

# Back in the saddle



**James D. Henry**

**T**he first post-COVID-19 NALC Arbitration Advocate training was held Oct. 2-8 at the Maritime Institute just outside Baltimore, MD. There were 16 qualified applicants representing 11 regions who were selected to participate in this intense training experience.

I led the training with class facilitators National Business Agent David Teegarden (Region 5), Regional Administrative Assistant Shawn Boyd (Region 10, NBA-elect), RAA Jeff Frazee (Region 1) and Assistant to the President Greg Dixon. Assistants to the President Danielle Fake-Moorman and Jazmin Correa served as assistant facilitators.

The training is designed for NALC activists who already have experience representing letter carriers in the grievance procedure. The training covers a wide range of topics related to successfully presenting grievances in regional arbitration. Topics include developing a theory of the case, establishing the burden of proof, preparing the case file, writing opening statements, researching the issue, researching the arbitrator, researching citations, writing pre-arbitration settlements, reaching appropriate remedies, preparing witnesses, making objections, making closing arguments and preparing post-hearing briefs.

Every participant had multiple opportunities to practice these skills over the course of the week. They were also challenged by having to present grievances at two mock hearings. The mock hearings were followed by a roundtable discussion with our panel of arbitrators, who gave the class valuable takeaways and techniques that will sharpen their skills as advocates.

If you are interested in becoming an arbitration advocate, reach out to your NBA for an application.

Congratulations to the graduates of this class. We look forward to you being warriors for the rights of letter carriers all over the country.

## Veterans Day

As a retired Marine, I want to send my kindest regards to all of the brave veterans who served our country with honor. Army, Navy, Air Force, Marine Corps, Coast Guard and National Guard veterans are the salt of the earth and make this country great. Thank you, brothers and sisters, for your service and sacrifice. You are all heroes in my book.

