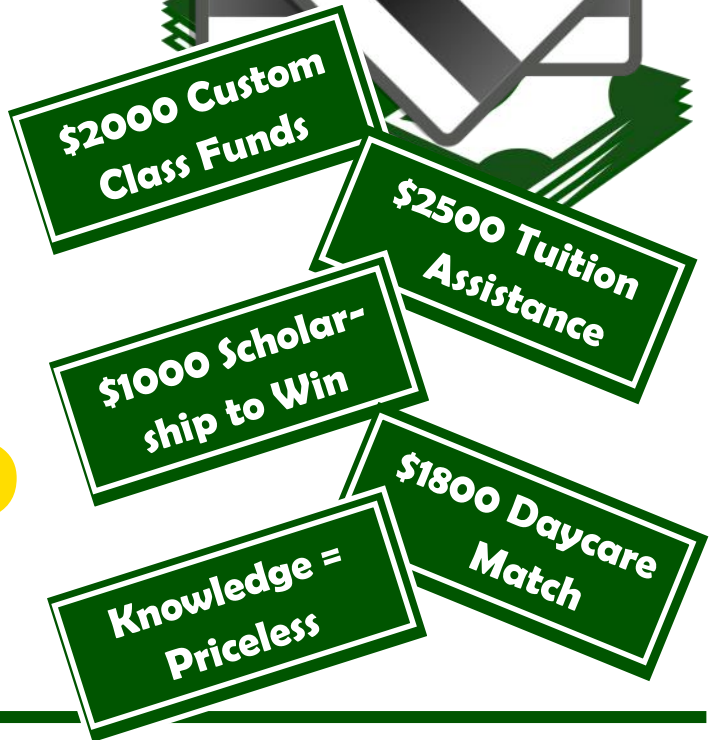


New Carlisle
ICD
Learning
Center

7071 E SR 2, New Carlisle, IN 46552
USW 9231 I/N Tek & I/N Kote ICD Learning Center
219-778-2287
Jennifer.Kuzdas@ArcelorMittal.com

2021 EDUCATION BENEFIT CATALOG

What's
in Your
~~Wallet?~~
Benefit?



Contents



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During the Pandemic, the ICD will try to stay open and offer in-person and online classes to students with different risk tolerances. Students must follow ICD protocols to take classes at the ICD which include not coming to class when sick, wearing a mask properly during the entire time in the ICD building, washing or sanitizing hands and social distancing whenever possible. The Coordinator continues to clean the ICD between classes and offers mouse and computer covers to keep the equipment we all use clean. If we all work together, we can keep the doors to ICD open.

Local Joint Committee

Union President - Todd Kegley
Company - Joshua Pelletier
Union Co-Chair - Rick Podkul
Company Co-Chair - open

Committee:

Julie Neiner Shaun Krenzke
ICD Coordinator - Jen Kuzdas

ICD Learning Center Weather Policy

ICD follows the New Prairie School System Closures
No school means no classes at the ICD Center

<http://www.npusc.k12.in.us/>





Custom Classes

- ⇒ **\$2000** a year, not cumulative
- ⇒ The class must have at least 5 active team members. Will be announced 1 week before class start date if we don't have enough people.
- ⇒ Most classes are at the ICD Learning Center
- ⇒ You may take classes at other local ICD Centers
- ⇒ Includes Live & Online classes
- ⇒ The average is 3-5 classes a year
- ⇒ Available to all actives
- ⇒ Flat rate classes available to retirees and spouses if there is additional seating. Priority goes to active team members first. Spouses and retirees would have to pay any additional fees or material fees out-of-pocket.
- ⇒ Cannot use more than **\$1250** on Personal Development classes in a calendar year
- ⇒ Active team members can start registering **Dec.4.**
- ⇒ You must give 2 full business days notice before the start of class to drop out without being charged
- ⇒ All classes and times are subject to change and all times are given in Eastern/Plant time



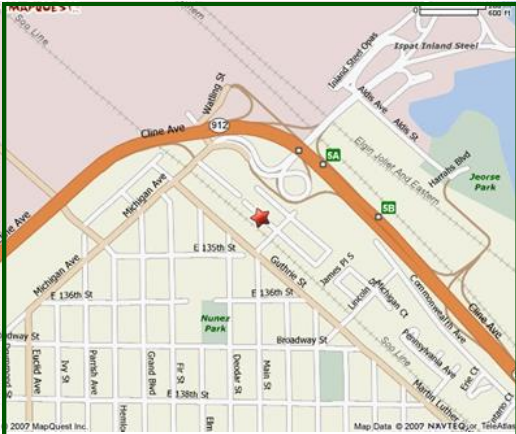
You can register many ways. In each way, you must give you name, phone number, class you want to register for and your payroll number if it's your first time taking a class.

- ⇒ E-mail Jennifer.Kuzdas@ArcelorMittal.com
- ⇒ Text at 219.448.0083
- ⇒ Call the ICD Office at 219.778.2287



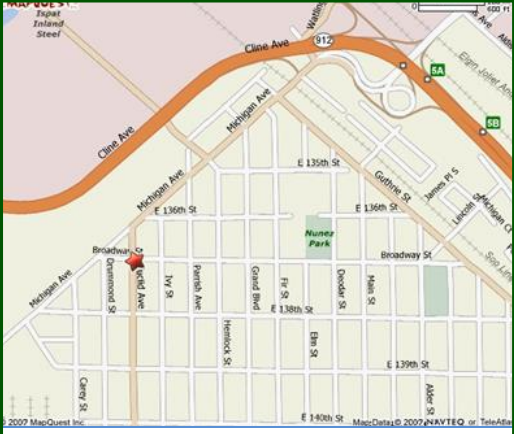
Other Local ICD Centers Where You Can Take Customized Classes:

You must enroll at your local New Carlisle ICD Learning Center for classes at other centers



USW/ArcelorMittal—Bernard Kleinman JobLink,
3210 Watling St., MC-7-200, East Chicago, IN 46312,
219.399.8134 - Marcia Taylor, ICD Site Coordinator,
Marcia.taylor@arcelormittal.com, www.bkjoblink.org

JobLink and Leon Lynch together produce two six-month catalogs a year. Visit one of their websites to view it.

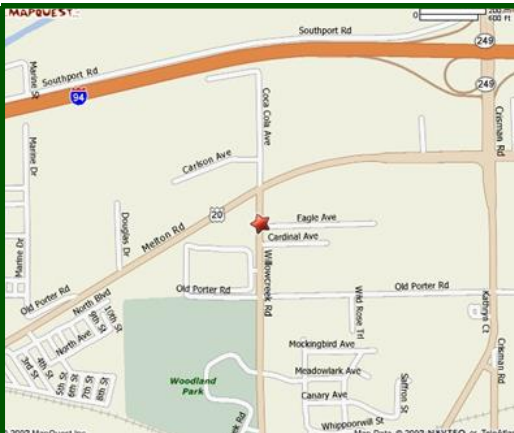


USW/ArcelorMittal - Indiana Harbor West,
1410 Broadway, East Chicago, IN 46312, 219.398.9363
Mariano Flores, Career Development Coordinator,
marianoflores1011@yahoo.com, www.ihlearning.org



USW/U.S. Steel - Garyworks, 1221 East Ridge Road,
Gary, IN 46409, 219.884.7930
Debbie Rodriquez, Career Development Coordinator,
Debbie@usscareer.com, www.usscareer.org

Garyworks & Midwest together produce two six-month catalogs a year. Visit one of their websites to view it.



USW/U.S. Steel - Midwest, 1919 Willowcreek Road,
Portage, IN 46368, 219.762.1010
ussmidwest.com



USW/ArcelorMittal - Burns Harbor, 1275 1/2 McCool Rd,
Burns Harbor, IN 46304, 219.787.3101
Sarah Head, Coordinator, sarahisg@frontier.com,
www.mittalcareer.com

Did you know that as an Active Team Member you can take classes at any of these centers? Go to their website to view their catalog. Then call your local ICD Coordinator to sign-up for classes. It's just that easy!

Live & Online

www.CareerDevelopmentChannel.org

L&O classes are Career Development Classes offered by the JobLink and Leon Lynch Learning Centers which are recorded and available to other sites via streaming technology.

Technology

George Zahariadis



NEW - Google Drive Cloud Storage

Learn how to upload documents & photos to the cloud to free up room on your hard drive, then access from any device. Learn to automatically back up and sync files.

Jan 22 Friday - 1 Day Only!
New Carlisle 10-12:30/4-6:30 pm ET

NEW - Exploring & Using Top Videoconferencing Apps

Learn how 3 of the most popular video conferencing apps work. Class will cover pros and cons of Zoom, Microsoft Teams & Google Meet (formerly Hangouts).

Jan 25 - Feb 22 (- 2/15) Mondays- 4 weeks
New Carlisle 10-12:30/4-6:30 pm ET

NEW - Using Free 3D Landscape & Design Software & Apps

Use free landscape design software & smartphone apps to visualize your finished project before you start. Maximize your outdoor space, learn to use templates & estimate costs.

Mar 1 - Mar 22 Mondays - 4 weeks
New Carlisle 10-12:30/4-6:30 pm ET

NEW - Google Sheets 101-The Beginners Guide

Use this free online spreadsheet app which works from any device and includes the same functions as Excel.

Mar 4 - Mar 25 Thursdays - 4 weeks
New Carlisle Online Only!

Cut the Cable! Build Your Own Digital TV Antenna

Using scrap wire with stock lumber, build a slick homemade antenna and stay tuned. Catch over 30 channels with this antenna you'll build in class while you save on cable bills!

Mar 5 Friday - 1 Day Only!
New Carlisle 10-12/4-6 pm ET

Setup HD Video Recorder & Record with TV Antenna for Free

Learn to setup a DVR converter box and record over the air antenna stations onto a USB stick. You'll be able to record shows, schedule series recordings, skip commercials. *Optional DVR converter box is \$25 out of pocket.*

Mar 19 Mondays - 1 Day Only!
New Carlisle 10-12/4-6 pm ET

NEW - Windows 10 in Depth - Tips & Tricks for the Beginner to the Advanced Windows User

Explore time saving tips & overlooked features. Learn shortcuts & customize. Organize, back-up, access Office 365 Apps and run Microsoft Emulator.

Mar 29 - Apr 26 Mondays - 5 weeks
New Carlisle 10-12:30/4-6:30 pm ET

Amazon Fire Stick with Kodi

Learn to install the KODI app to gain access to thousands of streaming options. You'll learn to set-up and allow third party app installations.

Apr 7 - Apr 21 Wednesdays - 3 weeks
New Carlisle 10-12:30/4-6:30 pm ET

Desktop PC or Laptop Upgrade & Repair

If your Desktop PC or Laptop needs repairs, upgrades or needs tweaked to function efficiently and faster, this class is for you. Everyone brings their device and works hands-on together. \$50 credit applied toward upgrades/repairs.

May 10 - Jun 7 (-5/31) Mondays - 4 weeks
New Carlisle 10-12:30/4-6:30 pm ET

NEW - Microsoft Excel Pivot Tables

Learn to create, revise, & format pivot tables, adding table fields. Change layouts, group items and calculations.

May 13 Thursday - 1 Day Only!
New Carlisle Online Only!

NEW-Expand Internal Storage on Fire TV Stick 4K

Of an 8 GB Fire Stick, only 5 GB is available, making expanding internal storage important. Learn how to expand memory, what software is necessary, what hardware is necessary, what commands are needed and how to store apps.

May 14 - May 21 Fridays - 2 weeks
New Carlisle Online Only!

NEW-Microsoft Excel Charting Workshop

Learn to install the KODI app to gain access to thousands of streaming options. You'll learn to set-up and allow third party app installations.

May 27 Thursday - 1 Day Only!
New Carlisle Online Only!

Photo & Graphics Editing with GIMP

Download and install this free Photoshop alternative to your computer or laptop. Learn photo editing techniques plus logo and text editing. Convert pics to vector graphics.

Jun 1 - Jun 22 Tuesdays - 4 weeks
New Carlisle Online Only!



Technology Cont.

3D Printing 101

Learn the hardware types, create 3D models using free software, turn multiple digital pics into 3D objects and learn the costs associated with this popular tech.

Jun 14 - Jul 5
New Carlisle Mondays - 4 weeks
10-12:30/4-6:30 pm ET

Laser Engraving

Learn to use vector graphics software to create a design. Learn about the equipment while learning to transfer designs to multiple types of surfaces.

Aug 23 - Sept 13 (-9/6)
New Carlisle Mondays - 3 weeks
10-12:30/4-6:30 pm ET

NEW-CNC Wood Cutting and Engraving

Design & create your own CNC wood cut and or engraving projects. Learn the CNC router operation, how to set up correctly, program the router, and get your design off the computer and onto a CNC machine. Take home project!

Sept 2, 3, 16 & 17
New Carlisle Thu/Fri - 2 wks/4 classes
10-12:30/4-6:30 pm ET

Sublimation Printing

Use photo editing software to create designs, learn to use sublimation equipment and how to transfer your design to hard surfaces. Bring your own photos to make mementos.

Oct 4 - Oct 18
New Carlisle Mondays - 3 weeks
10-12:30/4-6:30 pm ET

NEW - Sublimation Printing on Vinyl

In this class you'll apply the benefits of both vinyl cutting and sublimation printing to achieve the best results on marketing and advertising materials.

Oct 25 - Nov 8
New Carlisle Mondays - 3 weeks
10-12:30/4-6:30 pm ET

NEW-Converting Home Movies, Negatives & Slides to Digital Files & Edit Using Free Software

Convert 8 mm, VHS, DVD, negatives, & slides to hard drives, USB drives or SD cards, lasting 50-100 years.

Nov 15 - Dec 6
New Carlisle Mondays - 4 weeks
10-12:30/4-6:30 pm ET

Technology Computer Labs 9-5 pm ET

Bring your technology questions to George. You can use tech equipment at this time if you have taken George's class for the equipment. Open to Retirees and Spouses. 1/15, 1/29, 2/12, 2/26, 3/12, 3/26, 4/9, 4/23, 5/7, 5/21, 6/11, 6/25, 7/9, 8/27, 9/10, 9/24, 10/8, 10/22, 11/5, 11/19, 12/3, 12/17

Finance/Investment

Planning Your Retirement

Stephen Dissette

Learn about retirement income and retirement tax planning, social security maximization strategies, long term care, legacy planning and the pitfalls to avoid throughout the retirement years. Students will receive financial tools to help them better understand risk, taxes, budgeting and estate planning.

March 16
New Carlisle Tuesday- One Day Only!
9-11/4-6 pm ET

Edward Jones Series

New Carlisle

Sarah Brown

10-11 am or 5-6 pm ET

Mar 10 - Spending Strategies - Learn to set personal financial goals. Review balancing savings, spending and borrowing to help achieve your goals. You'll learn strategies for controlling debt and improving credit scores. Learn practical savings options for now through retirement.

Apr 21 - Rules of the Road - Learn the most common investing mistakes and how to avoid them. Learn investing strategies to help reach your long-term goals. What can you do now to prepare for retirement.

May 12 - College- Getting There from Here - Go over questions you should consider as you establish a college savings goal. Learn savings strategies to help you reach your goal. Go over the features and benefits of various education savings plans.

June 9 - Putting Your Retirement Plan to Work - Learn the importance of saving for retirement and how to save through your employer-sponsored plan. You'll learn other tax-advantaged options for building your retirement savings.

Sept 9 - Social Security: Your Questions Answered - Social Security will be the foundation of your retirement income. Before you retire, it's important to understand your options and the impact your decisions have on your retirement.

Oct 13 - Health Care & Your Retirement - The increasing cost of health care is a growing concern for current and future retirees. In fact, 30 years ago, retirees spent almost twice as much on food as on health care; now the amounts are nearly equal. Go over Medicare coverage and traditional medical expenses, long-term medical expenses and strategies for addressing uncovered expenses.



Registration Begins December 4th

Technical

Introduction to Gas Furnaces * Dennis Matney

** You must take Basic Electricity before Introduction to Gas Furnaces.* Learn how a gas furnace operates. Learn the instruments to install and diagnose problems. Develop a procedure to troubleshoot. Both lecture and hands-on.

Feb 5 - Mar 26 Fridays - 8 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Epoxy Countertops I Jim Balina

Learn the proper procedures and techniques to create Epoxy countertops. Each student will create their own small project, using techniques to make it look like marble, granite or stone.

Feb 8 - Mar 8 Mondays - 5 weeks
New Carlisle 9-12/4-7 pm ET

Small Engines Spring /Summer Jim Balina

Identify part components, troubleshooting engines, theory and operation of 2 & 4 cycle engines, spring/summer maintenance, oil and gas used. A large emphasis will be on safety. Students are encouraged to bring their engines from home.

Feb 16 - Mar 9 Tuesdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Basic Home Framing - Wood & Steel C&C

Learn the background in framing that will prepare you to plan & execute your own projects at home. Learn proper techniques for different types of framing that are required in a new construction & renovation of a residential home. Learn hands-on how to layout walls, rough openings for doors, windows, partition walls and wind bracing. Will discuss metal framing too.

Apr 12 - May 3 Mondays - 4 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Build Your Own Game Table Jim Balina

The inlaid game table top will be a chess/checker board made from wood veneer. You'll be expertly guided through the project by observing a demonstration of each step as you build your own table.

Apr 13 - May 11 Tuesdays - 5 weeks
New Carlisle 9-12 or 4-7 pm ET

NEW - Basic Home Wiring & Electrical C&C Ops

Learn to repair & install home wiring & electrical components. You will gain knowledge of proper tool selection & use, troubleshooting electrical problems and installing electrical devices in your home. You'll review national codes, permits and service requirements for installing boxes and running wire. Hands-on activities will include: installing ceiling fans, doorbells with cameras & switches and outlets.

Jun 1 - Jun 22
New Carlisle

Tuesdays - 4 weeks
9-12/4-7 pm ET

NEW - Metal Roofing Jim Balina

A metal roof is a roofing system made from metal pieces or tiles characterized by its high resistance, impermeability, and longevity. Come to class and learn all the pros and cons of metal roofs. We will cover zinc, copper and steel. Hands-on class!

Jul 13 - Aug 3 Tuesdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Epoxy Countertops I & II Jim Balina

Students will learn the proper procedures and techniques to create Epoxy countertops. Each student will create their own small project, using techniques to make it look like marble, granite or stone. Students will put their own creative twist into their project to make it one of a kind. Students that have taken Epoxy I, will build on their skills and creativity and make a large project to take home.

Sep 20 - Oct 18 Mondays - 5 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Basic Home Plumbing Jim Balina

Students will learn the basic anatomy of a plumbing system. Students will learn how to work on the drain system in their home working with plastic and copper pipe. We will cover how to install/repair or replace toilets, faucets and garbage disposals. Have a project at home? Come to class and learn proper procedures to fix it and save money!

Sep 28 - Oct 19 Tuesdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

Small Engines Fall/Winter Jim Balina

Identify part components, troubleshooting engines, theory and operation of 2 & 4 cycle engines, fall/winter maintenance, oil and gas used. A large emphasis will be on safety. Students are encouraged to bring their engines from home.

Oct 25 - Nov 15 Mondays - 4 weeks
New Carlisle 9-12/4-7 pm ET

NEW - Insulation & Drywall Jim Balina

Insulation is a vital component in any home that seeks to be energy-efficient. In class, you will learn the various types that exist and what insulation you use for your needs. We are also covering drywall repair and installation. Students will learn what materials and supplies are needed to measure, cut, tape, mud joints with compound and sand drywall. You will learn a few advanced drywall techniques: how to patch and repair drywall.

Oct 26 - Nov 16 Tuesdays - 4 weeks
New Carlisle 9-12/4-7 pm ET

Language

Rhoda Jenkins

Burns Harbor - Streamed via Zoom

Beginners Sign Language Class 101

This introductory course is designed to develop the basic skills of American Sign Language. It consists of a preparatory phase to attune students to communication in the manual-visual mode, followed by instruction and practice in vocabulary, sentence structure, elementary conversation and literature.

Jan 13 - Feb 17 Wednesdays - 6 weeks
Burns Harbor Zoom Class 10-12/1-3/7-9 pm ET

NEW - Sign Language Intermediate

If you took Sign Language I or already know basic Sign Language, this is an excellent class to expand your knowledge. Continue learning how to communicate fluidly, gain speed of understanding and communicate accurately including body language, facial expression and advanced vocabulary.

Mar 3 - Apr 7 Wednesdays - 6 weeks
Burns Harbor Zoom Class 10-12/1-3/7-9 pm ET

Photography

Joel Alderson

NEW - Photography 101

You'll learn which equipment choices will best meet your needs. Your instructor will have you go over the basics of how to create a great photograph including the composition. He'll go over how cameras work including ISO, shutter speed and f-stop. You'll shoot images in class and constructively critique each others images.

Feb 3 - Mar 17 Wednesdays - 7 weeks
New Carlisle 8-10 am or 4-6 pm ET

NEW - Photography 201

You'll review ISO, F-Stop and Shutter Speed. Learn how to effectively use white balance. Learn when and how to use the flash effectively. Learn composition and portraiture. Spend lots of time shooting images.

Mar 24 - May 12 Wednesdays - 8 weeks
New Carlisle 8-10 am or 4-6 pm ET

Registration Begins December 4th

Business

Scott Williams

Live & Online Class - Taped Classes

How to Start & Run a Small Business

Planning before starting is an important step toward operating a successful business. This introductory course teaches the basics of starting any type of small business. This course will focus on licenses/permits, taxation, deductible expenses, insurance, record keeping, and legal structures.

Feb 3 - Mar 10 Wednesdays - 6 weeks
Joblink's Live & Online 9-11 / 5-7 / 7-9 pm ET

Business Planning II: Fine Turning Your Business

Plan This course allows the participant the opportunity to complete an initial draft of a business plan. The initial draft will include an operational plan, a management plan, a marketing plan, as well as, a financial plan. The financial plan will include a comprehensive sales forecast, a profit and loss projection and a cash flow projection.

Jan 7 - Feb 25 Thursdays - 8 weeks
Joblink's Live & Online 9-11 / 5-7 / 7-9 pm ET

Business Planning III: Finalization of a Business

Plan This course allows the participant the opportunity to complete a final draft of a business plan. The initial draft will include an operational plan, a management plan, a marketing plan, as well as, a financial plan. The financial plan will include a comprehensive sales forecast, a profit and loss projection and a cash flow projection.

Mar 4 - Apr 22 Thursdays - 8 weeks
Joblink's Live & Online 9-11/5-7/ 7-9 pm ET

Music

Eric Lambert

Live & Online Class - Taped Classes

Guitar For Everyone

It's never too late to learn to play the guitar. An award winning instructor will have you playing in no time. This class welcomes students with no experience, students who have played before but haven't played in years, and even students who play regularly and want to get better

Prerequisites: Own a guitar

Jan 11 - Mar 29 Mondays - 12 weeks
Joblink's Live & Online 12-1/3-4/4:15 - 5:15 pm ET

Cooking

Jerramiah Chabitch

NEW - Seriously Smoked

Learn the skills you need to cook like a pro! Lots of recipes like smoked brisket and ribs, smoked salmon dip, chipotle mayo, root beer BBQ sauce, smoked artichokes and tomatoes and smoked cheesecake for dessert

May 10 - 24 Mondays - 3 weeks
New Carlisle 9-12/4-7 pm ET

Glass Work

Beth Harrigan

NEW-Learn Stained Glass Cutting Skills

Perfect class to take to learn stained glass or if you already have some skills but need a refresher. Each student will receive a book and a 3-piece cutting tool set. You'll learn to score glass in a straight line, arc and curves. And even to cut in a circle.

Apr 28 Wed. - 1 Day Only!
New Carlisle 9-12/4-7 pm ET

NEW-Wood & Glass Garden Art

Students will create a 4 foot tall garden art sculpture out of wood (it will be cut and stained for the students prior to class). Students will choose glass color and design the glass insert, solder together to install in the precut opening in the wood sculpture.

May 5 - May 19 Wednesdays - 3 weeks
New Carlisle 9-12/4-7 pm ET

NEW-Stained Glass Spinner Sun Catcher

You'll use the Tiffany copper foil stained glass method. Choose your pattern or create your own. Draw the pattern on the glass, cut it, grind the edges, copper foiled and solder. Finish up with embellishments and hanging hardware.

May 26 - June 2 Wednesdays - 2 weeks
New Carlisle 9-12/4-7 pm ET



Yoga

David Podesta

Live & Online Class - Streamed via Zoom

NEW - Yoga Basics

Breathe, unwind, lessen back and joint pain, lengthen and strengthen sore muscles. This class is easy and user friendly for beginners with plenty of modifications offered.

Jan 6- Apr 7 Wed. - 14 weeks
Joblink Live Streamed Class 11-11:45/5:30-6:15 pm ET

Gentle Seated Yoga

Get the benefits of standard yoga without the need to get up and down off the floor. Great for beginners with knee, back or mobility issues. Stay home while you stay fit.

Jan 8- Apr 9 (-4/2) Fridays - 13 weeks
Joblink Live Streamed Class 11-11:45/5:30-6:15 pm ET

Soap Making

Brian Dunning

Beginner Basic Soap Making Class

In this class, students will have the opportunity to go through soap making basics. They will work with molds and cutters to create their own unique soaps to take home and use or give as gifts. What a great side business!

TBD 3 weeks
New Carlisle 9-11/4-6 pm ET

NEW-Bath Bomb & Laundry Detergent Making

Students will learn to make bath bombs, keeping the molds afterward to make their own at home! They will also learn how to save money and know exactly what is in their detergent by making a gallon of their own!

TBD 1 Day Only!
New Carlisle 9-11/4-6 pm ET

NEW-Intermediate Soap Making Class

Prerequisite: Beginner Basic Soap Making Class - *must bring back the molds from this first class for this one.*

Students will work on new techniques in this next level soap class. They will learn the pull through soap "kaleidosoap" and raindrop patterns.

TBD 2 weeks
New Carlisle 9-11/4-6 pm ET

Registration Begins December 4th

Retirees/Spouses

Retirees and Spouses may register for the following classes **ONE WEEK** before the start date of the class. They are required to pay the material fees for class out-of-pocket. **Active Team Members have first preference.**

Technology Open Labs	page 5	\$0
Planning Your Retirement	page 6	\$0
Spending Strategies	page 6	\$0
Rules of the Road	page 6	\$0
College - Getting There from Here	page 6	\$0
Putting Your Retirement Plan to Work	page 6	\$0
Social Security	page 6	\$0
Health Care & Your Retirement	page 6	\$0
Introduction to Gas Furnaces	page 7	\$50
Beginner Basic Soap Making	page 9	\$75
Bath Bomb & Laundry Detergent	page 9	\$20
Intermediate Soap Making	page 9	\$75

FREE Classes

Actives, Retirees, and Spouses can take these **FREE Classes.**

Technology Open Labs	page 5	\$0
Planning Your Retirement	page 6	\$0
Spending Strategies	page 6	\$0
Rules of the Road	page 6	\$0
College - Getting There from Here	page 6	\$0
Putting Your Retirement Plan to Work	page 6	\$0
Social Security	page 6	\$0
Health Care & Your Retirement	page 6	\$0



One Day Classes!

Short on Time? We have options for one day only classes!

Google Drive Cloud Storage	page 5
Cut the Cable! BYO Digital TV Antenna	page 5
Setup HD Video Recorder & Record w TV Antenna	page 5
Microsoft Pivot Tables	page 5
Microsoft Excel Charting Workshop	page 5
Planning Your Retirement	page 6
Spending Strategies	page 6
Rules of the Road	page 6
College - Getting There from Here	page 6
Putting Your Retirement Plan to Work	page 6
Social Security	page 6
Health Care & Your Retirement	page 6
Learn Stained Glass Cutting Skills	page 9
Bath Bomb & Laundry Detergent Making	page 9

Online/Streamed

Google Sheets 101 - The Beginners Guide	page 5
Microsoft Pivot Tables	page 5
Expand Internal Storage on Fire TV Stick	page 5
Microsoft Excel Charting Workshop	page 5
Photo & Graphic Editing with GIMP	page 5
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Beginners Sign Language Class 101	page 8
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How to Start & Run a Small Business	page 8
Business Planning II	page 8
Business Planning III	page 8
Guitar For Everyone	page 8
Yoga Basics	page 9
Gentle Seated Yoga	page 9

Tuition Assistance

- ⇒ **\$2500** a year, not cumulative
- ⇒ Accredited College or pre-approved School
- ⇒ Degree or non-degree seeking
- ⇒ Actives only
- ⇒ Must submit passing grades before each new application
- ⇒ Up to **\$500** for online subscriptions, 1 per year
- ⇒ Can apply for Issuance 14 to combine Custom Class funds and Tuition Assistance funds for a combined **\$4500** to use per calendar year.



To register for Tuition Assistance, you must submit an application to ICD before starting classes.

- ⇒ E-mail Jennifer.Kuzdas@ArcelorMittal.com
- ⇒ Text at 219.448.0083
- ⇒ Call the ICD Office at 219.778.2287



Tuition Assistance Program

We have so many local choices of schools to attend. We have a voucher system set up with many of these programs so you don't have to pay any tuition out-of-pocket. To take classes, you must fill out the Tuition Assistance Application.

Indiana University South Bend

- www.iusb.edu - 574-520-4839 - 1700 Mishawaka Ave, South Bend, IN 46615
- Over 100 degree options
- Local and convenient
- Voucher program in place so you don't pay for tuition out-of-pocket



Purdue Polytechnic South Bend

- www.polytechnic.purdue.edu/south-bend - 574-520-4180 - 1733 Northside Blvd, South Bend 46634
- Electrical, mechanical, organizational, robotics & more
- Local and convenient



Ivy Tech

- www.ivytech.edu - South Bend, La Porte, Michigan City, Valpo
- Welding, MTM, MTE, Mechanical, IT, Electrical, Advanced Manufacturing, and more
- Local and convenient
- Voucher program in place so you don't pay for tuition out-of-pocket



Indiana Wesleyan University

- www.iindwes.edu - 4201 S Washington St, Marion, IN 46953 - 866-468-6498
- Business, Computer Science, Communication, & more
- 80 undergraduate degrees, 38 graduate degrees and 5 doctorates



Educational Partners

The National office has set up many pre-approved educational providers. Go to www.icdlearning.org then click on **Resources** then **Educational-Partners** to learn who is approved. They also have a list of approved subscription based programs. Go to the same website then click **Educational Development** then click on **Subscription-Based Online Learning Partners**. Below are a couple we work with. The next 4 pages list more details on Inspection Certification Associates, PDH Academy, Penn Foster, Rosetta Stone and Tooling U.

Linkedin Learning - www.linkedin.com/learning/



With LinkedIn Learning you have access to over 5,000 video tutorials, 24/7 on your computer, phone or tablet. Videos cover a wide range of topics from business to software training and everywhere in-between. Basic plans start at **\$19.99 a month**. You must pay out-of-pocket and get reimbursed after approved by ICD.

Categories Include: 3D & Animation, Audio & Music, Business, CAD, Design, Developer, Education & ELearning, Marketing, Photography, Video and Web

Some Classes Include: Mastering Word, Six Sigma, Ethical Hacking, Digital Marketing, Web Design, Digital Illustration, Graphic Design, IT Security Specialist, Project Coordinator, Python, Programming with Java, Publish an EBook, etc.

The Great Courses Plus - www.thegreatcoursesplus.com



We offer the Great Courses Plus as a subscription based video on demand service. Videos are available 24/7 using App Store, Google Play, Roku, Apple TV, Chrome Cast, Amazon Fire TV, and Amazon Echo. Classes are taught by Ivy League Professionals or experts in their fields. You must pay out-of-pocket and get reimbursed after ICD approval.

Program Includes: History, Science, Travel, Professional, Health, Food & Wine, Hobby & Leisure, Economics, Music, Literature, Philosophy & Religion and Mathematics.

Key Features:

- ◇ Award-winning professors from Ivy League and other top schools
- ◇ Experts from National Geographic, the Smithsonian, The Culinary Institute of America, the Mayo Clinic and more.
- ◇ Thousands of topics with no homework, no tests and no pressure

Inspection Certification Associates - www.icaschool.com

Your Local Joint Committee has approved a new training program for Home Inspection called **Inspection Certification Associates**. Both Indiana and Michigan residents will have to apply for the 50 hours of online training. If you live in Indiana, once you COMPLETE the first part of the training, you'll need to attend 12 hours of in-class training in Indy (two 6-hour classes). The actual Home Inspection test for Indiana is done by a third party not ICA. That is up to you to schedule.

Inspection Certification Associates Offers:

- Residential and Commercial Certification
- **For Indiana - 50 hours of online training and 12 hours of onsite training (2 days) in Indy**
- 24/7 access on computer, laptop, tablet, iPhone or Android
- **Gold level ASHI (American Society of Home Inspectors) Affiliate**
- Radon & Mold Certification Courses Included along with All Bonus Courses
- **Free Report System (\$400 value) Report Form Pro NITRO**
- Free Lifetime listing on www.hireaninspector.com for all graduates
- **Includes Inspecting Roof Systems and Drones Module (limited time offer)**
- Unlimited support from our support staff
- **Unlimited access to all of the course lesson forever (mobile device compatible)**
- Unlimited access to our online reference library (mobile device compatible)
- **Downloadable MP4 Video Modules - So you can view the course without an internet connection**
- 700+ Practice Questions for the National Home Inspectors Exam/State Exam
- **Free online refresher training including access to course updates and annual course releases**
- The training also includes lessons dedicated to marketing and starting your own home inspection business.



PDH Academy - www.pdhrealestate.com

ICD is offering this 90 hour online Real Estate class to our students which is available 24/7 with lifetime access. It will help you lay a solid foundation to start your real estate career or as a part time job to supplement your income. The first step in order to receive your real estate license is to pass an approved course. The state of Indiana has approved this class. This course would use your Tuition Assistance funds. They are offering us their Gold Plan at \$368. You will need to pay out of pocket and get reimbursed. A receipt must be submitted for reimbursement with your tuition assistance application. E-mail it all to Jen.

PDH Academy Offers:

- State approved online real estate course
- Exam prep course - includes over 800 practice questions
- Instructor support - call us at any time to discuss your course
- Real Estate e-Books - principles of real estate and real estate math handbook are included in the course
- Lifetime access to course - most providers limit your time to complete your course. PDH does not!
- Bonus Courses - we also include mold and radon for real estate agents and introduction to home inspection.



PROGRAMS OFFERED

ICD offers nine online programs designed to help USW members build the skills they need to take their career to the next level, at their own pace and on their own time.



Allied Health

This program helps participants develop an understanding of fitness and nutrition and prepares them for a career as a medical assistant, pharmacy technician, or sports nutritionist.



Business

Participants in the business program have access to courses on Microsoft® Office, public relations, and accounting, with an option to earn an AS business degree.



Early Childhood Education

This program enables participants to earn a career diploma, associate degree, or undergraduate certificate in child care.



Foundational Skills

Courses in this program improve consumer math and written communication skills.



Hospitality & Retail

In this program, participants can earn a certificate, career diploma, or associate degree in fashion merchandising, gourmet cooking, hotel management, and more!



Security & Legal

This program teaches participants about the criminal justice system and offers the opportunity to earn an associate degree, career diploma, or college credit.



Skilled Trades

Participants can develop an understanding of HVACR, auto repair, construction, carpentry, and more in the skilled trades program.



Soft Skills

These courses help participants stand out in the workforce and teach communication, productivity, decision-making, and teamwork skills.



Veterinary

This program enables participants to earn a certificate, career diploma, or associate degree in pet grooming, veterinary assistant, or veterinary technician occupations.

Offered entirely online, these self-paced programs are accessible through Penn Foster's mobile-friendly platform, giving participants the flexibility to learn when and where they want. Supportive academic, motivational, and professional coaching is also available to members to help them boost their careers and skillsets.

LEARN MORE:

 pennfoster.edu/partners/icd

15% off tuition

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PARTICIPATING COMPANIES
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Business

Rosetta Stone® Catalyst® Language Learning Solution

Where's the perfect place to learn a language?

Anywhere. Rosetta Stone language learning fits your employees' busy lifestyles and enables them to build confidence wherever their day takes them.

Learners open the door to an award-winning blend of e-learning and Live Tutoring powered by a carefully crafted mix of artificial intelligence (AI) and human intelligence (HI), refined by three decades of experience.

Our proprietary TruAccent® speech engine fine-tunes what learners say and how they say it. Synched online and offline modes enable learners to pick up where they left off and continue their progress, even without an internet connection. And for administrators, detailed reporting provides insight on learner progress and where to add additional support.

With Catalyst, employees learn to speak their new language and conduct business with confidence. **Anytime.**

LANGUAGES AVAILABLE

BEGINNER (A1-A2)

Arabic
Chinese (Mandarin)
Dutch
English (American)
English (British)
Filipino (Tagalog)
French
German
Greek
Hebrew
Hindi
Irish
Italian
Japanese
Korean
Persian (Farsi)
Polish

Portuguese (Brazil)
Russian
Spanish (Latin America)
Spanish (Spain)
Swedish
Turkish
Vietnamese

INDEPENDENT-PROFICIENT (B1-C1)

English (American)
English (British)
French
German
Italian
Spanish (Latin America)
Spanish (Spain)

What's new in the latest release

Seamless experience enables learners to learn on the go, even without an internet connection.

Expert-graded writing and speaking activities personalize learner feedback from native speakers.

Unlimited Live Tutoring from native speakers builds speaking confidence.

Goal setting and ongoing assessments lead to challenging and engaging language learning.

Seek & Speak technology personalizes learning through powerful AI and photos of real-life objects.

Mobile onboarding saves administrators time and makes registration easy.

The Rosetta Stone difference

Millions of learners worldwide rely on Rosetta Stone, including over 12,000 corporations, 9,000 public and nonprofit organizations, and 22,000 educational institutions.

- Unparalleled learner experience
- 24 languages available
- Over 7,000 hours of Common European Framework of Reference (CEFR)-aligned business and cultural content
- More than 10,000 Live Tutoring sessions per month, 24 hours a day, 7 days a week

\$499/year

RosettaStone.com/Business | (800) 811-2755

// NEW! FOR ICD PARTICIPANTS



TOOLING U | sme

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- Additive Manufacturing/3D Printing
- CNC Programming
- CNC Operations
- Hydraulics
- PLCs
- Welding
- Communication
- Leadership
- Project Management

CLASSES ARE FULLY ALIGNED TO INDUSTRY STANDARDS & INDUSTRY-BACKED CERTIFICATIONS:

- Additive Manufacturing Fundamentals Certification
- Certified Manufacturing Technologist (CMfgT)
- Electrical/Electronics Technology (EET) Certificate
- American Welding Society (AWS) SENSE Level 1 standard
- MSSC certifications
- NIMS certifications

CAREER-BUILDING BENEFITS

Classes are developed by industry specialists and grounded in real-world knowledge, so you know you're gaining critical skills that can help you start a new career or advance in your career.

FLEXIBLE & CONVENIENT

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For More Information: toolingu.com/ICD

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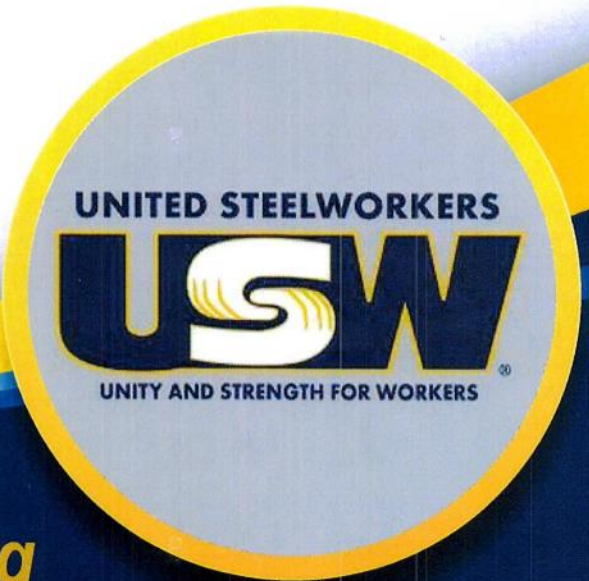
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Tino Fulimeni Scholarship Fund

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, Indiana.

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 2021 or the spring semester of 2022 or a college student returning to school in the fall semester of 2021 or spring semester of 2022.
- Applicant must have maintained, in the past, at least a cumulative 3.0 grade point average and 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.

Daycare Reimbursement Benefit

- Open Enrollment is usually mid October to early November. Each year you will get an email from HR with the Open Enrollment information.
- The Dependent Care Match covers child care costs, not elderly care costs up to \$1800 annually Jan. 1 - Dec. 31.
- This \$1800 comes out of your Tuition Assistance funds of \$2500 that are available for you Jan. 1 - Dec. 31. If you elect a match of \$1800, you still have \$700 to spend on tuition assistance in 2021. This amount covers many of our subscription-based programs like Rosetta Stone, Tooling U, McColly, PHD Academy, etc.
- This program does NOT affect the \$2000 you can use on Custom Classes here at the ICD. That is a separate part of your education benefit. So, if you elect the \$1800 match & enroll in Rosetta Stone for \$499 with your tuition assistance funds, you still have \$2000 to use on classes at the ICD.
- If you have questions about how it affects your education benefit, contact me. If you have questions on how the Dependent Care is managed, please contact Dorothy Cahill. We want you to make the most of your benefit.



Days	Monday	Tuesday	Wednesday	Thursday	Friday
1/4-1/8			Yoga Basics	Business Planning II	Seated Yoga
1/11-1/15	Guitar Class		Sign Language I, Yoga Basics	Business Planning II	Open Computer Lab, Seated Yoga
1/18-1/22	MLK Day Guitar Class		Sign Language I, Yoga Basics	Business Planning II	Google Drive Storage, Seated Yoga
1/25-1/29	Top Video Conferencing, Guitar Class		Sign Language I, Yoga Basics	Business Planning II	Open Computer Lab, Seated Yoga
2/1-2/5	Top Video Conferencing, Guitar Class		Photography 101, Sign Language I, Start Business, Yoga Basics	Business Planning II	Intro to Gas Furnaces, Seated Yoga
2/8-2/12	Epoxy Countertops 1, Top Video Conferencing, Guitar		Photography 101, Sign Language I, Start Business, Yoga Basics	Business Planning II	Intro to Gas Furnaces, Open Com- puter Lab, Seated Yoga
2/15-2/19	Epoxy Countertops 1, Guitar Class	Small Engine Repair	Photography 101, Sign Language I, Start Business, Yoga Basics	Business Planning II	Intro to Gas Furnaces, Seated Yoga
2/22-2/26	Epoxy Countertops 1, Top Video Conferencing, Guitar	Small Engine Repair	Photography 101, Start Business, Yoga Basics	Business Planning II	Intro to Gas Furnaces, Open Com- puter Lab, Seated Yoga
3/1-3/5	3D Design Software, Epoxy Countertops 1, Guitar	Small Engine Repair	Photography 101, Sign Language 2, Start Business, Yoga Basics	Google Sheets 101, Busi- ness Planning III	Intro to Gas Furnaces, Cut Cable, Digital TV Antenna, Seated Yoga
3/8-3/12	3D Design Software, Epoxy Countertops 1, Guitar Class	Small Engine Repair	Photography 101, Spending Strate- gies, Sign Language 2, Start Busi- ness, Yoga Basics	Google Sheets 101, Busi- ness Planning III	Intro to Gas Furnaces, Open Com- puter Lab, Seated Yoga
3/15-3/19	3D Design Software, Guitar Class	Planning Your Retirement	Photography 101, Sign Language 2, Yoga Basics	Google Sheets 101, Busi- ness Planning III	Intro to Gas Furnaces, Setup HD Video Recorder, Seated Yoga
3/22-3/26	3D Design Software, Guitar Class		Photography 201, Sign Language 2, Yoga Basics	Google Sheets 101, Busi- ness Planning III	Intro to Gas Furnaces, Open Com- puter Lab, Seated Yoga
3/29-4/2	Windows 10 In Depth, Guitar Class		Photography 201, Sign Language 2, Yoga Basics	Business Planning III	Good Friday
4/5-4/9	Windows 10 In Depth		Photography 201, Amazon Fire Sticks, Sign Language 2, Yoga Basics	Business Planning III	Open Computer Lab, Seated Yoga
4/12-4/16	Basic Home Framing, Windows 10 In Depth	BYO Game Table	Photography 201, Amazon Fire Sticks	Business Planning III	
4/19-4/23	Basic Home Framing, Windows 10 In Depth	BYO Game Table	Photography 201, Amazon Fire Sticks, Rules of the Road	Business Planning III	Open Computer Lab
4/26-4/30	Basic Home Framing, Windows 10 In Depth	BYO Game Table	Learn Stained Glass Cutting Skills, Photography 201		
5/3-5/7	Basic Home Framing	BYO Game Table	Wood and Glass Garden Art, Photography 201		Open Computer Lab
5/10-5/14	Seriously Smoked, Desktop PC or Laptop Upgrade	BYO Game Table	Wood and Glass Garden Art, Photography 201, College - Getting There from Here	Microsoft Excel Pivot Tables	Expand Internal Storage on Fire TV Stick 4K
5/17-5/21	Seriously Smoked, Desktop PC or Laptop Upgrade		Wood and Glass Garden Art		Expand Internal Storage on Fire TV Stick 4K, Open Computer Lab
5/24-5/28	Seriously Smoked, Desktop PC or Laptop Upgrade		Stained Glass Spinner Sun Catcher	Microsoft Excel Charting Workshop	
5/31-6/4	Memorial Day	Basic Home Wiring & Electrical, Photo & Graphic Editing	Stained Glass Spinner Sun Catcher		
6/7-6/11	Desktop PC or Laptop Upgrade	Basic Home Wiring & Electrical, Photo & Graphic Editing	Put Your Retirement Plan to Work		Open Computer Lab
6/14-6/18	3D Printing	Basic Home Wiring & Electrical, Photo & Graphic Editing			
6/21-6/25	3D Printing	Basic Home Wiring & Electrical, Photo & Graphic Editing			Open Computer Lab
6/28-7/2	3D Printing		Page 20		

Days	Monday	Tuesday	Wednesday	Thursday	Friday
7/5-7/9	3D Printing				Open Computer Lab
7/12-7/16		Metal Roofing			
7/19-7/23		Metal Roofing			
7/26-7/30		Metal Roofing			
8/2-8/6		Metal Roofing			
8/9-8/13					
8/16-8/20					
8/23-8/27	Laser Engraving				Open Computer Lab
8/30-9/3	Laser Engraving			CNC Wood Cutting & Engraving	CNC Wood Cutting & Engraving
9/6-9/10	Labor Day		Social Security - Your Questions Answered	Epoxy Countertops II	Open Computer Lab
9/13-9/17	Laser Engraving			CNC Wood Cutting & Engraving	CNC Wood Cutting & Engraving
9/20-9/24	Epoxy Countertop II				Open Computer Lab
9/27-10/1	Epoxy Countertop II	Basic Home Plumbing			
10/4-10/8	Epoxy Countertop II, Sublimation Printing	Basic Home Plumbing			Open Computer Lab
10/11-10/15	Epoxy Countertop II, Sublimation Printing	Basic Home Plumbing	Health Care & Your Retirement		
10/18-10/22	Epoxy Countertop II, Sublimation Printing	Basic Home Plumbing			Open Computer Lab
10/25-10/29	Sublimation Printing on Vinyl, Small Engine Repair	Insulation & Drywall			
11/1-11/5	Sublimation Printing on Vinyl, Small Engine Repair	Insulation & Drywall			Open Computer Lab
11/8-11/12	Sublimation Printing on Vinyl, Small Engine Repair	Insulation & Drywall			
11/15-11/19	Small Engine Repair, Convert Movies/Slides/Negatives	Insulation & Drywall			Open Computer Lab
11/22-11/26	Convert Movies/Slides/Negatives			Thanksgiving	
11/29-12/3	Convert Movies/Slides/Negatives				Open Computer Lab
12/6-12/10	Convert Movies/Slides/Negatives				
12/13-12/17					Open Computer Lab
12/20-12/24					Christmas Eve
12/27-12/31					

ICD Events

Learning Opportunities Week

Second Week of June

A few years back we started participating in a week called **Learning Opportunities Week**. It's always the 2nd week of June.

We've had an ice cream truck, Meet the Instructors, Game Show, etc. This year you'll be in for another exciting week emphasizing the importance of education and the value of your negotiated benefit.



Holiday Open House

Friday, December 3, 2021

Pending pandemics, every other year we hosted an **ICD Holiday Open House** for active team members, retirees and spouses. Those who come are treated to being the first to find out about and sign-up for the next year's classes.

The day is full of food, prizes, instructors, colleges, catalogs and we even throw in some fun learning.

It's never too soon to mark your calendar!

