

# LINKS

## *Your Link to Lifelong Learning*

Vol.10 No.1 Student Publication of the Bernard Kleiman JobLink Learning Center July, 2005

### My Steel and Roses Adventure

By John Walker

*Editor's note: This class represents the culmination of numerous classes and much teamwork among the participants and the ICD programs that participated in it. To us it symbolizes our spirit – JobLink is a center that promotes learning through innovative projects that stretch our learners and motivate them to do things they never imagined they could.*

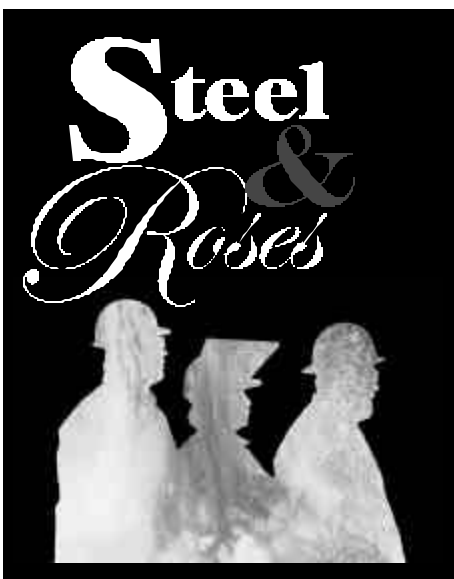
#### Prologue

Like all good tales, this drama has action, a few laughs, some adventure, delays, and even some tragedy. The goal for the Steelworkers on Stage project was to select short stories, plays, and poems created by steelworkers from all the short story and playwriting classes sponsored by the Institute for Career Development (ICD) and mold them into an evening of theatrical entertainment. JobLink played a major role in this production by helping to organize classes and motivating participants. Fueled by a few acting classes, the project was scheduled for April 15<sup>th</sup>, 16<sup>th</sup>, and 17<sup>th</sup>.

#### Act I: Tryout and Rehearsal

ICD has always had a good track re-

cord of attracting topnotch instructors for all its classes and seminars. For this project, eventually titled *Steel and Roses*, ICD tapped into John Szostek, Artistic Director of the Piccolo Theatre, a profes-



sional theatre based in Evanston, Illinois. John, a former steelworker, never forgot his mill experiences and saw the dramatic potential that steelworker stories could provide an audience. It was the

opportunity not only for the steelworkers to relive the mill experience onstage, but it was also the chance to reveal that experience to members of the community with limited exposure to those mills.

John Szostek's first task was to take steelworker material and mold it into a traditional two-act theatrical format. Once accomplished, I had an opportunity to talk with John and make my contribution to this project - designing and supervising construction of the stage set to be used for the production at the Towle Theatre in Hammond. Auditions were held at the USS Career Development Training Center in Gary where a talent pool of currently working or retired steelworkers from the mills along the lake auditioned for parts. Rehearsals took place there in February and March. The production staff and actors were now all off and running towards an April 15<sup>th</sup> finish line.

From the start, John Szostek stressed the importance of teamwork to get the pieces performance-ready by opening night. Theatre is a collaborative art, and everyone's contributions add up. Like any good manager, John defined reality for the group, and then let the individuals

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### Mark your calendars for July 13, 2005!

Believe it or not, JobLink will be celebrating 15 years of providing classes for USWA, Local 1010 members.

**We are inviting you to join us. The Educational Fair runs from 11 am - 5 pm.**

There will be free workshops; vendors to share information about their courses; class sign-ups; a build a computer competition; a catered lunch and 'salsa made by steelworkers' contest; visits to the Living Classroom; live music (by Local 1010 members) & Eric Lambert; a video of *Steel & Roses*; and a film clip of JobLink's history through the years. In addition, the ICD will be there with historian Larry Massie to discuss a new writing project. You do not want to miss this wonderful day of celebration and planning for your future.

For more details visit our website: [www.joblink2000.org](http://www.joblink2000.org)



In cooperation with The School City of Hammond



ISPAT INLAND INC.

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Institute for Career Development



USW Local 1010



## From Diane's Desk

*Diane Lentz  
JobLink Coordinator*

### *Celebrating a Community of Steelworker Learners*

Celebrations offer opportunities to say things that we often do not say on a daily basis. Celebrations help us reflect and then plan to maintain the best of what we do. This fifteen-year anniversary has me wondering. In 1990, who would have thought .....

✧ That steelworkers would go back to school on their own time "without being on the clock" or having their time compensated? ✧ That instructors and university professors would be available twice a day with the same class to overcome the obstacle of going to school and being a swing shift worker? ✧ That steelworkers returning to college would get better grades than their young counterparts? ✧ That in fifteen years over 50,000 classroom seats would be filled by Local 1010 members at JobLink? ✧ That steelworkers would protect themselves against downsizing and retirement financial concerns by starting new businesses, getting computer certifications, and becoming very employable with new computer and technical skills? ✧ That JobLink's numerous community projects/classes would become so successful? ✧ That at JobLink students are strengthening their basic learning skills for new learning situations at work and at home? ✧ That JobLink would provide the foundational skills for steelworkers who will be training on the job? ✧ That JobLink would have the reputation of "the place to go" to make your life better?

*(Continued on page 7)*

## ...Viewpoints...

*Steve Wagner  
Local 1010 Representative*

Fifteen years ago, our USWA International President, Lynn Williams, insisted that we provide our members with skills that could be transferred to other work environments. This was accomplished through the collective bargaining process with all the USWA Represented Steel Companies. From the 1989 round of contract bargaining, the Career Development language was developed to create the Institute for Career Development.

This language was molded to enable steelworker to have more stable and rewarding personal and family lives; long, secure and meaningful retirements; and alternative career choices in the event that we steelworkers are subject to dislocation. Over five thousand 1010 members have demonstrated their desire to learn (for the reasons listed above) by participating in JobLink classes.

Since JobLink's inception, I personally have had the privilege of both participating in classes and serving 1010 as our Union Representative for JobLink. We've had fifteen years of educational opportunities that have changed our lives forever. I hope that the next fifteen years will be



*(Continued on page 7)*

*Wendi Boos  
Management Representative*

Anniversaries provide us with a moment to reflect on the past, congratulate the present, and toast to the future. JobLink's 15-Year Anniversary is quite a milestone for us all. It gives us a chance to think about how far JobLink has come during this time and where will be in the years ahead.

Just imagine what things will be like when we celebrate our next 15-year anniversary in the year 2020? Steelworkers may be learning the latest computer technology complete with touch screens and voice recognition systems, who knows? JobLink will continue to prepare employees for steel jobs in the future that will require an even broader range of technical skills and expertise than we experience today. Steelworkers may even communicate with or travel to our sister steel plants in other parts of the world as we continue to become a global steel presence.

All of this would not be possible without the support of key people dedicated to providing you with a high-quality learning experience. The enthusiasm and passion for learning that Diane Lentz, JobLink Coordinator, dis-



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*Links* is a student publication of the Bernard Kleiman JobLink Learning Center  
**Student Editor: Tom Zmigrocki Assistant Editor: Joe Woessner Staff Editor: Marcia L. Taylor**  
**JobLink Subcommittee: Diane Lentz, Wendi Boos, Steve Wagner**

# Happy Anniversary, JobLink!

As I think back to the 1989 negotiations where the Institute for Career Development/Joblink got its start, I am in awe! This joint educational program was the brain child of then USWA International President, Lynn Williams and his Chief General Counsel, Bernard Kleiman. JobLink was the first ICD program to evolve and actually start up from the new language negotiated in our 1989 Collective Bargaining Agreement. Steve Wagner was assigned from then Local 1010 President, Mike Mezo, to bring this educational opportunity to life. We have had eight management representatives work on this jointly managed program. I must say that due to the commitment of Steve Wagner, Diane Lentz and her staff, this program has been the cornerstone of all the ICD programs in the country. JobLink is not only the first program of its kind, it is the best and continues to lead because of the efforts and Local 1010 members' participation. Members quickly understood that JobLink was theirs, and they continue to utilize this benefit. Over the last fifteen years, JobLink has opened the door for many of us steelworkers to acquire skills that we never thought were possible.

**Tom Hargrove**, Local 1010 President

Happy 15<sup>th</sup> Birthday Joblink and I wish you many, many, more!

What? JobLink is 15 years old? No way! Actually, some people might not know it, but JobLink started its program two years before ICD's Governing Board found its first national executive director. It's only fitting that one of the most-tenured well-respected Career Development sites is dedicated to one of its founding fathers, Bernie Kleiman.

JobLink has been one of the real success stories in Career Development. Its dedication to education and Steelworkers makes it a model for others.

It's a tribute to the local union leadership, including Steve Wagner, who has been a co-chair from the beginning; to all the good company people who've participated in ICD through the years, including Bill Boehler, who's been an Advisory Board member through the years; to Diane and the staff, and all those people who have witnessed a good thing and allowed it to flourish.

**Harmon Lisnow**, ICD Executive Director

My favorite moments at JobLink? First, I loved it when the Local Joint Committee (LJC) decided to name the learning center after Bernie Kleiman, for there are few finer individuals or better learners in our industry. Second, the building of the Habitat for Humanity house – which was underway when I began serving as the ICD program counselor for JobLink in 1996 – was a stand-out contribution. Third, one summer steelworkers and the crew at the Center pitched in on a grant project to build computers for college-bound seniors and even conducted seminars for those fortunate area students. Fourth, JobLink provided a model to other adult education programs when it initiated an intense instructor-training program several years back. The results have been impressive, showing that an LJC can't go wrong in creating professional development for its frontline. Finally, JobLink responded to ICD's call for a sophisticated creative writing curriculum which resulted in *The Heat* and ultimately in so many other memorable bi-products including the recent *Steel and Roses*.

No other CDP site offers as wide an array of classes as JobLink does, and none has been at the work longer. I have been blessed and pleased to participate with the incredibly talented and dedicated JobLink committee and staff whom I will remember long into my retirement.

**Dr. Robert L. Smith**, ICD Sr. Program Specialist

JobLink has been an evolution, from its early beginnings and startup issues to the well-respected adult learning center it is today. It is often used as a benchmark for adult learning in the industry, with credit due to Diane Lentz and her excellent staff from the Hammond School system, all of whom should be very proud of this well-deserved recognition from across the country. Steve Wagner, USWA Local 1010 Vice President has been the union's representative on the Joint Company/Union Committee since Job Link's inception. His guidance and direction have been a critical component of its forward momentum. Wendi Boos, Personnel Services, is the company's current representative, and has notched her own mark on this successful adult learning program. Congratulations to the staff, union, and company representatives who have worked so hard to make JobLink a success during these last fifteen years. **Joe Medellin**, Director of Communications, Diversity and Community Relations

I fondly remember opening up the trailer, the building of the Habitat home, Mike Hoban, Steve Wagner's role in getting things moving, the Woodworking show, the national award's ceremony, the harassment video, support of Mike Mezo and Tom Hargrove, *The Heat*, and most of all, the extraordinary relationship between School City of Hammond Adult Education, IS-PAT, Inland and USWA, Local 1010. **Steve Watson**, Director of Adult and Extended Services, School City of Hammond

# *Fifteen years as*



*Woodworking*



*Community Projects*



*Electrical*



*Construction*

*Certifications*



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Te*



*Ba*

*We began fifteen y  
teaching rea  
We continue  
commitment*

# *and still growing!*



*Small Engine*



*Swingshift  
College*



*IVY Tech*



*Computer  
Technology*

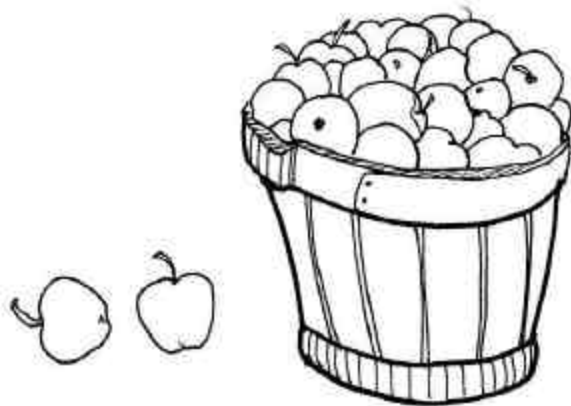


*College Courses*



*Skills*

*ago with two teachers  
and math skills.  
row fulfilling our  
lifelong learning.*



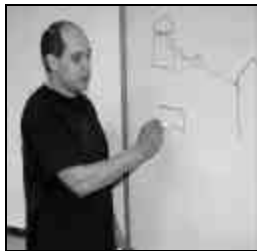
*Retirees go out into the  
community equipped with  
new skills and new job possibilities.*

## Staff News

### Who's Doing What at JobLink?

By Yoti Kale

Tim Spanos is one of most popular instructors here at JobLink. His classes are in constant demand. Why? Well, one reason is that his classes are designed to take into account those who have had a wide range of experience as well as those who have had none allowing all those who take his class to experience success by working at a level that is comfortable for them. This is why the students love him.



This year marks Tim Spanos' tenth year at JobLink. Tim first came to JobLink through South Suburban College in 1995 teaching Residential Electrical Wiring. Some years later, he branched off on his own and expanded the electrical program to over twelve different courses, including Home Security Systems and CCTV Video Surveillance.

Tim's working at JobLink seems to have been fate – he grew up in a steelworker town and his grandfather was a steelworker. At an early age, Tim began learning while helping his father, an electrician. Later he attended one of the nation's oldest trade schools becoming a licensed electrician.

In his ten years at JobLink, Tim has not only taught classes but has worked on just about every community project, from all the Christmas' in April, Habitat for Humanity to the Living Classroom. Diane Lentz calls him a godsend. "He was always right there with his students pitching in whenever he was needed."

Tim says, "I believe the secret to the success of the Electrical Program is our method of training. Students are first taught to understand how, why and what electricity is. Understanding theory makes working with electricity safer and builds confidence. Practically every course in the Electrical Program includes hands on training; we supply enough tools and materials for 25 students to work independently or with a partner. Having enough tools and equipment for each student is essential in order to complete the maximum number of lab projects in every class."

During the next ten years we can expect to see Tim offering current courses and some new nationally accredited courses in a new training facility he is building. We'd like to salute Tim Spanos on an excellent 10 years.

### Words To Remember

*Nothing great was ever achieved  
without enthusiasm.*

Ralph Waldo Emerson

## Computer Pathways



By Marcia Taylor

Does a computer look frightening to you? Or do you see it as a wonderful tool for your home? If you answered "yes" to either of these questions, we've got classes for you at JobLink!

### The VERY Beginner

To lose your computer phobia, computer instructor Jill Hammel recommends the Keyboarding class. She comments, "Anyone unfamiliar with the computer keyboard should take the Keyboarding Class, which is also useful to people with bad typing habits. This class can be taken first or in conjunction with the Understanding Your Computer Class."

In that class, students learn about what features to look for when purchasing a PC, maintenance tips for the hardware, how to wisely purchase and install software as well as computer terminology and an introduction to file saving.

"Next I would suggest the Windows I class," Jill continues. "Also the Internet has become such a large part of the computer field and just life in general, I don't see how anyone can *not* know how to use it."

### The Home User

Jill thinks, "If someone wants to be a good home user, I would suggest all the classes above and the Word class, too."

Teacher Joe Zaragoza suggests knowing something about computer repair. "The 'Build Your Own PC' class is great for learning how to upgrade your home computer. It's a class for people who don't want to spend a lot of money on a new computer. You can possibly realize a 50% savings."

These classes can be a first step towards certification. In fact, some people in Joe's classes have taken A+ Certification just to be able to manage their home computer repairs. A+ is the class to take if you go on to other certification programs.

Other high-interest classes for the home user enable our participants to learn very useful skills: Print Shop, Greeting Cards, Labels & Mail Merge, Letterheads & Envelopes, Photo Workshop, as well as, Everything You Need to Go Online. And that is just to name a few!

### Joblink Reminder



Our center will be closed  
on July 4th  
**Happy Holidays!**

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(Continued from page 1) *Steel & Roses*

develop and grow to their potential. Rehearsal time was limited because many participants worked forty-plus hours a week while involved in this project. John maximized rehearsal time by recruiting Loraine Masterton, a member of the Piccolo Theatre staff, as his assistant. Having two professionals at rehearsal allowed John to work on one play while Loraine concentrated with other actors on line memorization, characterization, and many other basic acting techniques.

About a week and a half into rehearsal, tragedy struck the group. Debra Murrell, an Ispat Inland mechanic involved in the project as author and actor, suddenly and unexpectedly died. The loss was a blow to everyone. Debra's dedication and commitment to the Steelworkers on Stage projects over the years was a driving force behind this current project. Debra had a strong and warm personality that radiated into everything that she did. She was very much missed. The cast and production staff decided to dedicate Saturday evening's performance to her memory.

As the weeks passed everything settled down into a routine. April was quickly approaching.

#### **Act II: Load in, Tech week, and Performance**

The load in means getting the set in place - Sunday, April 10<sup>th</sup>. This was a major project both physically and logistically. The set was fabricated in four feet by eight feet sections and had to be loaded onto trucks, taken over to the theater five miles away, carried up a flight of stairs, and then assembled on the stage. Fortunately excitement in the project had been generating, and teamwork kicked in with enough volunteers to do the job.

Tech week, when actors finally get the opportunity to perform in the theater on their set, is always a time of discovery. After weeks of moving around a space created from tape on the floor and working with a make-shift set, the actors had the opportunity to interact with the actual set and lighting. Here they polished their performances with rehearsal slowly leading to *Opening Night*.

It was exciting watching these new thespians develop and create characters. Individuals initially soft spoken and difficult to hear were now booming out their lines throughout the theater. Apprehension and uncertainty was replaced with confidence and skill. People grew.

Opening night is always exciting. We all knew for some time that Friday and Saturday night's performances were sold out - a fact that added to everyone's nervousness. Many of us were wondering how the audience would react to the performance. The audience is an integral part of the theatre experience. Audience interaction is one of the primary reasons why live theatre is still performed. Another is the nature of a live performance - there are no reruns, catching it on cable, or renting the DVD. There may be other performances of the play, but it will not be the same. Not ever.

We were all relieved when we received positive responses from the audience for our efforts. One audience member came up to John Szostek after the performance and commented that she knew no one in the steel industry, and

had very little exposure to the industry, but felt that after seeing our performance felt she finally understood what life in the steel industry was like. Mission accomplished. And that same response continued to the final performance on Sunday afternoon. And then it was over. The journey that was started three months ago was complete. To quote Shakespeare: *Our revels now are ended. These our actors, as I foretold you, were all spirits and are melted into thin air... We are such stuff as dreams are made on; and our little life is rounded with a sleep.*

It was time to move on. The *Steel and Roses* project was over. But a live theatre experience lingers with you. Take the time this summer to see a live performance of a play, Whether it is a professional company from Chicago, or your daughter performing in the summer musical in the park, it will be a magical experience like the performances of *Steel and Roses*.

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(Continued from page 2) *Diane's Desk*

Maybe we didn't know all this fifteen years ago, but we have a great many people (too numerous to list without missing someone) to thank for their commitment to making this all a reality for Local 1010 members. A special thanks to Tom Hargrove, Steve Wagner (who has been on the JobLink sub-committee since it began), Wendi Boos (our company representative on the JobLink sub-committee), our dedicated teachers and support staff, the Institute for Career Development (especially Robert Smith our JobLink specialist who is always a phone call away), Dr. Steve Watson from School City of Hammond, and all the staff at the various universities who work with us daily to make new opportunities available.

Lastly, I thank all the wonderful Local 1010 members that I have been fortunate enough to serve. It's a pleasure coming to work every day.

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(Continued from page 2) *Steve Wagner*

as educationally challenging. I would like to congratulate Diane Lentz and her staff for the many years of professionalism that we've had with our program. I thank all the 1010 members that have supported JobLink not only by taking classes but by providing continuous input to allow our program to be worker driven. Let's continue to show our interest in learning by signing up for another class...I know I am.

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(Continued from page 2) *Wendi Boos*

plays is an inspiration to us all. Steve Wagner, Local 1010 Union Representative, has provided the vision and guidance to help make our JobLink Learning Center one of the premiere sites in the Institute for Career Development network. And of course, the dedication and professionalism that the JobLink support staff and teachers give you each and every day pushes us all to higher levels of achievement.

What will JobLink be like in year 2020? It's hard to say, but I can only imagine that it will continue to provide learning opportunities to prepare our employees to meet the needs of the future, whatever that may be. Congratulations on JobLink's 15<sup>th</sup> Anniversary!

## Bernard Kleiman *JobLink* Learning Center

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### *JobLink Friends:*

Chris Balzer	[Plt. 4 Maint.]
Tom Christman	[80" Hot Strip]
Jesse Flores	[Plt. 4 Maint.]
Mike Florey	[Field Services.]
Brian Graska	[MMD]
Bob Guevara	[Plt. 1 Galv.]
Julian Gonzalez	[MHS]
Randy Hendrix	[Plant 2 Electrical]
Herman Loyd	[Int Log\Oper Yd]
Mike Nelson	[4BOF]
David Reed	[Utilities]
Gail Richardson	[3 Cold Strip]
Phillip Rodriguez	[5 AC/Utilities]
John Shultz	[Maint.]
Tom Zmigrocki	[Shop Services]

## Faces from the Past

Can you name these past staffers?

You know how long you've been coming to JobLink by naming these former employees:



1990-1994



1990 - 1999



1993 - 1998



1994 - 1998



1993-1999



1998-2003

### ANSWERS:

A. Arlene Cryer  
C. Nate Kleefish  
E. Samantha Penrod  
B. Mary Jo Shea  
D. Kathy Hejmej  
F. Doug Chapman