

New member training



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Branch presidents around the country have expressed an interest in investing in the future by sending the newest generation of NALC members to training to arm them with the knowledge and skills necessary to succeed now and in the future. In January 2016, we hosted a city carrier assistant (CCA) conference in St. Louis. Nearly 200 letter carriers, each from different branches around the country, gathered for three days of training and in-depth discussion on various topics affecting CCA letter carriers and their jobs.

While the conference was a perfect fit for the time, we wanted to give branches the opportunity to send newer members to an even

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In mid-May, we conducted the first weeklong new member training. The training was held May 14-19 at the Maritime Institute near Baltimore. Thirty participants from 30 different branches attended. All participants were either former or current CCAs who had demonstrated a commitment to working for letter carriers and are involved in branch activities.

The group that attended was diverse, with varying levels of experience. The one common characteristic of each attendee was their energy and excitement to have the opportunity to develop and sharpen skills needed to be a successful activist. I commend the branches for selecting great candidates who will benefit their membership.

The goal of the training was to educate these newer members on NALC and labor history and on the structure of the NALC. Each participant learned about the roles and

responsibilities of different officers and departments at Headquarters. They also learned about the representational, legislative and fiduciary duties of branches and state associations.

The class was educated on a variety of issues such as the grievance-arbitration procedure, our legislative and political efforts, injury compensation representation, retirement, city delivery, the Contract Administration Unit, the *NALC Constitution* and bylaws, fiduciary responsibilities and postal finances.

We also wanted to teach, and give attendees the opportunity to practice, a number of skills that will be beneficial to them in whatever role they serve in our union. The skills taught included general writing skills, public speaking and communications, teaching techniques and active listening.

The participants were given the opportunity to hear from their national president. President Rolando spoke to the class and devoted time to a question-and-answer session.

The training was conducted by various Headquarters officers and staff. Region 6 Regional Administrative Assistant Troy Clark, Region 9 Regional Administrative Assistant Lynne Pendleton, and Assistants to the President Geneva Kubal, Tim McKay and Mark Sims helped me by serving as facilitators throughout the week. Each of them are talented and experienced facilitators, and they did an excellent job preparing and teaching.

We plan to conduct these weeklong trainings in the future as long as it serves to educate and develop activists. After the CCA conference we held in St. Louis last year, I remember feeling incredibly impressed by the passion, dedication and energy displayed by those who attended the conference. After spending the better part of a week with this group, I am even more impressed and excited about the talented and dedicated young members of our union and their potential to serve our membership well in the present as well as in the future.



A session of the first weeklong new member training held in May