

2011 ALTS Report from VP Baze

Once again I'd like to thank the E-board for sending me to Phoenix to attend the 2011 Affiliate Leadership Training Seminar (ALTS). This is the third and probably the last one that I'll attend, not because I know everything, I'm just running out of classes to attend. We as a union would be stronger if we had some of our other VP's show interest in going and attending. Below is a summary of the classes I attend.

Day 1, **8am to 10am Introduction to Grievances**

The manner in which you process grievances will determine how quickly they are resolved and how your members will perceive you. A good understanding of the grievance process will better enable you to enforce the collective bargaining agreement and avoid costly arbitration hearings. In this workshop, you will learn how to evaluate and file a grievance, reduce your chances of receiving a DFR claim, and develop effective grievance strategies. This workshop is ideal for local union officers and grievance committee members who have limited experience with grievances.

The above workshop session was a very good refresher. I would advise any officer no matter how much experience you have to attend this class.

Day 1, **10:30am to 12:30pm Principles of Leadership**

This workshop builds on the *Dimensions of Leadership* workshop by addressing leadership theory and application in day-to-day practical situations. You will address the concepts of leadership principles, micromanagement, change, leadership perspective, and labor/management synergy using examples from corporate America.

I attended the Dimension of Leadership workshop last year at ALTS and this was a conclusion from that class. I would recommend for future attendees to definitely attend this class but try and do Dimensions of Leadership in the same year.

Day 1, **14:00 to 16:00 2nd Half of Introduction to Federal Service Labor-Management Relations**

The Federal Service Labor-Management Relations Statute (5 USC Chapter 71) protects the rights of federal workers by allowing them to join a union, bargain over conditions of employment and appeal management decisions through a grievance process. In this workshop, affiliate leaders will learn about their rights and responsibilities and how to apply them to the federal workplace to ensure the best

working conditions for their members. This workshop will include an update on issues of interest to federal affiliates and is ideal for affiliate leaders from the 16th District.

There was nothing that interested me during this time frame so I sat in the last 2 hrs of this class as a refresher. The class was instructed by 16th District VP Jimmie Johnson. This is a must class for ALL new officers, this is OUR bread and butter and we need to know this.

Day 2, 0800 to 12:30 Investigating Grievances

The strength of a union lies partially in its power to support to employees who have been treated unfairly in the workplace. The effective handling of grievances requires a thorough investigation that produces verifiable evidence. Participants will learn to distinguish grievances from complaints, conduct a thorough and productive investigation, assess the quality of the evidence provided on both sides and analyze the information collected. The workshop will also cover strategies for presenting and writing grievances.

This class was instructed by a Professor from Nebraska University with a lot of knowledge in the field; however it was hard to follow him because he jumped around a lot from stories to stories. This could be a very informative class and would recommend if there was a different instructor.

Day 2, 1400 to 1600 Discipline: Your Rights and Responsibilities as a Union Officer

This workshop will provide union leaders with an overview of their rights and responsibilities during the employment disciplinary process. Union leaders will learn how to best represent their members in accordance with their contract, civil service laws, and the Weingarten, Loudermill and Garrity decisions. This workshop is applicable to affiliate leaders in collective bargaining and non-collective bargaining environments.

I had high hopes for this class but that went away pretty quick. The instructors lost control of the class and there were a lot of discussions about whether or not the instructors were correct with the information they were teaching us. By the time the class was over there were probably only 30% of students left. This could have been a great class if the instructors were more confident in what they were instructing.