

Training opportunities revisited



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Below you will find more information about training opportunities offered by NALC.

Advanced Formal A and Beyond Training—We completed the fourth Advanced Formal A and Beyond training session on April 7. It went really well. Thanks to all of you who attended for all your efforts. Special thanks to our main facilitators, Region 1 RAA James Henry, Region 8 RAA Steve Lassan, Region 10 RAA Javier Bernal and Region 14 RAA Rick DiCecca, for another job well done. Tonya Detrick (Hagerstown, MD Branch 443), Greg Dixon (Marietta, GA Branch 1119) and Mark Sims (Springfield, MO Branch 203) also made guest-star facilitator presentations that were well received.

This was the first time we offered an optional computer seminar before the main training session. It cost branches an extra night's stay at the Maritime Institute facility, but it seemed to be well worth the extra cost based on the comments from those participants who attended. In short, it was a big hit. That tells us it is a good idea to continue to offer the optional computer seminar before the main training session.

The question is whether we should continue to offer the Advanced Formal A and Beyond training program in its present form or do something else with this training material.

We have now had 300 participants attend this training. Each participant fills out an exit survey to ask them about their experience. One of the questions we ask is, "Would you recommend this training to others?" Every single participant has answered "yes" to that question. That tells us we started with a good product, and I believe it has only gotten better with each session. On the other hand, we still have plenty of space for additional participants in our September and October Advanced Formal A and Beyond training classes. So, what does that mean?

I'm not sure if we failed to advertise this training opportunity well enough, or branches are just not interested in sending participants this year. To find out, we sent a letter to all the branches letting them know we have room for more participants and included an application with the letter. Additional applications can be found on the NALC website in the Contract Administration Unit section.

This training program is for NALC activists who have some experience at Formal Step A and a desire to sharpen and enhance their skills for enforcing the National Agreement at Formal Step A.

The cost of this training is \$1,124.40 (single occupancy) or \$1,683.80 (double occupancy), which includes your hotel room at the Maritime Institute, all meals and snacks,

a pre-loaded 8GB flash drive of grievance-processing resources, additional training materials, etc.

The September class begins on Sunday, Sept. 17, at 3 p.m. and runs through noon on Friday, Sept. 22. We currently have 29 spots open in this class. The October class begins on Sunday, Oct. 22, at 3 p.m. and runs through noon on Friday, Oct. 27. We currently have 59 spots open in this class. These classes will be held at the Maritime Institute (which is about five minutes from Baltimore-Washington International [BWI] Airport). The optional computer seminar begins on Saturday afternoon at 3 p.m. and ends on Sunday at 11 a.m. before each Advanced Formal A and Beyond training session. This adds an additional \$224.88 for single occupancy and \$336.76 for double occupancy to the cost noted above.

Those participants who have already applied and been accepted for the September and October training sessions are currently enrolled in whichever class you chose. However, if it turns out that branches are not interested in sending enough participants to fill the classes, we will make any needed adjustments to our current plans.

Step B training—Maybe you attended one of our previous Advanced Formal A and Beyond training sessions and gained an interest in becoming an NALC Step B representative, or maybe you already had such an interest without that training program. Either way, the next Step B certification joint training session is scheduled for Oct. 23-27. If you want to attend this training opportunity, you should apply through your national business agent's office. Recommendations for participants will be submitted by the NBAs.

Arbitration advocate training—As a reminder, we will be offering another arbitration advocate training class Nov. 12-18. One of the requirements you will need in order to be selected for this training opportunity is to have had some experience serving as a witness and/or a technical assistant (TA) in at least a few arbitration hearings. If you are interested in becoming an arbitration advocate, you also should apply through your national business agent's office. Once again, recommendations for participants will be submitted by the NBAs.

Step B update follow-up

I reported last month on a recent change that was made regarding where cases will be decided that involved four NALC regions and five USPS districts in the Great Lakes Area. As a follow-up, it still appears that a complete transformation has occurred in those USPS districts where we have traditionally struggled to keep up with the Step B caseload. The five Step B teams involved have not only continued to keep up with their own Step B caseloads, but have taken on 120 grievances from other Step B teams that are experiencing current backlogs.

In closing, I want to wish those of you who are mothers a Happy Mother's Day and thank everyone for all the extra work you will do for the food drive.