

## Back in the game



**James D. Henry**

assistants to the President for Contract Administration Greg Dixon, Danielle Fake-Moorman and Jazmin Correa.

**Advanced Formal A and Beyond is for NALC activists** who have some experience at Formal Step A. The focus of this program is to teach participants to look at every Formal Step A case file from an arbitration advocate's point of view. This training also sharpens the skills needed for enforcing the National Agreement at Formal Step A and provides an experience of what it's like to serve as a Step B representative.

The training covers a wide range of topics related to successfully presenting grievances at the Formal A level and provides the tools needed to process these grievances. The training program takes the participants from the point of receiving an

**T**he first NALC Advanced Formal A and Beyond training since the beginning of the COVID-19 pandemic was held Jan. 7-13 at the Maritime Institute just outside Baltimore, MD. There were 47 attendees who completed the training and received their Formal A certificates upon the completion of their hard work.

I led the training with class facilitators Region 14 National Business Agent (NBA) Rick DiCecca, retired Region 10 NBA Javier Bernal, Region 1 Regional Administrative Assistant (RAA) Allan Rios, Region 4 RAA John Robles, Region 10 RAA A.G. Ramirez, Region 13 RAA Tonya Detrick and As-

Informal Step A grievance appeal through all aspects of processing a grievance at Formal Step A to the point of writing a Step B decision.

This training is for experienced representatives as well as those stewards who are new to Formal A. Participants in the class typically have had anywhere from six months to more than 35 years of experience processing grievances at the local level. Representatives will level up their knowledge and expertise to better assist their members when processing grievances.

The next training class was scheduled for early February. Two more training sessions are scheduled later in 2023, one in September and one in October. We have received more than 100 applications to attend these training sessions, and letters will be sent to those selected to attend these classes in the coming months. We have received extremely positive feedback regarding the training, and I hope to see all stewards take the opportunity to increase their knowledge and skills. I hope you all had a great holiday season. Stay safe.

**If you would like to attend or your branch would like to** send you to the Formal A and Beyond training, the application can be found on the NALC website under the "Workplace Issues" tab and "Contract Administration Unit" or go to [nalc.org/workplace-issues/contract-administration-unit/advanced-formal-a-and-beyond-training-program](https://nalc.org/workplace-issues/contract-administration-unit/advanced-formal-a-and-beyond-training-program).



Congratulations to the 47 Class 11 graduates from the January training.

