

The Bernard Kleiman JobLink Learning Center

By Steve Wagner

Back in the early '80s through the early '90s, Steelworkers across this country were displaced from their good-paying steel manufacturing jobs. This occurred for many reasons but one that we all have heard was called "downsizing". It was the phenomenon of Steelworkers losing their jobs and a very difficult time for our union. Many of us who experienced shut-downs were not only laid off but also, in fact, had to start over in a different type of job. Also occurring was a lot of reinvestment in the domestic steel industry. New technologies affecting equipment and processes were becoming commonplace throughout our industry.

Lynn Williams was our USWA International President during the 1989 round of basic steel negotiations. President Williams, with the support of the USWA International Executive Board, embarked on a mission to not let any of our members continue to be victims of shutdowns and new technologies without having the opportunities to gain additional skills needed to minimize the effect of their employment outlook.

These hard-fought educational opportunities were written into contracts with language drafted by Bernard Kleiman. I had the distinct pleasure of discussing with Mr. Kleiman the reasons why we needed to al-

low Steelworkers to prepare for the uncertain challenges that await us. As general counsel for our international union, Bernard Kleiman was responsible for taking the educational vision of former President Lynn Williams and making adult education a reality for all of us.

development program sites named after our former International President Lynn Williams and current President George Becker as well. I believe that it is only fitting that we now re-name our learning center after a union representative who has given over 40 years to representing us and was so very instrumental in negotiating this educational opportunity.

It is with deep respect that we should be honored to dedicate our career development program to the "Architect of Career Development" – Bernard Kleiman.

Center: Graphic artist's conception of new JobLink sign honoring Bernard Kleiman.

Bernard Kleiman
JOBLINK
Learning Center



Bernard Kleiman received his secondary education in Kendallville, Indiana. He graduated from Purdue University with a Bachelor of Science in Metallurgical Engineering in 1951. Bernie received his Juris Doctor Law Degree from Northwestern University School of Law in 1954. He was USWA District 31 Counsel from 1960 through 1965. From 1965-1997, Bernard served as chief general counsel to the USWA International Union. His responsibilities were overseeing the union's legal affairs and serving as a principle in its major collective bargaining negotiations. Presently, Mr. Kleiman is special counsel to USWA International President Becker. He oversees and participates in industry-level collective bargaining negotiations in steel, rubber/plastics, shipbuilding and other major industry sectors.

Currently, there are career



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Institute for Career Development



In cooperation with The School City of Hammond

Local 1010





Diane Lentz
JobLink Coordinator

Looking for summer employment in 1990 was the impetus for what was to be a wonderfully challenging and rewarding ten years. I have often described JobLink as a kaleidoscope of opportunities. Like a kaleidoscope, it changes with endless possibilities as new people and courses become part of the program.

A kaleidoscope needs light to work. And JobLink has its own light. The light of JobLink comes from all the Local 1010 members who continue to add energy to the program with their participation. The light is the inspiration and energy from the subcommittee's work. Steve Wagner and Larry Rodimel, along with his five predecessors, continuously reshape policies and deal with new issues.

A real energy source is the JobLink teaching and office staff and the various school representatives (all too numerous to mention without leaving someone off the list). Yet each in his/her own way shapes the view in the kaleidoscope. I especially want to thank Jill Hammel who I talked into joining me that summer of 1990, and our lives have not been the same since. Thank you USWA, Local 1010, Ispat Inland, Institute for Career Development, and School City of Hammond for your confidence in us which enabled us to respond to this principle:

"IF STUDENTS DON'T LEARN THE WAY WE TEACH, WE MUST TEACH THE WAY THEY LEARN."

(It's about making "the horse" thirsty.) Author unknown



Steve Wagner
Local 1010 JobLink Representative

After the 1989 contract was ratified, I was asked by former President Mezo to serve on a joint union/management training committee. I did not realize at the time that saying "yes" meant that I had the responsibility to get our employee learning center up and running as soon as possible. After many debates with management, we agreed on our current building location, School City of Hammond Adult Education as our administrative partner, and the hours of operation and types of classes offered. In 1991, the Institute for Career Development was established and began to develop the program guidelines that we follow today. Over the last ten years, I have been proud to be part of JobLink, but now I am even prouder of the

Local 1010 members who have found the time to participate by taking classes and providing feedback to allow our negotiated educational benefit to be continually improved!

Harmon Lisnow
ICD Executive Director

I was extremely pleased to learn of the decision to dedicate the USWA/Ispat Inland JobLink Learning Center in honor of Bernie Kleiman.

Bernie is one of the unsung heroes of the Career Development Programs. His tireless efforts have made educational opportunities available to thousands of Steelworkers across the country.

I can't say enough about what a friend Bernie has been to the Career Development Program. Bernie was the chief general counsel for the USWA and now serves as special counsel to President George Becker. He has always been available to interpret policy and answer legal questions. There was never a problem he couldn't solve or a crisis he couldn't overcome.

Before there was even an Institute, there was JobLink. Today, the ICD oversees more than 50 programs like JobLink nationwide. JobLink remains one of the best Career Development Programs in existence, thanks to cooperation of Local 1010, Ispat Inland, and its dedicated staff.

JobLink has won numerous awards for program excellence and the Steelworkers of Local 1010 have every reason to be proud of their learning center. It's fitting that JobLink will now bear the name of the man who helped make this outstanding program possible.

Congratulations, JobLink, on 10 years of helping Steelworkers achieve their full potential.



Dr. David O. Dickson
School City of Hammond Superintendant

JobLink 2000 - The partnership formed a decade ago among School City of Hammond, USWA Local 1010, and Inland Steel was indeed a harbinger for both industry and public education. This collaborative effort reflected agreement among the parties with the goal of preserving individual jobs and preparing production staff for future jobs which demand new skills and a working knowledge of the latest technology.

As Superintendent of Schools, and representing the Hammond Board of School Trustees, I was pleased that Hammond's application for participation was selected above all others. In 1999, I was privileged to give a presentation in San Francisco outlining JobLink 2000, its goals, objectives, and success. Audience members attending the American Association of School Administrators Conference were enthusiastically requesting additional information so that they might replicate this tremendous program. Many programs come and go and are short-lived. However, the longevity, continued success, and rededication of the USWA, Local 1010, and Ispat Inland program, which works in cooperation with School City of Hammond, demonstrates that this unique partnership is serving its purpose in providing educational opportunities in a myriad of academic and skill acquisition programs designed to meet the needs of the individual.





Tom Hargrove
President USWA Local 1010

In 1989 former USWA International President Lynn William and General Counsel Bernie Kleiman had a vision of life long learning for Steelworkers. The Steelworkers' Institute for Career Development Program was negotiated in the 1989 round of bargaining in many of the basic steel contracts.

JobLink 2000 is Local 1010's Career Development Program funded in 1989 by a negotiated amount of \$.10 per hour worked. Effective August 1, 2002, this amount increases to \$.15 per hour worked according to the August 1999 agreement. Paid by Ispat Inland, Local 1010 members are able to take classes on site and at various traditional and non-traditional learning institutions throughout the area.

The JobLink 2000 facility was opened in the summer of 1990 and has experienced growth in each year of its existence. As with any successful educational program, many participants and friends of JobLink have contributed to its growth. The success of JobLink is due to the efforts and dedication of Local 1010's Recording Secretary, Steve Wagner; School City of Hammond JobLink Coordinator, Diane Lentz; and her great staff and instructors.

This is a vision come true!



Dale E. Wiersbe
President
Chief Executive Officer
Ispat Inland Inc.

In the 1989 negotiations, the integrated steel industry and the United Steelworkers recognized the need to jointly address the education, skill enhancement, and career flexibility needs of the steelworkers. The industry had suffered greatly through the 1980s and many employees found themselves without work and, in some cases, without marketable skills. Beginning with this agreement in 1989, we went to work with the union to create a remedy.

I am proud to say that Ispat Inland and Local 1010 have, over the past 10 years, created the best model in the industry of this vision here at JobLink 2000. Through the efforts of everyone - management, union, staff, and employees - this facility truly serves the purpose originally identified back in 1989.

On June 23, JobLink 2000 will be rededicated and renamed. Bernard Kleiman from the United Steelworkers was instrumental in creating the vision of a jointly managed career center. It is with great pleasure that we rename the center as a tribute to Bernie's efforts.



William P. Boehler
Director, Industrial Relations
Ispat Inland Inc.
Member of the ICD Advisory Board and Joblink Local Joint Committee

As I reflect on my ten years of personal involvement in JobLink 2000 and the Institute for Career Development, I am struck by how the program has grown from a conceptual proposal advanced by the Union across the bargaining table during the 1989 contract negotiations to its present vibrant state.

I was always concerned that the program might turn into a "brick and mortar monument", housing bureaucrats who would flood us with red tape and administrative controls. But this has not happened either at the Institute for Career Development or at our Ispat Inland Local 1010 center. The focus has remained on providing rewarding educational programs while minimizing the red tape and administrative costs.

In 1989, no one on either side of the bargaining table fully anticipated the boom in technology that was about to occur. Few of us owned a lap-top or even a desk-top, yet JobLink has moved with the times, offering courses from basic to advanced while enhancing the skills of the workforce as they confront ever-increasing technical challenges in the workplace.

How this was all accomplished is an important part of the story since we wouldn't have the program we have today without labor/management cooperation at every level. Dedicated people at the International and Local Union levels, along with Ispat Inland management, at both senior and middle levels, working closely with our excellent staff from the School City of Hammond, have spent countless hours over the last ten years working together, keeping the vision alive and continuously improving the program.

As with any program, we can't rest on our laurels but must remain vigilant to ensure that the courses offered meet the program objectives so that our employees can prepare themselves for the workplace challenges they will face in the 21st century. I'm sure we are up to the challenge and in another ten years, as we look back, the program will be even more successful than it is today.

JobLink Timeline

1989

July-National USWA contract mandates Career Development Education benefit

1990

July-Temporary JobLink office opens in personnel building on Railroad Avenue

June-Staff hired to design and implement Local 1010 program

August-JobLink officially opens with Basic Skills Classes at present location

1991

January-JobLink acknowledged in the United States Congressional Record



JobLink opens for business



Students put final touches on JobLink's deck



"Steel House" for Habitat for Humanity

'Betcha didn't know.....

JobLink opened it doors with only 3 classes: reading, math and measurement.

Robert Miranda was the very first student to sign up for orientation, evaluation and counseling at JobLink

When JobLink opened it's doors in 1990, 60 students enrolled in classes.

Steve Wagner has served on the JobLink sub committee since the very beginning.

By 1998, enrollment increased to over 4,700 compared to less than 500 students in JobLink's first full program year!

This year alone, over 400 customized classes will be made available to JobLink participants.

Job
Cele
10
of Ed



JobLink graduate



Malcolm Knowles Awa

August-JobLink wins the Labor Investing for Tomorrow Award

May-First on-site shift work classes from South Suburban College

October-Steel-frame house built by students for "Habitat for Humanity"

1992

1993

1994

July-Personal computer class offerings began

January-Tuition Assistance Program established

September-First jointly sponsored classes with Midwest and Bethlehem

JobLink

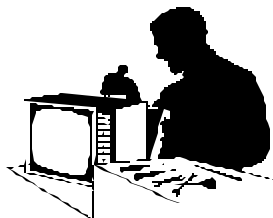
Investing in Career Education



Office and classrooms are ready for stu-



Calumet College



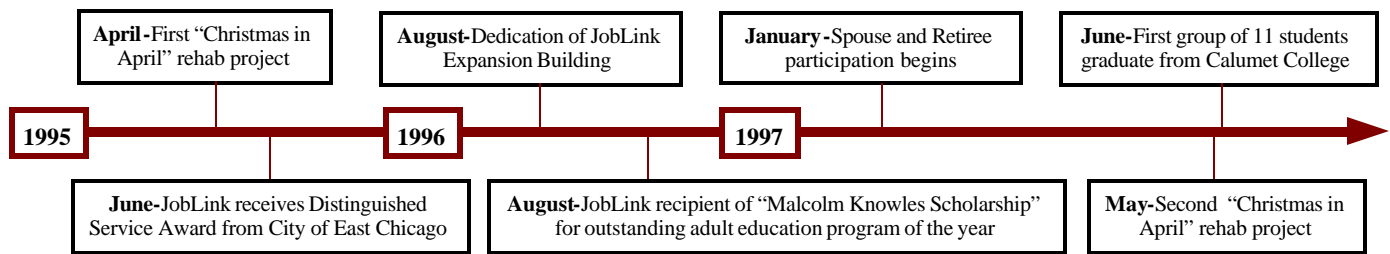
Expansion building offers new technical opportunities



excellence in adult education



Students volunteer for "Christmas in April"



Student Voices

When I retire, I plan on driving a truck for extra income. JobLink helped me get my **CDL**. Without JobLink, I could not afford to do this.



T a k i n g
C o m p u t e r
classes has made it easier for me to use and feel comfortable around the computer at

work. I'm now doing things with a personal computer I never thought possible.

JobLink has given me courage to dream. I can now see myself in the expanding world of knowledge-based opportunities, because I have become an efficient learner. JobLink has enabled me to pursue that dream by providing me with the skill building help that I needed.

After the very first class where we took a long hard look at dryers, I discovered mine at home had the same problem we had in class. At 11:00 p.m., I was taking my dryer apart and servicing it. I also noticed an area of overheating, which very easily could have caused a fire.

I am now able to work on home appliances. The **Welding** class helped me with the National Guard while I was in Germany.

In the **Electrical** class, I learned the correct way to wire houses and garages without burning the place down.

I will be able to repair two VCR's from church. Now the kids will be able to see Bible movies.

The **Landscaping** class helped me with stress management and self-satisfaction.

Because of the help of JobLink 2000, I was able to complete my **Associate Degree** from Purdue University – Calumet in 1997.

I built a room addition 15 x 25 with a hot tub. I constructed the room from knowledge gained from the classes I took.

The **Web-Page** class is helping me design and maintain my own web-site. I had been trying to get a web-site started for a while, the instructor showed me how to jump in and get it done.

I am a spouse. I do not work. I have been able to apply my new knowledge in the PTA, other school activities, church activities, etc. I feel I can enter the workforce at this time. Before, I had no computer skills. These courses have given me confidence that I did not have.

I fixed the refrigerator in our lunchroom. I have knowledge of appliances that I will remember forever and can help others for profit or free.

I became an independent travel agent. I sell travel on the outside, which goes along with the diving classes I have taken to make some income on the side.

Major Appliance has helped me save family members money on major repairs and has gotten me a couple of free dinners.

I learned more about cars and was able to save myself money on repairs.

Heating and Air Conditioning helped me take care of my own unit at my building. Now, I have a side job and can make a little more money.

Because of the **Small Engine Repair** class, I was able to save money by fixing my own lawn mower and snow blower.

I have been able to earn additional income because of classes at JobLink. I have made cabinets, furniture, windows, and mosaics for people who have paid for my services.

Because of the **Vinyl Siding** class, I was able to make extra income by putting up vinyl siding and roofing shingles.

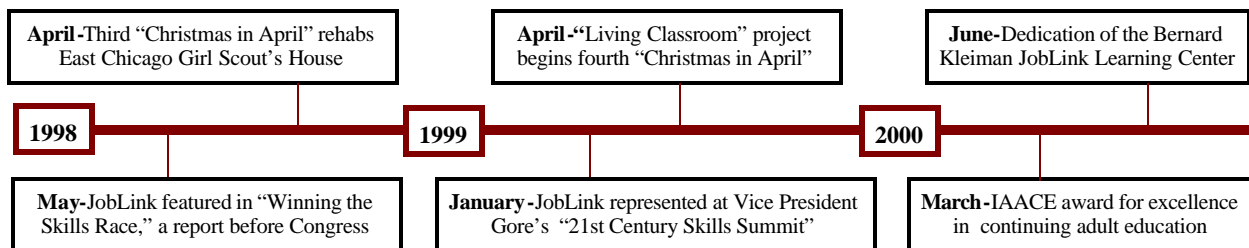


Woodworking skills I have learned through JobLink allowed me to build very nice pieces of furniture, which I probably could not have afforded.

I was a homemaker for several years with little or no marketable skills. However, now I bring more to the table for a career geared to using **Word, Excel, Powerpoint, and Publisher** software in a Windows environment. My typing speed and accuracy have increased through **Mavis Beacon** also. I wouldn't have had the extra funds to take these classes elsewhere.

I'm able to paint T-shirts and wood projects for people to earn extra income.

I have been assembling golf clubs at my home for people and earning outside income.



I work as an electrician and classes have helped in math, allowing me to work with proportions. I can communicate my ideas with the crew better.

I took a test for a new job and got it.

The **Spanish** class helped me while on vacation in Mexico, reading the signs, etc.

I have been able to take on more responsibility in new areas related to my job. I helped in designing new systems related to my trade. These courses are the best thing that has come along to help better a person's quality of life. Knowledge is power to accomplish anything.

Taking classes at JobLink has been very beneficial at my job. I have improved in math, problem solving, reading, critical thinking, listening, communication, and teamwork skills.

I passed the Inland test after going through the **Test Preparation** course at JobLink.

Ballroom Dancing has increased my motor skills and sense of balance, which comes in handy because I'm required to climb towers in my job as a wireman.

I am now able to power wash decks and trucks, and make toys for my grandkids.

Locksmithing challenges a person to solve problems, and to think, listen, and communicate.

I earned certification as a dive instructor. I also serve as a volunteer on the Porter County Search and Rescue Dive Team.



Through **Culinary** classes I have learned to cook new dishes. I now can prepare everything

from French Pastries to Regional Mexican cooking. I enjoy sharing my new skills with friends and family.

JobLink's **Golf Club Making** class has saved me a substantial amount of money. I was able to make a custom set of clubs for myself and my wife and saved over 75% of the cost over retail clubs.

By taking **Access I & II** and **Microsoft Office**, it has helped in making my job easier in organizing my files, keeping track of inventories, and training managers on the computer instead of doing it on paper and writing out reports in long-hand.

I was able to restore a 11x17 family portrait over 40 years old, that was severely damaged. Without **Photo Imaging** class I would of paid well over \$100.

I developed better PC skills that I was able to use on my job. I am hoping to start a new career after my retirement using the **A+ Certification** class.

As a spouse, I feel fortunate to be able to take the classes JobLink offers. My **Access I & II** classes enabled me to develop a database at work. I am able to track their job search process and make sure clients get services they deserve.

I am able to write and distribute a bi-monthly newsletter because of

the **Publisher** class. I have also made invitations for my parent's 50th wedding anniversary on the computer. I have immediately applied everything I have learned to the real world. These classes have saved me at least \$1,000 and have made me more marketable in the workplace.

My **Writing** class at JobLink gave me lots of insight to myself and my family. I've written stories that my kids will always treasure. It was great practice at getting my thoughts into words of paper.

My **Spanish** classes at JobLink were terrific. It was presented in a fun and non-intimidating atmosphere. It helped me to better communicate with my co-workers and with meeting new people. Anyone who wants to brush up on their Spanish or travel, I'd highly recommend Spanish classes at JobLink.

I have taken 3 levels of **Air-brush** through JobLink and I think it has been very informative and interesting. In the future, it will help me in my business of painting ceramics.



With the knowledge that I have obtained I have been able to first work for someone else, then 4 months ago I began my own **HVAC** business.

I would like to encourage others to sign up for one of the classes offered at JobLink. **You maybe surprised where it may take you!**

JobLink 2000

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JobLink Subcommittee:

Diane Lentz, Larry Rodimel, Steve Wagner

Visit JobLink on the Web: www.joblink2000.org

JobLink Honored by IAACE

May 4, 2000

USWA Local 1010 and Ispat Inland were honored by becoming the recipients of the IAACE Business and Industry Partnership Award. The award acknowledged the ten years of success that JobLink has represented. The IAACE, Indiana Association for Adult and Continuing Education, is a state-wide association of individuals and institutions promoting the education and training of adults. Its membership consists of adult education professionals from public school adult education, community education, continuing education programs, business and industry, and health and social welfare agencies.

The award acknowledged the efforts that these partners have made on behalf of Steelworkers. The success of the program is due to the continuous efforts of all parties involved in removing educational barriers and ensuring that life long learning opportunities be advanced.



Reminder!



Look for changes in our course offerings!

Ten years of growth has produced tremendous change at JobLink from three courses offered in 1989 to now over 400 courses. Please, always read the flyers that are posted in departments all over the mill. Also share your thoughts with us for new courses - we're always open to good ideas.

Links is a publication of JobLink

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