

UNITED STEELWORKERS



PARTICIPATING COMPANIES

Mon Valley Works
Spring 2016
ICD Training
Schedule

REGISTER TODAY
www.monvalleyicd.com
412-460-0390



Mon Valley Works ICD
One South Linden Street
Duquesne, PA 15110



Summer 2016
Training
& Education
Guide



Mon Valley Works
Institute for Career
Development
Local Joint
Committee
Members are
your local
representatives for
the program.

ICD Coordinator
412-460-0390
Tamara Lefcowitz

USW
Ross McClellan
Champ Saddler

U.S. Steel
412-433-7668 desk
Allison Pletcher

ET Local 1219
412-271-4555
Jim Johnston, CoChair
Kevin Cunningham
Mark Simko

Clairton Local 1557
412-233-5672
Jon Grunsky, CoChair
Will Jones

Irvin Local 2227
412-469-0100
412-469-0183
Scott Sauritch, CoChair
Ken Carter
Jim Krajewski
Dennis Luczak

Local 2227-01
412-469-0100
412-469-0183
Jim Wardzinski, CoChair
Debbie Barkley, E.T.
Lisa Fleckenstein, Irvin
Matt Murrman, Clairton



Mon Valley Works Summer 2016 ICD Training Schedule

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Coordinator
Tamara Lefcowitz
tamara@monvalleyicd.com
412-460-0390

**For information
on classes, check out the
Class Schedule section**

Visit us on the web:
www.monvalleyicd.com

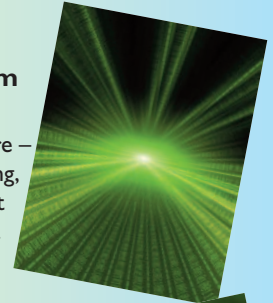
Visit us on Facebook:
[www.facebook.com/
MonValleyICD](http://www.facebook.com/MonValleyICD)

Mon Valley Works ICD,
One South Linden Street,
Duquesne, PA 15110
www.monvalleyicd.com
412-460-0390

Class Highlights

USS AutoCAD/PC Printroom

Learn the basics of computer aided drafting using the AutoCAD software – how to setup & create a new drawing, edit existing drawings, & how to plot drawings with different plot options. (See Page 9 for details)



Understanding & Optimizing Your Investment Choices

It's never too late to think about your future. Learn how to choose the best mutual funds & stocks for Traditional & Roth 401K, IRA/Roth IRA & Standard Brokerage Accounts. (See page 12 for details)



Outdoor Water Features

The thought of a DIY water feature can be daunting, but once you know the basics including timeline, materials, & techniques you can create a beautiful & relaxing outdoor focal point. (See Page 16 for details)



"I was really impressed with the ICD Understanding & Optimizing Your Investment Choices class. I learned different strategies to grow my 401k savings and how the different investment choices work."

Brandon Hamner,
President USW
Local 351
Tuscaloosa, Alabama
(See page 12 for details)

Mon Valley Works ICD



For more information about this National program, please visit the national website at www.icdlearning.org

The Mon Valley Works Institute for Career Development (ICD) is a benefit negotiated by the United Steelworkers collective bargaining agreement exclusively for union employees of U.S. Steel. ICD offers personal development and educational opportunities for learning in a confidential, convenient and comfortable environment. U.S. Steel contributes \$0.15 per hour worked by USW employees to fund the program.

Enrollment Basics:

- New hires are eligible for all classes
- Enrollments are on a first-come first-served basis
- Retirees are eligible for most classes (see *course descriptions*)
- Spouses may attend most classes when space is available (see *course descriptions*)
- Unless noted classes are held at the Mon Valley Works Training HUB

Tuition Assistance:

All USW members employed by U.S. Steel are eligible to receive up to \$1,800.00 annually in tuition assistance, to an accredited institution.

Customized Classes:

Our classes are designed with the unique needs of a Steelworker in mind: making learning comfortable and accessible; offering educational opportunities designed to meet special scheduling needs; convenient class locations with scheduling options; and a non-threatening learning environment.

Another important aspect of the program is learning confidentiality. Only the Steelworker and the Career Development staff know whether the Steelworker is there to brush up on basic skills or complete a college-level course and grades are not part of the program design. Online computer aided instruction; traditional classroom settings; small group sessions; one-on-one tutoring; and hands on learning are learning options available.

Perhaps there is something you have always wanted to learn but may not have ever been able to take such a class. Don't see a course or skill that interests you? If you can find 5 interested people and an instructor is available, a course can be scheduled right away!

Pre-Learner Maintenance Training Program

Per our 2008 Labor agreement and in an effort to facilitate testing to enter the Mechanical or Electrical maintenance training program, U.S. Steel and the United Steelworkers have chosen an online standardized Pre-Learner Maintenance Training Program to provide employees with the opportunity to acquire the necessary skills and knowledge to test at a higher level when entering into the Maintenance Training Program. The Program will be administered through the local ICD Program located at the Mon Valley Training Hub. Contact a coordinator for additional details.

Entrance Requirements

Students must...

- be an active non-maintenance Steelworker
- register with an ICD Coordinator for the Pre-Learner Program by calling **412-460-0390**
- have a valid Email address
- must take the classes on their own time

Students are advised that course completion does not guarantee them a Maintenance Technician position. All additional requirements to become a Learner or Maintenance Technician must still be met.

Retirees and Maintenance Technician's are not eligible for this program

Completion Requirements

- A passing score of (85%)
- Completion of all required classes, labs and tests
- All classes must be taken in the order they are given and all coursework must be completed.
- Certificate of completion from ICD and course transcript and performance will be provided to the Company upon "graduation".

All class work can be completed online at the student's convenience.

Any student who does not have access to a computer should contact the Career Development Center to make arrangements to use the Center computers.

If a student needs training in computer basics, it can be provided through Career Development.



Location:
**Steel Center
 for Career &
 Technical Education**
 565 Lewis Run Road,
 Jefferson Hills, PA 15025



Auto Body Repair

The course will teach how to repair minor dents & structural damage. Also, it will teach the different types of paints, primers, and how to use technology for gluing plastics by using the new epoxy glues. Painting and different clear coats will be covered. (All supplies included except paint and clears.)
 Class size limited to 8.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Wednesday 6/15/16 to 8/03/16	4:30 – 8:30	8	Rich Ballog
Thursday 6/16/16 to 8/04/16	4:30 – 8:30	8	Chuck Hicks

Auto Detailing

This course will teach the proper way to clean a car from the inside out including detailing the engine compartment. Topics will include interior as well as exterior cleaning through demonstration and hands-on experiences. Class size limited to 8.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Wednesday 8/10/16 to 8/31/16	5:00 – 9:00	4	Rich Ballog
Thursday 8/11/16 to 9/01/16	4:30 – 8:30	4	Chuck Hicks



Sign up on-line for
 any of these classes:
www.monvalleyicd.com

Class sizes are limited

Automotive Maintenance – Room 112

This class is for the student who wants to learn basic automobile maintenance. It will include demonstrations on how to change brakes, tires, and oil on an automobile, & how to diagnose engine problems. Instruction will review automotive operations & common repair techniques. Students will become familiar with the basics of preventive maintenance, emergency repairs and the operational systems of the automobile.
 Class size limited to 8.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Thursday 6/16/16 to 7/21/16	5:00 – 9:00	6	Greg Siwik

Automotive Maintenance (Continued) – Room 112

This auto mechanics program will teach students fundamentals of auto mechanics including brake systems, engine repair, diagnostic techniques & electrical/electronic systems. Students will learn how to replace, repair and diagnosis car troubles. Hands on experience will be a part of this program. Students must have already taken an introduction auto mechanics repair course to be eligible for this program. Class size limited to 8.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Thursday 7/28/16 to 8/18/16	5:00 – 9:00	4	Greg Siwik



Location:
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 for Career &
 Technical Education**
 565 Lewis Run Road,
 Jefferson Hills, PA 15025



Location:
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 for Career &
 Technical Education
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 Jefferson Hills, PA 15025



Esthetics Facial Care – Room 209

Learn the basics about facials, skin analysis, make-up, pore cleansing & spa treatments. Hair removal and aroma therapy will also be covered. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 6/27/16	4:30 – 8:30	1	Madeline Sweder

Barbering 101 – Room 207/208

Students will be introduced to basic instruction in the art of cutting hair. This class will cover different angles, scissors, hair clippers, & hygienic materials for a basic haircut or trim. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 6/27/16	4:30 – 8:30	1	Sandee Knight



Sign up on-line for
 any of these classes:
www.monvalleyicd.com

Class sizes are limited

Location:
 Mon Valley
 Works ICD
 One South
 Linden Street,
 Duquesne, PA 15110



Stick/MIG/TIG Welding – Beginner & Intermediate

Students will learn the difference between MIG and TIG welding, with hands-on opportunities to practice the different concepts. TIG, tungsten inert gas welding, is an arc welding process that specializes in fusing pieces of aluminum together. MIG, short for metal inert gas, is a welding process that specializes in covering aluminum & other metals not made of iron. Class limited to 8.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
AM Sessions			
Tuesday & Thursday 6/14/16 to 8/04/16	10:00 – 2:00	16	Dennis Chew
Or			
PM Sessions			
Tuesday & Thursday 6/14/16 to 8/04/16	5:00 – 9:00	16	Josh Scott

Attendance at all 16 sessions is not mandatory – each student can participate as personal or work availability allows.

USS AutoCAD/PC Printroom*

This course is for a beginner who wants to learn the basics of computer aided drafting using the AutoCAD software. We will cover many of the basic input commands. You will learn how to setup & create a new drawing, as well as, edit existing drawings. We will also cover how to plot the drawings with different plot options. We will briefly cover the drawings stored in PC Printroom discussing their types of formats & how to view them. This course will be taught in three (3) 4-hour sessions. Class size limited to 10.



DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 8/9/16 to 8/23/16	4:00 – 8:00	3	Dan Bottorf Senior Designer, Orbital Engineering

***MEMBERS ONLY**

Location:
Steel Center
for Career &
Technical Education

565 Lewis Run Road,
Jefferson Hills, PA 15025



Spices, Rubs, and Sauces – Room 200**

This one-time course is being offered for anyone interested in learning the specifics of spices, sauces, & rubs for use in everyday , or special occasion dishes. Marinades created are sure to be a new family recipe for your family to enjoy. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Wednesday 7/13/16	4:30 – 8:30	1	Sherry Morrow
7/20/16	4:30 – 8:30	1	Sherry Morrow

Barbequing Basics – Room 200**

This class explores in-depth methods of barbequing different foods. The course is suitable for students of all skill levels. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Wednesday 7/27/16	4:30 – 8:30	1	Sherry Morrow
8/03/16	4:30 – 8:30	1	Sherry Morrow



Sign up on-line for
any of these classes:
www.monvalleyicd.com

Class sizes are limited

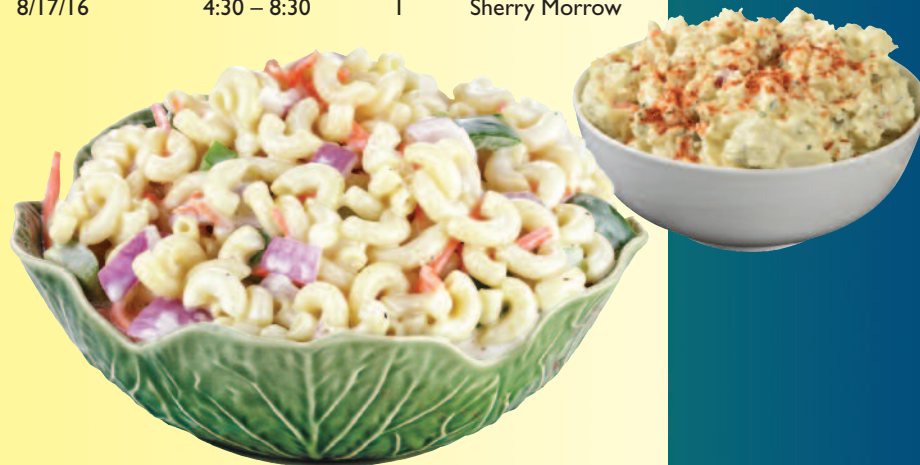
***Culinary Courses will run in a series so participants have the option of taking the courses listed here a la carte.**

****Because of demand, if you were signed up for this course already in 2016, you may not take it again.**

Summer Eats – Room 200

Learn how to make different salads such as potato salad, macaroni salad, broccoli salad, & more to complement your Summer barbeques. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Wednesday 8/10/16	4:30 – 8:30	1	Sherry Morrow
8/17/16	4:30 – 8:30	1	Sherry Morrow



Location:
Steel Center
for Career &
Technical Education
565 Lewis Run Road,
Jefferson Hills, PA 15025

Class A License

CDL License

Did you know that your ICD benefit covers tuition assistance to obtain your Class A license? The ICD has partnered with All State Careers and negotiated a deeply discounted rate exclusively for Steelworkers. You can attend CDL classes for a minimal cost; students must pay \$70 for their Pennsylvania CDL permit test. Those interested must contact the ICD Coordinator and will be referred to our representative at All State Careers.

Contact: Tamara Lefcowitz, ICD Coordinator
412-460-0390, tamara@monvalleyicd.com

Classes will be held on-site at All-State Career School
1200 Lebanon Rd, West Mifflin, PA 15122



Location:

Mon Valley Works ICD

One South Linden Street, Duquesne, PA 15110

No Broker, No Selling. This is an Educational Only Program!

This class has been immensely well received by the USW and consistently ranks among the top classes offered by ICD!

Phil Seki is an Associate Instructor and researcher for Educational Investor Services. His over 10 years of experience includes teaching investment classes for the UAW and the USW at multiple locations. In addition, Mr. Seki has conducted research used for designing new investment strategies that are taught in class. Phil Seki holds a Bachelor of Business Finance from the University of Windsor.

Sign up on-line for any of these classes: www.monvalleyicd.com

Class sizes are limited

Understanding & Optimizing Your Investment Choices

This 18-hour seminar/workshop will explain very low maintenance, successful investment techniques that historically have produced average annualized returns that outperform the market. There are no pre-requisites required to attend the class. Participants will perform in-class exercises where they will learn how to choose the best mutual funds and stocks for their Traditional & Roth 401K, IRA/Roth IRA & Standard Brokerage Accounts.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday & Tuesday 8/15/16 to 8/30/16	8:00 – 11:00*	6	Phil Seki
Monday & Tuesday 8/15/16 to 8/30/16	4:30 – 7:30*	6	Phil Seki

*Student must choose either morning or evening session.

August 15 – Class 1: Introduction – Investment Plans

The difference between Traditional 401K & Roth 401K. What are the advantages of tax deferred investments? How to make tax-free withdrawals after retirement.

August 16 – Class 2: Mutual Funds and Index Funds

Learn about Mutual Funds, their different types & how to analyze Fidelity Funds in your 401k or an IRA. Class also covers market trends & the best time to invest in stocks and bond funds.

August 22 – Class 3: US Steel Stock Method

Learn how to get better returns investing in US Steel Stock based on its cyclical pattern rather than just buy and hold. See below:

20 Yrs. Avg. annual rate of return for X stock is 1.3% (Buy and Hold)

20 Yrs. Avg. annual rate of return for X is 22.8% (Seasonality Strategy)

August 23 – Class 4: Sector Funds

Learn how to choose & invest in the correct market sectors. This method has eclipsed all other mutual funds over the last 20 years.

August 29 – Class 5: Stock Market Lingo and ETF's

Learn how to trade stocks using Market, Limit, & Trailing Stop Orders plus how to Short Stocks. Different types of Exchanged Traded Funds & their investment advantages will also be covered.

August 30 – Class 6: Widely-Held Stock & Portfolio Design

Taking Advantage of undervalued stocks & mutual fund window dressing. Learn to design a portfolio for your investment goals.

***MEMBERS ONLY**

Installing Walkways and Pathways – Room 103

Students will be introduced to the basics of creating walkways & pathways for a residential property. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 7/11/16	4:30 – 7:30	1	Bob Bergamasco

Decorative and Retaining Wall Construction – Room 103

In this course, students can expect to learn fundamental skills & strategies to create a personalized decorative wall for a yard space, or learn the basics of creating a retaining wall. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 8/1/16	4:30 – 7:30	1	Bob Bergamasco

Outdoor Fireplace Construction – Room 103

This class is for the occasional outdoorsman, or just someone who is interested in learning something new. Learn how to create an outdoor fireplace for you & your family to enjoy. Class size is limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 7/25/16	4:30 – 7:30	1	Bob Bergamasco



Location:

Steel Center for Career & Technical Education

565 Lewis Run Road, Jefferson Hills, PA 15025



Location:
Center for Fitness and Health
 WillowPointe Plaza
 800 Plaza Drive
 Belle Vernon, PA 15012



Fitness Trainer Program*

A fitness trainer guides individuals or groups in exercise & related activities, providing both instruction and motivation. This 36-month course offers a well-balanced combination of nutrition and workout techniques that can help you prepare for a variety of nutrition and fitness endeavors.

- Class meets once a week (4 time slots to better fit shift work)
- Topics change every 3 months

Names are currently being taken for this program. Please sign up as soon as possible as both Clairton and Irvin Plants have waiting lists.

Contact: Tamara Lefcowitz, ICD Coordinator
 412-460-0390, tamara@monvalleyicd.com

***Members Only**



Location:
 Steel Center for Career & Technical Education
 565 Lewis Run Road,
 Jefferson Hills, PA 15025

Write a Will, Living Will, and Power of Attorney – Room 216

A will is the most practical first step in estate planning; it makes clear how you want your property to be distributed after you die. Discuss how to write a will, living will & power of attorney. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 7/26/16	5:00 – 9:00	1	Amber Owens, Esq.



Sign up on-line for any of these classes:
www.monvalleyicd.com

Class sizes are limited

BUILD YOUR DREAMS HERE



TechShop is a place to learn new skills and build your dreams. In our shop you will find 3D printers, laser cutters, welding equipment, a full wood shop, and CNC machines. To get involved, USW members can take free classes. Classes range from wood shop safety to blacksmithing and sewing. You can find all upcoming classes at techshop.com or get a copy of the TechShop class catalog from your ICD Coordinator.

USW members can take classes for free by following the steps below:

- 1) Find a class you want to take. See class catalog or website for class times.
- 2) Call TechShop at (412) 345-7182 to register. Must include USW information.
- 3) Attend class. Show US Steel photo ID upon arrival.*

*offer available for active members only

(412) 345-7182 info.pgh@techshop.com
 192 Bakery Square Blvd www.techshop.com
 Open 8am-1am Come in for a FREE TOUR



Location:
**Steel Center
 for Career &
 Technical Education**
 565 Lewis Run Road,
 Jefferson Hills, PA 15025



How to Hang and Finish Drywall – Room 103

This course will give you a basic understanding about hanging and finishing drywall.
 Class size is limited to: 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 7/05/16 & 7/12/16	5:00 – 9:00	2	Bob Bergamasco

Installing Interior and Front Doors – Room 103

Students will get hands-on experience with the proper ways to hang and install a door in their residence. Instruction will be given on the use of measuring tape for proper measurements, angles, & types of doors.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 6/21/16	5:00 – 9:00	1	Bob Bergamasco

Window Installation – Room 103

This one-night course will cover some basic principles of installing windows in a residential space.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 6/14/16	5:00 – 9:00	1	Bob Bergamasco

Outdoor Water Features – Room 103, Outside

This course will cover the basics creating water features outside your home or business. Learn the timeline, materials, and techniques to create a beautiful & relaxing water feature.
 Class size limited to: 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 8/01/16 & 8/08/16	4:30 – 8:30	2	Belinda Adamec

*** These Courses will run in a series so participants have the option of taking the courses listed here a la carte.**

Sign up on-line for any of these classes:
www.monvalleyicd.com

Class sizes are limited

How to Build Stairs – Room 103, Outside

This course will cover some basic principles, along with common terms and current technology. Concepts covered include: proper measuring, materials needed for indoor staircases, outdoor steps, & deck staircases.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 7/11/16	5:00 – 9:00	1	Bob Bergamasco

The Basics of Floor Installation – Room 103, Outside

In this course you will learn the basics of floor installation, including the timeline, materials, & techniques needed to create a beautiful floor in your home.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 8/22/16 & 8/29/16	5:00 – 9:00	2	Bob Bergamasco

How to Build a Deck – Room 103

Adding a deck to a home is a delightful way to enjoy the outdoors. Whether you are entertaining at night or tanning during the day in the sun, adding outdoor living space can create comfort while increasing the value of your home. Learn the basics of building decks in this simple course.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Monday 6/13/16 & 6/20/16	5:00 – 9:00	2	Bob Bergamasco

How to Frame and Roof an Addition – Room 103

Want to add a room but don't know where to start? This course will cover some basic principles along with common terms and current technology in framing & roofing an addition to a residential space.
 Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR
Tuesday 8/02/16 to 8/23/16	5:00 – 9:00	4	Bob Bergamasco

Location:
**Steel Center
 for Career &
 Technical Education**
 565 Lewis Run Road,
 Jefferson Hills, PA 15025



Location:
Mon Valley Works ICD
 One South Linden Street,
 Duquesne, PA 15110

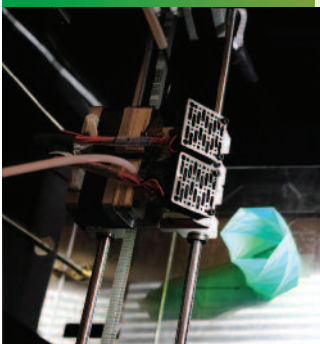


Windows 10 – HUB

Learn about the new features in Windows 10, including the return of the Start Menu with live tiles; Cortana, the virtual assistant; & Microsoft Edge, the newest browser integrated with Windows 10. It also offers better security & performance. Another welcome addition to Windows 10 is a fully integrated version of Virtual Desktops. Class size limited to 20.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR	
Thursday	8/04/16 to 9/01/16	2:30 – 5:30	5	Carol Shoemaker

Location:
Steel Center for Career & Technical Education
 565 Lewis Run Road,
 Jefferson Hills, PA 15025



Basic Computer Skills – Computer Lab A

Using a computer can be intimidating for those who don't use them much. This course is the perfect place to learn computer basics to help you to get comfortable with using a mouse, the different parts of the computer, the difference between operating systems & more! Class size limited to 12.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR	
Tuesday	7/19/16 & 7/26/16	4:30 – 7:30	2	Winter Epps

Computer Skills Improved – Computer Lab A

This course is the perfect place to build on basic computer knowledge & become more familiar with different elements of using a computer! Class size limited to 12.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR	
Tuesday	8/02/16	4:30 – 7:30	1	Robin White

3D Printing – Room 206

This class is a workshop for the use of 3D printers. Different models will be presented to show the possibilities with this innovative new technology. Class size limited to 10.

DAY	TIMES	# OF SESSIONS	INSTRUCTOR	
Monday	8/15/16	4:30 – 7:30	1	Tech Shop

Sign up on-line for any of these classes:
www.monvalleyicd.com

Class sizes are limited

Tino Fulimeni Scholarship

In 2015, ten \$1000 scholarships were awarded to children/grandchildren of Steelworkers. This year, ICD will award at least six Fulimeni Scholarships.

The Tino Fulimeni Scholarship Fund was established to honor the memory of Brother Fulimeni. Tino was a fanatic about ICD. His commitment and contribution are evident in the success of the Career Development Program.

The Fund is administered by ICD in Merrillville, IN.

The following criteria must be met to be eligible for the scholarship drawing:

- Applicant must be a high school graduate enrolled in college and beginning in the fall semester of 2016 or the spring semester of 2017 or a college student returning to school in the fall semester of 2016 or spring semester of 2017.
- Applicant must have maintained, in the past, at least a cumulative 3.0 grade point average & can demonstrate this with a transcript if selected.
- Applicant must be the child/grandchild of a United Steelworkers member who is currently eligible to participate in the Career Development Program.

Application DEADLINE IS SEPTEMBER 30, 2016,
 Winners will be selected November 17

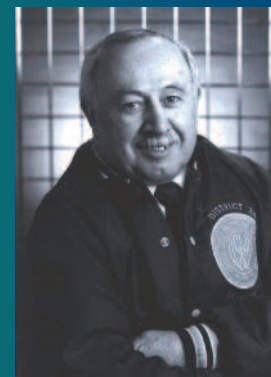
Application submittal

Online:
www.icdlearning.org

Mail:
Tino Fulimeni Scholarship Fund
c/o The Institute for Career Development, Inc.
1000 East 80th Place, Suite 301 South
Merrillville, IN 46410

Fax:
219-736-9216

Additional applications may be obtained from your local ICD program Coordinator, or by calling ICD at (219) 738-9029.



Tino Fulimeni was a lifelong Steelworker who rose to Special Assistant to former USW President George Becker. Tino was a great supporter of the Career Development Program. He believed very strongly in education for Steelworkers and the value of the learning process.

This Institute for Career Development scholarship is a tribute to Tino & all he stood for and fought for. He would be proud that we are giving money in his name to young deserving children or grandchildren of Steelworkers to support their education.