agents Michael Caref (Region 3), Roger Bledsoe (Region 4), Michael Birkett (Region 5), Patrick Carroll (Region 6), Chris Wittenburg (Region 7), Kenneth Gibbs (Region 9), Daniel Toth (Region 11) and Larry Cirelli (Region 15). Region 5 regional administrative assistants Charlie Sexton and Stephanie Stewart also participated, along with NALC city delivery staff members Patty Joseph, Tim McKay, Jim Yates and recently converted CCA Chris Henwood of Rutland, VT Branch 495.

"We hope that the CCAs who attended the conference will go back to their branches and share their new knowledge with other CCAs and become mentors for carriers starting

their careers," Rolando said. "On the other hand, we learned a great deal from them, and we look forward to their future involvement."

For more about the CCA conference, see Director of City Delivery Renfroe's column on page 32.

Officers hone their skills

At the January branch officer training session in Las Vegas, organized by NALC Secretary-Treasurer Nicole Rhine and Assistant Secretary-Treasurer Judy Willoughby, 150 first-time and experienced branch and state association officers—representing 67 branches and 27 states—learned about a wide range of officer responsibilities. NALC Director of Education Jamie Lumm assisted with the training.

The three-and-a-half-day event included training sessions on the *NALC Constitution* and branch bylaws, internal controls, ethics, fraud prevention and detection, Department of Labor and LMRDA reporting, running a branch meeting, preparing LM forms and 990s, auditing branch records, managing branch finances, member



Director of City Delivery Brian Renfroe led a session at the CCA Conference.



notification requirements, fiduciary issues and practices, record keeping and branch elections. This training expanded on the previous secretary-treasurer educational seminars that NALC had conducted for many years.

'Advanced Formal A and Beyond'

The investment by branches was evident again at the Maritime Institute near Baltimore in January, when 78 letter carriers with some experience in enforcing the National Agreement through Formal Step A grievances took their skills to the next level in "Advanced Formal A and Beyond" training. The participants represented 62 branches from all 15 NALC regions.

NALC Vice President Lew Drass led the training, with Regional Administrative Assistants James Henry (Region 1), Steve Lissan (Region 8), Javier Bernal (Region 10) and Rick DiCecca (Region 14) acting as class facilitators along with Maryland State Association President Tonya Detrick of Hagerstown Branch 443 and Assistants to the President for Contract Administration Greg Dixon and Mark Sims.

The training was designed for activists who already have experience representing letter carriers at the Formal Step A level of the grievance procedure. The goal was to help experienced activists sharpen their skills and more effectively focus on developing the best grievance files possible as they work to resolve disputes.

The training covered a wide range of topics related to successful grievance processing. Since Formal Step A and appeals to Step B require NALC advo-

cates to present cases in writing, the training focused on effective writing skills. Other topics included developing a theory of the case, the burden of proof, preparing the case file, writing issue statements, researching the issue, crafting remedies and drafting settlement language.

Participants were challenged through mock arbitration hearings and asked to go beyond their current level of expertise by learning to write Step B decisions.

Two more "Advanced Formal A and Beyond" training sessions are scheduled for Sept. 18-23 and Oct. 16-21. To apply, fill out and mail the form at nalc.org (select the "Contract Administration Unit" link under the "Workplace Issues" tab).

For more information on this training, see Drass' column on page 29.

An ongoing commitment

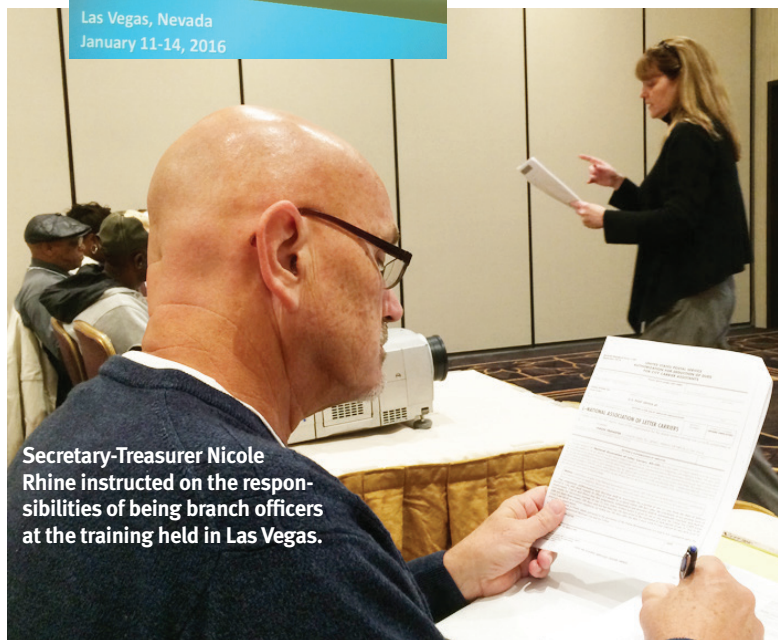
The 21st class of the NALC Leadership Academy will gather for the first of three one-week sessions in July at the Maritime Center. The Leadership Academy brings 30 carriers—two from each NALC

region—for comprehensive training in leadership and union administration skills, including organizing, union administration, public speaking, writing and the National Agreement. Between sessions, these letter carriers will work on take-home assignments with the help of NALC mentors in their regions.

The participants in Class 21 will be announced in a future issue of *The Postal Record*.

National Convention

And as at past conventions, delegates to the 70th Biennial Convention in Los Angeles, Aug. 15-19, will participate in a wide variety of training sessions held in the hours before and after the general sessions on most days of the convention. **PR**



Secretary-Treasurer Nicole Rhine instructed on the responsibilities of being branch officers at the training held in Las Vegas.