



**PART XIV**  
**MOCK**  
**ARBITRATION**



# RULES FOR MOCK ARBITRATIONS

## I TIME FRAME TO PRESENT MOCK ARBITRATION CASES

Each team will follow the time frame as listed below when presenting their mock arbitration case.

1. **Preliminaries** - 15 minutes total per team, (includes Framing of the Issue and Joint Exhibits).
2. **Opening Statements** - 15 minutes total per team.
3. **Direct Examination** - 20 minutes total per team (no more than 10 minutes per witness).
4. **Cross Examinations** - 20 minutes total per team (no more than 10 minutes per witness).
5. **Closing Statements** - 15 minutes total per team.

## II WITNESSES

Each team must be prepared to call witnesses to offer testimony.

1. A minimum of at least one witness must be called by each side (union and management).
2. Neither side may call more than two witnesses.
3. The persons on each team presenting the opening and closing statements must be the persons utilized as witnesses for their team.

### III THE BURDEN OF PROOF

The side with the burden of proof will proceed first in the Arbitration Hearing.

1. In the discipline case, management will proceed first and will present the agreed upon issue to the arbitrator and prepare all agreed upon Joint Exhibits. ***The Issue and all Joint Exhibits must have been agreed upon in advance by both the union and management..***
2. In the contract case, the union proceeds first and will present the agreed upon issue before the arbitrator and prepares all agreed upon Joint Exhibits. ***The Issue and all Joint Exhibits must have been agreed upon in advance by both the union and management.***

### IV THE DUTIES OF ARBITRATION TEAMS - Each member of both sides of the teams must perform at least one of the following components of the case.

1. **Preliminary Work and All Objections** - This person must meet with the opposing side to Frame the Issue and establish all agreed upon Joint Exhibits on the night before the mock arbitration hearing.
2. **Opening Statements** - This person must provide (4) copies of a typed or neatly printed opening statement. Each side must follow the opening statement format outlined under TAB V.
3. **Direct Examination** - This person should write down the questions in advance that they will ask of each witness. They should keep each witness question in a separate folder with the witness name on the folder. Also, Exhibits to be introduced through witnesses would be kept in the folder with the appropriate witness' name.
4. **Cross Examination** - This person must anticipate the opponent's direct examination strategy, pay attention and listen to the testimony of the opposing side's witnesses and be prepared to cross examination on pertinent facts and inconsistencies.
5. **Closing Statements** - This person must prepare an outline of their anticipated closing statement in advance of the arbitration hearing. Each side must follow the closing statement format outlined under TAB XI.