

Hello Brothers & Sisters!

Welcome to leadership level one. You are about to begin a journey that will change not only your life but people around you. I'm not going to lie this program is tough its Challenging and stressful. It was designed this way for a reason.

The reason is to take you 'the seed' and grow you into a great leader that can go back to your local your communities and change perceptions. There is no secret we are taking a beating it is our job through this program to fight back. By the time you finish level four your tool box will be full and your spirit full of Fire. Take as much time as you can to meet and learn from your classmates you will make friends that will last a lifetime.

No matter how alone you may feel at times we are all together in this fight. We will always stand united. If you need an ear to listen my local and myself are here to help Call any time. Local 310A President  
JASON ROACH



'Go the next Leaders in this Movement'

Greeting level one future leaders. I'm writing this letter just to say a few things about these last four years. When I first came here to level one, I really didn't know what to expect. The staff here pushed us to the limits. There were times were I thought we weren't gonna finish our projects, but each person in our group played their part, pushed a little harder and also stayed up late a few nights. I encourage you to take advantage of everything that's being taught, trust the instructors, cause they do know what they are talking about. Whether you believe it or not you both will learn from each other. Take this class serious because if you do, I know for a fact that by the end of the fourth year you will be a better person. Keep in mind you are the future of this movement. With us sticking together, staying focus on building a better union, our kids kids will enjoy the fruits of our labor. Be blessed and continue this fight.

In Solidarity  
Mr. Courtney Cannon



Level 1 participant,

You are about to embark on a great 4 year journey and I just wanted to say welcome to leadership school. The classes you will attend this year and the following 3 years, may seem hectic and overbearing at times. This will be nothing you can't handle and accomplish, this is already proven by your district director selecting you to attend leadership school. This fact shows you are already seen as a leader in your local. This schooling will only make you a better and more polished leader that members will want to follow. All the instructors will teach you so much, even Richard. I highly suggest you listen and learn what each one has to teach, over the next 4 years. Also you will learn so much from the other students in your class too. I would argue you'll learn as much from each one of them, maybe even more. The secret to this is to not just talking to those you know or from your district, talk to all in your class and learn their stories and learn from their knowledge, this will help improve your skills and knowledge. Speak up and let others learn from you as well. You will be assigned a homework assignment and a good works project after each level. Complete these and turn them in, so you will be asked back for next level and continue your leadership journey. Best advice I can give is when in classes listen, speak up and learn. When you go back to your locals each year, use what you learned that year to make your local stronger, and members more informed. I wish you luck and success on your 4 year journey. Always remember to "Stand up and Fight Back."

IN solidarity,  
DOE HERRICK



Brother or Sister,

June 29, 201

Hello and Congrats on your entry to Leadership Level 1. Please know that if you are there, someone saw something in you that they feel can benefit our Great Union. This course as well as our District 1 Women of Steel Leadership Development Course has helped me grow in my activism, my union and in my personal life. In this course I have laughed and cried. I have built some of the best relationships that I know will last a lifetime. Please turn to your new found Brothers and Sisters and listen to their stories. You will learn so much from them.

Don't be too nervous, I promise nothing they ask you to do this week will kill you. It will however make you much stronger. Please know I have so much more to say however it's been a busy week and I'm sitting here writing this at the last ~~one~~ minute before I leave to

June 20, 2014

Dear Brother / Sister

Welcome to Leadership, you are about to begin a process that will transform you, and make you a determine, stronger and motivated leader.

You are here because your union has seen potential in you, and your union is willing to invest in your development to bring out the best leader you can become for the benefit of the union and the membership you represent.

Have no doubt that this is an investment your union has made in you. You will have to work every day to prove that you have earned it. Oral presentations are a must in Leadership and will make you improve your skills when speaking in front of you membership. You will learn about union and labor history and even the story of your own local.

You will have to perform "good works" for your union in order to return to each and every level of Leadership. These "good works" are mandatory and are designed to make you grow as a leader. By the end of your fourth year of training, you will have all the skills and the tools you will need to be a part of the future of your union.

Our union, as the instructors will tell you at some point during your training, is getting seriously hurt by a 3% yearly rate of loss in membership. And if this trend continues and we (you and me)



# Leadership Level 1

Brothers and Sisters, Congratulations and Welcome to the Leadership **Process**. You have been given the **honor** to participate, fellowship and grow in this process because of your abilities and characteristics that someone has seen in you during your activism in the Labor Movement.

This is a Process because it has no end. Every year as you grow in the process during the week you will also grow in your activism throughout the year. As the week goes by, and it will go by fast, you will be over loaded with information so I urge you to take notes on everything. Write down every different idea or strategy you hear and write down every idea you think of as well.

I said you were chosen to participate in the process because that is what you will be doing. The more you participate the more you will get out of it. That being said make sure you give everyone else the opportunity to participate as well. You will figure that comment out. Share your thoughts and ideas with your brothers and sisters. You never know when the next great surge in the Labor Movement will be born! When you get an assignment take it serious and make it real because you will need that experience someday to help you in a situation or struggle you are right in the middle of. Never ever be afraid to express yourself.

When I say fellowship what I mean is to get out with the other brothers and sisters during free time as much as you can. You will grow just by doing this. The things you learn will amaze you. Open up with each other and share your thoughts, struggles and successes with each other. Let your guard down these are your brothers and sisters they have your back in any situation. So don't be afraid to open up. Most of the time leaders can express their self but they sometimes aren't able to let their guard down but if you do you will grow so much more.

Speaking of how much you will grow. You are going to grow so much you will need to buy new clothes. However that is because you will eat way too much. The food is awesome. Now let's talk about the other growth. Wow. From year one to now I myself can say I have changed in so many areas of leadership. You

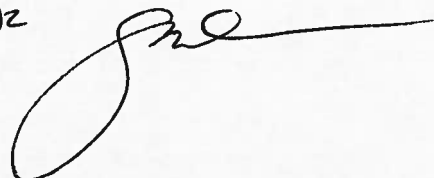
Welcome to the Leadership Scholarship Program Year 1! This may be one of the most important opportunities you will ever receive in this Union. During the next 4 years of this program you will be faced with many challenges, but chances are, if you have made it here you will be up the task. Remember, you are here because someone in your District already considers you a leader. You will be pushed out of your comfort zone, doing things you may not have ever thought you can do, but in the end will make you a stronger more confident union leader and activist.

When I came to this program I didn't know what to expect. I was far from home and in a whole different environment than what I was used to. Little did I know the group of union brothers and sisters that were here with me were going to become my family away from home. As you go through this time with them you will discover you will learn much more from your fellow union brothers and sister than your instructors can teach you.

How you spend your time here is up to you. You will only get out whatever you put in. Make your time here worthwhile. Don't waste this opportunity; show whoever sent you here that you can be that leader you need to be. I really feel I am a better leader because of this program as I have learned so much. As long as you keep active with your Local and always do your Good Works projects, and homework assignments you will stand a great chance of being invited back to each year of Leadership Scholarship.

In closing, I hope you enjoy your time at Linden Hall; everyone here will take great care of you. This place may be far from home, but with all of your Union brothers and sisters here, it will feel like home in no time. So have fun, and Good Luck!

ANGEL MORALES  
USW Local 937  
Tucson, AZ

A large, stylized handwritten signature in black ink, likely belonging to Angel Morales, positioned below the typed name and address.

Dear Brothers and Sisters,

June, 18<sup>th</sup>, 2014

Congratulations you are part of the less than the 1 % of all steel workers to be selected to this prestigious leadership program. It's a very rare opportunity to share thoughts and Ideas with members from all over North America. These fellow members are passionate about our Union. I believe your passion and hard work is why you were also selected. If you choose to open your mind, heart, and fear of being embarrassed. You will learn more than you can ever imagine.

You will find it surprising how Locals of different sizes, work locations, types of jobs and even different countries must face the same struggles and issues. Have every day battles that face all Union Leaders and members.

The instructors are here to make you a strong leader. Have faith and you will evolve into a top notch Union Bad ass. You make connections to other members that you find truly amazing. I've seen students sweat through the initial fear of speaking in front of a small crowd to presenting to thousand at our constitutional convention. You will have fear, doubts, but you will prosper.

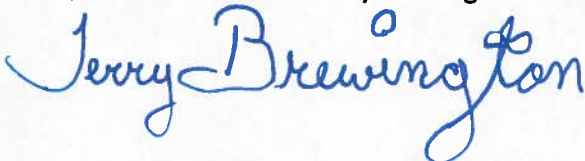
There will be a lot of work with many long days and nights. I hope that you complete all your homework assignments and good works. The rewards will be worth the time and aggravations. They are given to make you more knowledgeable, and will help in future ambitions.

I promise this is your chance to be more and do more than you may believe possible. I have faith that when your turn comes to write this letter you will be a powerful leader and mentor. The only fear or anxiety will come from knowing that will lose contact with your new found friends and family at Linden Hall.

Let me close by saying I have confidence in you and know you will make it through with many good memory's and good friends. Enjoy your time here, share what you've learn. Be strong, be courageous, and have fun because you my friend have earned it.

In Solidarity

AFL/CIO Vice President Terry Brewington





**BROTHERS AND SISTERS OF LEVEL 1 LEADERSHIP SCHOLARSHIP**

*Congratulations on being selected into the program. You have a great opportunity ahead of you. You will meet many brothers and sisters from all over North America. They come from many different walks of life. For many it will be tough to be away from your families during this time, but get to know the people you meet and they become your extended family. Spend time with them and listen to their stories. Take the things you learn back to your locals. You are here because someone seen something about you that they felt made you a leader. Make them proud!!! You will be required to put in some time and do a little homework, in the end it will be worth every second. This can be one of the best experiences of your "Union Life" if you put in the effort. I close with a quote from our own Lisa Jordan "This class is called LEADERSHIP not followship." Best of luck to each of you.*

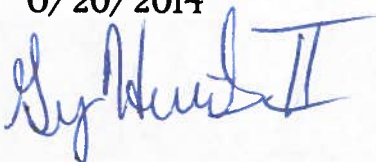
In Solidarity,

Greg Herrick II

President

Local 5644/5644-01

6/20/2014



June 20, 2014

Dear Level One Participant,

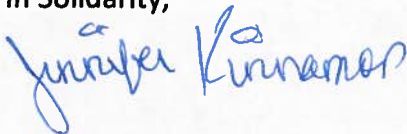
Welcome to the leadership scholarship program. This is a very intense program where you will learn a lot. I encourage you to give it your all and learn as much as you can. It may seem like you never stop working but you are continually learning. If you hit a rough spot and encounter something that you feel you may not be able to do, I encourage you to keep trying. By the time you complete level four you will find your comfort zone. Everyone will learn they have a place in the union. You may not be the local president or a staff representative but there is a role for you.

Our education department will teach you all they can, but the true learning will happen when you share your experiences. I hope you will form bonds and make friendships. You will meet a variety of people who may have a struggle different than yours. You never know when their struggle will become your struggle.

I also encourage you to do your homework and good works. There is a reason behind it all. Whether it is learning the history of our union or learning the history of your local union. I feel good works isn't something that you do to continue to the next year it should be something you feel strongly about.

Remember we all stand together. In your local there is strength in numbers. Form your committees and make them strong. Everyone will be receiving letters from this year's graduating class feel free to reach out to us. Every last one of us is here to listen and help in any way we can.

In Solidarity,



Jennifer Kinnamon

Local 843L Marysville, OH



To the Leadership Development Scholarship Level 1 participant. I want to give you my personal experience of this program. When I came into this program I was a wreck and couldn't figure out if I really wanted to participate in this program. My life was in a complete turmoil and the last thing I wanted to think about was leadership. The Brothers and Sisters in my class understood what I was going through and decided to pick me up and give me strength. Complete strangers reaching out to me as if we've known each other for years. I appreciated that. It taught me a lesson. Look being involved in this movement you have to understand that it's not a perfect system. I've been let down plenty of times but still chose the forward path. You have to do the same. Leadership is the meaning of struggle, because you're empowering and inspiring others as you hurdle over the obstacles during your forward path. At times I wanted to give up, but my Brothers and Sisters from LDS 1 were right there to make sure that didn't happen. Learn as much as you can because you are in charge of our future. Lean on your Brothers and Sisters when you're feeling discouraged. My story is filled with disappointments, but sitting in the same seat that you're sitting in today believers like Lisa Jordan and her staff along with the Leaders back in your District believe that you are a leader. I've learned so much from public speaking to collective bargaining. I am intrigued and amazed by each Leader that helped me to believe in myself to rise as a Leader within this Labor Movement. The best thing about it is that it all started in LDS 1. This is my testimony to you. STAY INSPIRED, STAY MOTIVATED, STAY ENCOURAGED, STAY DETERMINED AND BELIEVE THAT YOU ARE A LEADER

Leadership Development Scholarship Level 4

(219) 455-1306

Ephrin "EJ" Jenkins LU 1014 District 7

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If you can't Fly then run  
If you can't run then walk  
If you can't walk then crawl  
But whatever you do you have  
to keep moving ~~to~~ forward

Life's most persistent  
and urgent question is  
"What are you doing  
for others?"

Rev. Dr. Martin Luther King Jr.

Rev. Dr. Martin Luther King Jr.

Dear Level One Leadership,

After completing four years of Leadership training I could write a book on what not to do. But there are 5 words that come to mind that I would like to pass on as suggestions: **FAILURE**, never worry about failure, there is no need to worry about something that is going to happen. We all did it and everyone in your class will as well. Failure is just another word for learning, but only if you don't stop trying.

**NERVES** will play a roll this week but don't let it get the best of you.

Remember every person here, even the instructors get nervous. **LISTEN** when you are in class. The subject matter may be an area you are or think you are an expert in but you will be amazed at how much you can learn just by listening. I assure you that you won't be the only expert in the room. **FRIENDSHIP** is something you will build here with amazing people from all over the US and Canada, you will learn how your struggles are their struggles and together you will get a little smarter and gain a little more power. And finally **STUPIDITY**, have fun in your off time but don't be stupid. Obviously someone saw responsibility and leadership qualities in you and decided to make an investment in you. Respect that in the decisions you make in both class time and off time.

In Solidarity

Fred Gipson

District 9 Local 2122

[fgipson\\_lu2122@yahoo.com](mailto:fgipson_lu2122@yahoo.com) 205-568-1561 anytime

P.S. Give Richard as much hell as you can. He deserves it!!!!!!!!!!



Congrats!

I'm sure you know this, but you are now part of a very select few who have been selected to be in this program. I am sure you and your class mates are really great people. I wish I was there to meet you.

Let me tell you, these four years are not easy! They are long days with lots of homework and it doesn't get easier or shorter as the years go on. With that being said, each year you will learn countless skills that will actually change who you are. I'm not kidding! As good as you are now, if you give this learning your best, you will become a better leader, more aware of the world around you. You will find yourself taking on causes around your area that you probably never give a second thought as of now.

Good for you! Good for your local union and good for your community and beyond.

#### Advice

Get to know your classmates...all of them, even the shy ones.

The contacts you make now will help you later in your life and throughout the years here at Linden Hall. Have fun, time around the fire reflecting on the classes is just as important as the classes. In class there often isn't time to actually express your passions on a topic...the fire (or wherever you gather) is a great place to do so, and hear others.

Respect your teachers! They are great people, who respect you..do the same, please!

take good notes! I was terrible the first year at this, I regret now, my memory isn't nearly as good as notes would be.

don't give up! Even if your local isn't supporting you, or you don't see the value in this class after year one, see it through.

#### A short blimp about me.

My name is Mike Clark, Chief Steward, Financial Sec, Atlantic Next Generation Rep, Instructor for United Steelworkers. I'm also an Activist against Fracking, and involved in the NDP in Nova Scotia.

I added this for two reasons,

1, I may have been able to become achieve everything without the leadership course you are taking, however it was much easier with the training I received here!

2, if you even want to get in touch, or would like some of my experiences, I will happily share them. contact me anytime.. [mikeclark81@hotmail.com](mailto:mikeclark81@hotmail.com)

I wish you the best! Because I know the world will be a better place, with one more leader in it!

Thank you for your time

Mike Clark

Hello Level 1 student!! Welcome to a fantastic learning experience.

Wow—what a day we had today. Our Level 4 class travelled out to <sup>Pretoria</sup> ~~Pretoria~~, 2 hours east of Pittsburgh, to rally with and support 150 locked out workers at a Chemical plant. The messaging and mobilization class organized placards, logistics, chants, photos, media, video.....We all bought t-shirts for the workers kids and shared a family day with them. United Steelworkers paid for a bbq lunch. We relieved workers on duty at the picket lines so they could have a break and spend some time with their families. I truly don't think they had seen anything like what we did. It was very emotional and gratifying supporting these people who have been locked out of their workplace by a rich greedy company, who is reducing wages and implementing concession after concession. This day is what it's all about. It's the big picture. Uniting across countries, supporting fellow workers in their struggle for a fair wage, a fair contract, a good standard of living.

You'll also have great opportunity to network with your fellow classmates, learning from each other. You've got two ears and one mouth for a reason, listen to their stories. Also share some of your own. Enjoy your guest speakers. They are amazing and will give you inspiration. You will be up early, and up late. The week rushes past. Make contacts, network and stay in touch with your classmates. You'll be forging close relationships while you are here. Keep an open mind, and realize we are all very different in what and how we think. It's a good thing.

Try to think outside the box. Continue to grow as a leader at every opportunity. We received these new pins this year at graduation. The logo says, "smarter is stronger." So true. I've learned a lot and have grown over the past 4 years. I've laughed hard, I've cried, I've been surprised, amazed and I've grown. I've learned so many things, not only about myself, but about globalization, humanity, contracts, history, and how to facilitate. I speak so much better in front of groups this year as compared to my first year. Last year I became the Plant Chair and the year before I was sworn on to the Executive board. I feel it was because of my experiences here at Linden Hall. I am the first woman Plant Chair at my sawmill, in their 100 plus year history. I feel proud of that and this education helped me to get there.

If you are open to learning new things you will have a fantastic 4 years ahead of you.

P.S. If you are quick, it's nice to have a swim at lunch and chill for 20 minutes or so before class starts.

Good Luck, Dusty Palmer

Local 1-1937

Vancouver Island, BC, Canada



dusty.palmer@telus.net



Dear Level I Student

You are already a leader if you are here, so there is not much I can say. The best thing you will get from this class is the friendship and building of solidarity. What I have found to be the best out of this class is networking and communicating with brother's and sister's throughout international. Good luck over the next four years.

To the first year student,

I can tell you that this will be the most work but at the same time the most rewarding thing you will do in your journey, you were asked to come by someone who saw potential in you and the program will help you bring out that potential.

At times you will feel a bit overwhelmed and afraid you may not be able to do it.

I for one was afraid of public speaking and could not get up in front of my first class without feeling a little sick. I felt that it was a little cruel to be put in that situation. I realized later it was better to feel that way here among friends and learn how to deal with it, then in an important meeting for your members and have the same fears.

The friendships you make here will not only help you with your work for the Union, they will be lasting friendships.

FA





**Steve Doherty**  
**USWTMC District 2 Kevin Wilson**  
**Initiative Training Coordinator**

Greetings and Welcome to Leadership:

Best of luck as you embark on what will be a very challenging and rewarding experience in the Leadership Scholarship Program. The friends you will make and the skills you will develop over the next 4 years will put you in a position to strengthen the labor movement and our union for many years to come.

You follow in the footsteps of many of our current and former leaders of the USW. Expectations for you are very high as you progress through this program. You are the future. Set your sights high and enjoy every step on this journey. This is an opportunity that you should not take lightly. Leadership will open many doors for you and will be a large part of your future if you challenge yourself in the next few years.

My best advice to you is simple. You are here because of your potential and leadership qualities. You are only just beginning. Be humble, work hard, and take on the challenges that will be put in front of you in this program. Apply what you learn back in your local and community.

Welcome to the Leadership fraternity!

In Solidarity,

Steve Doherty  
USW District 2

Leadership level #1,

The union needs you! You'll be told over the next four years, that you're here because someone saw leadership qualities within you: believe it. Leadership skills are not taught: they're honed and developed. The instructors, and fellow members, that you'll meet at Linden Hall as well as the good works you do within your local will help you do just that.

The fight for workers' rights is an extremely important one. We cannot let what our fore fathers/mothers have built for us become stagnate and ultimately crumble away. Our labour movement needs to mimic a great river: ever changing, ever moving, and ever persevering around, over, or through any obstacle that may present itself. Not just for ourselves, but for the future workers: your sons, your daughters, and your grandchildren. This is the legacy we must leave them.

We can continue to be a great force in the labour movement. And if ever you feel discouraged or need advice on a particular issue, rely on the contact sheet you get at the end of each year and the connections you will make with your fellow members at Linden Hall. They will be one of your greatest assets. Solidarity forever!

HELLO BROTHERS & SISTERS.

JUNE 20/14.

WHAT CAN I TELL YOU ABOUT  
LEADERSHIP.

- I DIDN'T KNOW EXACTLY WHAT I WAS.

GETTING MYSELF INTO BUT ONCE I DID

COMPLETE LEVEL ONE, I REALIZED THAT

I HAD A LOT TO LEARN BUT NOT IN A


SCARY WAY BUT IN A WHOLE HEARTED  
AMAZING WAY.

- LEARN, LISTEN, VOICE YOUR OPINION, SHOW

WHO YOU ARE AND ALWAYS STAY TRUE

TO WHO YOU ARE.

GOOD LUCK AND EXPRESS YOURSELF IN

EVERY WAY. RESPECTFULLY. 



Welcome to leadership. Look around the room today at your new union brothers and sisters. Over the next four years these people will become your 2<sup>nd</sup> union family.

This has been a very rewarding program for me, it has taken me out of my comfort zone many times and challenged me to become a better leader for my local union.

Each of you are leaders now because you are in this class, and new leaders are going to be needed in the labor movement. Embrace this this time to learn and challenge each other to be best leaders that you can be. You have some amazing instructors in this program and they are going to give you the tools you need to do just that. Listen and learn not only from them but from each other and take what you have learned back to your locals and challenge your members the same way you have been challenged.

I just finished my last year tonight and over the last four years have made some amazing friends, that had I not been in this program I would have never met.

I will remember them for the rest of my life and never forget the things we have been through together.

So I hope that each of you will have the same rewarding experience.

## To The Future Leadership Graduates

Faster your seat belts ladies & gentlemen.  
You are in for an experience that will change  
your life.

You are going to be constantly asked to step out  
of your comfort zone, you are going to be  
pushed hard.

Look around you, these people are going to become  
an important part of your life, you are going to  
form lasting relationships.

Believe in yourself, believe in the message.

D Wingrove  
Local 8782



Dear Level 1

THIS EXPERIENCE OVER THE LAST  
FOUR YEARS HAS BEEN INCREDIBLE.

ONE PIECE OF ADVISE I CAN GIVE  
IS TO HAVE AN OPEN MIND, DON'T  
JUDGE TO HARSHLY AND HAVE FUN.

PAY ATTENTION TO WHAT EVERYONE IS  
SAYING. I HAVE COME OUT OF  
THIS PROGRAM WITH A TON OF  
KNOLEDGE AND A TON OF REALLY GOOD  
FRIENDS. FEEL FREE TO FRIEND ME  
ON FACEBOOK. IN SOLIDARITY, FROM

SOUTHWESTERN ONTARIO, CANADA MATT McKEEVER  
STAFF REP



# Leadership Level 1 people

Hello my name is Harvey Bowden III. I am a 4 year student of leadership. What you have to do first is listen and pay attention. You will learn how to become a leader by standing up and addressing your fellow students in public speaking. This will form you to become a leader. You will learn the history of your union and its leaders. You forge relations with the instructors and the other students. This program is gear to ~~enhance~~ enhance your ability to become a leader whether its running for president of your local or simply being a shop steward. Building power organizing, solidarity, ~~at~~ arbitration the importance of being a leader. So in closing pay close attention to what you being taught. because it will help in the future. Lisa Jordan and the rest of her staff really turn me into a leader and I am grateful for that. if you all are going to learn so much. So relax and enjoy the ride.

To: First Year Student

You have not only the honor, but the privilege to represent the greatest working community in the world.

The United Steel Workers. Just the fact that you are here

Says you are a special leader. Don't leave this place without taking advantage of this great opportunity.

Learn everything you can and ask for more. The contacts and the friends you will make here will be great. The knowledge you will gain, priceless.

In Solidarity

Richard Hollobaugh

Unit President 1537-3

District 10





Hello and Welcome to your first step in an extensive training to becoming a better leader and understanding the struggle of the union as a whole.

As I leave New Leader Hall, I want to pass on to you a few advice. You are here because some one or persons saw a quality in you as a leader take this opportunity to grow and learn how to be one.

You will be challenged, at times frustrated, in the end of the first level you will have the confidence to speak publicly.

Look around you and reach out to your brothers and sisters, learn of their fight, you will find out that you all the same concerns.

The courses 1-4 it is intensive, it will help you to grow and become a better union activist. Everything you thought you knew, to use this time to grow more.



UNITED STEELWORKERS



UNITY AND STRENGTH FOR WORKERS

Don't lose out on the opportunity to learn from each other.

Your goal should be to become more decisive and confident to help in the union at the local level and be pro active in your community, you will have the chance in your levels, the first step is now, Don't waste it. Stay focus be strong in your ability to serve and learn.

Believe in yourself and believe in the Instructors they really know of what they speak and is conveying you on to you.

Be open to ideas, When it is over you can be as good or a better than when you first came.

Go Back Home with Knowledge  
KNOWLEDGE IS POWER!!

GOOD LUCK BROTHER + SISTERS  
STEEL WORKERS FOREVER

Allen

Montreal Que  
Canada

First year Leadership participant,

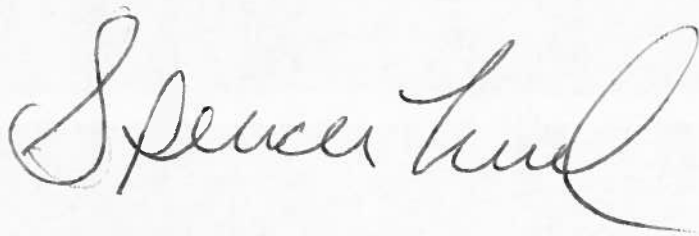
Your life as a Union leader/activist is about to change. You will learn more in these next four years than you have up to this point. My time spent in Leadership Scholarship was amazing. I have met incredible individuals who have dedicated their lives to improving the working conditions for themselves as well as others. In the four years I have been at Linden Hall I have learned a little bit from each and every person I have met.

You may feel confident coming into this experience or you may be intimidated. What ever your opinions about your role as a leader may be they are about to be changed. Your confidence will grow each and every year.

My first piece of advice to you as a first year Leadership candidate is to remember where you came from. Your experiences have molded you as a person and leader in this Union. Use your experiences to learn about yourself.

My second piece of advice to you is to have confidence in who you are as a leader. Some one has identified you as a person who could be an exceptional leader. Have the confidence to be that leader.

Finally, as I have learned in my four years as a Leadership Scholarship student; you are never alone. You may be away from your families, friends, and coworkers, but you are never alone. You will make friends and allies for life. You are building the best support network known to the Labor Movement. Keep your ears and your mind open. Have fun and be yourself. Good luck!

A handwritten signature in cursive script that reads "Spencer Terrel". The signature is fluid and stylized, with a large, sweeping loop at the end.

In Solidarity,  
Spencer Terrel  
spencer4708@gmail.com



Greeting 1<sup>st</sup> year leaders,

Welcome to your First year. As you look around your class today think of why each of you are here. Someone within this Union saw something in each of you to bring you here. As you move across the four year program you'll be pressed to "Act." Most of you will return each year but some will drop out. What we do is to be active to help our union. This isn't a paid faction most of your projects ~~are~~ you'll learn "Good Works" are done on your time. Therefore this isn't a free ride and make money. If you learn and grow everything you get from this will be a positive influence on your life. Watch the change from year to year that you'll go through. Some are shy other not comfortable with what your asked to do here and at home. You'll learn all the tools needed to meet the challenges to succeed. By the fourth year you'll be beaming with knowledge and the confidence to move this Union into the future.

In closing I wish you the best. You all chosen for a reason. Make this union proud, your district proud, and be a leader at your local with pride in your union. Never forget the steps your taking here. These will and shall be the best rewarding steps in your life. Gods speed to you all.

Keith E. Baker

Local 01478 Dist 4

So. Glens Falls, NY



6/20/2014

Brothers/Sister of Leadership:

Your next four years will be the most rewarding experience ever....these brothers and sisters will share with you their hardships and triumphs both from the labor and side and some from the personal side. These stories of their experiences are what will bond your relationships. The relationships that will be created here will be nurtured and strengthened over the next week as well as the next four years.

Some key points to listen for this week will be:

"If you are not at the table, then you are on the menu."

"That is an interesting proposal; we will see you at the table."

"Power concedes nothing without a fight, it never did and it never will."

"You may never get everything you fight for, but you won't get anything without a fight."

Relax and Engage!

Solidarity Forever

Rick Sauer

Local 17 Albany NY

District 4

"If not us Then Who?"

Welcome to Leadership! The next four years will be what you make of it.

You'll meet alot of great people fighting the same fight you are and try and make a point to talk to everyone in a one on one situation. It may be hard at first but it's well worth it.

I've been told by my union brothers and sisters that to make some of changes we want to make we may as well try and cure Cancer!!

I tell them if not us then who. If we look at it as Saving the whole world it will be hard to even get started what we have to do is move the needle a little bit at a time. I Look back at the changes at my plant in the last 4 years and we've made a lot of great changes to make it a better, safer place to work and what I've learned here and the experiences of other leaders here have helped with that. Good Luck you are not Alone in this fight.

We ARE Pascal!!!

Bart 2014



6/20/14/ If I could speak to the incoming Class of Leaders.

1. You are all Leaders now or you would not be here. This is a program that you can use to advance your skills.
2. Take the valuable people that surround you to become a better Leader.
3. During breaks, leave your comfort zone and talk with all your Classmates. There is something to be learned from all.
4. In closing, treasure this experience. It will be extremely rare that you encounter such talent in one room again. When this class is over you will see this to be true.

In Solidarity Our friends



and Above all Remember  
a Leader Is some one who makes  
the Hard decisions and sticks to them  
in the Face of all the Naysayers and  
second Guessers But the Down Fall of  
a leader is when he starts second Guessing  
himself.

In Solidarity  
Jim Wagoner



# To FIRST year LDS Attendees

Dear Brother or Sister,

I have completed the 4 year program and would like to tell you a few pointers and comments about the program. For one remember you are a steel worker and need to uphold your oath and support your Brothers and Sisters.

You are a chosen participant from your district to try to gain all you can ~~while~~ you are at LDS. Because not everyone comes back. Some where some one saw something in you, to become a leader keep that in mind.

Do your best to participate and learn because you will be expected to pass on this info as I am to you.

Remember your local is behind you and ~~hope~~ you can help them when you get back.

You will make relationships you will never forget, meet people from across North America. Learn how the industry the language or the part of North America may be different. Our struggles are the same.

(Don't forget to take a towel from your room each <sup>year</sup> in remembrance) "Kiddang"

Bonjour!

Premièrement, bienvenue à ta première année du programme de Leadership!

Je serai brève; que tu sois extraverti, introverti, réservé, expensif etc... n'hésites pas à aller vers les autres et à créer des liens! La barrière de la langue peut parfois te faire hésiter, mais les échanges que tu feras ici sont la partie la plus importante de ton apprentissage! Prends la parole, participe aux activités de groupe, même si tu es gêné!

Sans t'en rendre compte, au fil des années que tu passeras ici, ta façon de voir la vie syndicale changera.

J'ai utilisé le masculin pour rédiger cette lettre, mais si par hasard tu étais une femme, les mêmes conseils s'appliquent!!

Bonne Chance!!

et au plaisir de se rencontrer un jour!

*David Fleming*



Bonjour confire consœur

Il me fait plaisir de vous venir à le cours  
de leadership, croyez que si vous êtes ici aujourd'hui  
c'est que vous avez démontré des qualités de leader  
et que ce cours vous permettra de vous épanouir  
J'espère inclure vos activités et le faire connaître,  
après que vous ayez en fin vos idées et mesurer  
de mentionner en notre campus et ensemble, et  
vous sentirez bien du plaisir comme moi  
je suis sûr en avoir





Jeudi 19 juin 2014

Salutations chaleureuses ou bonsoir, mon nom est Harold Haseenault et je suis le président de la section locale composée 7531 qui représente L'Estrie.

Je termine ma 4<sup>ème</sup> année en leadership et ce fut une expérience vraiment enrichissante. Je te souhaite de rencontrer des gens aussi captivant que j'en ai eu la chance.

Tu vas trouver le temps long lors des tâches mais tu dois persévérer pendant les 4 années. Tu auras ensuite l'impression du devoir accompli.

Embarque dans l'aventure avec enthousiasme et profite des beaux moments. Si tu veux en parler pour mieux comprendre, je te laisse mon numéro de cellulair.

Amuse-toi bien et Profite!

Harold Haseenault

Cell. : 819 345 5766

***"My Friends,  
Love is better than Anger.  
Hope is better than Fear.  
Optimism is better than Despair.  
So let us be loving, hopeful and optimistic  
And we will change the world."  
Jack Layton, 1950-2011***

Hi Level 1 student,

You were offered a great opportunity. Some saw special qualities in you and is sending you on a great learning adventure!

I would like to share a few things that I learnt in my four years of leadership.

Be on time. It shows that you are interested and it's respectful to others.

Take notes. You will be developing new skills and trust me... you will be referring to them throughout the year.

Listen and participate. Nobody will judge you. On the contrary they will be supportive.


Don't be afraid to speak up and share. We all learn from each other and something that you might think wouldn't matter much might be something of great value to someone else.

Most of all have fun! The friendships you make will last a life time.

One of my mentors once told me: "How do you know if you are doing the right thing? If you are doing it the hard way, it will always be the right way." In everything you do, take the time to research, talk to people and get opinions before tackling a problem. Then review and share with a couple of people close to you so I can get feedback before going ahead.

Work hard/Play hard!

In Solidarity,

  
Local 6540



Brothers and Sisters  
Level One Program

Congratulations! I would like to say that someone seen potential in you, that they had you to enter this four (4) year program. The education you have now by working within your local is very useful, but before you complete this program you will receive more knowledge and information from the instructors and classmates that you will become a better leader. "This course belongs to you and it's success rest largely on you. Again Good Luck! And Stay Strong!

Class V. Barnes  
April 1999  
Griffin, Ar.

## For Level 1

New Student, My 4 yrs. of training flew by. If I had 1 pc. of advise, it would be to push yourself out of your shell.

Someone sees something in you to get you in this program. I myself am very shy, but this program forced me to step up and be the person I was hiding inside. As you will find, when standing up for your sisters, and brother you should feel empowered, to speak and represent them.

As you will find, at the end of 4 yrs, you can trust in the support, and friendship, and relationships you will build.

Fat Dog



Welcome all of you current or future leaders:

Four years ago I was in your shoes, scared and did not have a clue what to expect.

I have been in some form of leadership in my local for the last 18 years, and I thought that I had all aspects of leadership covered. Really I was just getting started and did not even realize it.

The last 4 years of leadership class has taught me many skills to better serve my International Union and my Local Union to become a better leader. My advice to you is to participate in your class and groups 100% and you will take away each year of class knowledge to make you a better leader and person within your local and community. In leadership I we learned many different skills and became better public speakers. Leadership II we used many of the skills we had learned from level I, and got to see some historical sites that our brothers and sisters from the early years who fought and gave their lives to establish benefits we have today. Leadership III gave us the tools to collective bargain in a way to involve the community and the social media and create a better image of the unions of today. Leadership IV taught us many skills and use what we were taught in the past leadership classes over the past 3 years. In closing take the skills and learning back and use them within your local and districts or whatever you endeavor and stand up PROUD to be a Union brother or sister and walk away from leadership 4 a TRUE LEADER. GOOD LUCK and "FIGHT THE FIGHT "

In Solidarity

Robbie Stoots

Hermano/a Steelworker; bienvenido/a Linden Hall.

Si te encuentras leyendo esta carta es porque has sido elegido/a entre miles de compañeros y compañeras como un/a líder en potencia; el futuro de nuestra Unión.

Definitivamente alguien en un nivel jerárquico dentro de la Unión superior al tuyo ve en ti a un diamante al que le falta ser pulido.

Como graduado del curso de Liderato de Linden Hall, te aseguro que tendrás la mejor experiencia de formación sindical de tu vida. No importa el nivel de experiencia que poseas dentro del sindicato, cada día de tu estadía en Linden Hall será un día de nuevas lecciones; tanto sindical como de vida.

También tendrás la oportunidad de hacer amigos provenientes de todos los distritos de la United Steelworkers. Descubrirás que todos y cada uno de ellos en algún momento de su vida sindical han tenido las mismas batallas por las que tú has pasado o estas pasando.

En Linden Hall aprenderás mucho de sus excelentes profesores, pero también aprenderás lecciones de vida de tus nuevos compañeros, los cuales al final del curso serán tus nuevos hermanos.

Una vez más, bienvenido/a a el mejor centro de formación sindical; Linden Hall. Un centro en el cual una vez hayas completado sus 4 años de educación intensiva te aseguro que cambiara tu percepción del trabajo sindical, infundirá una confianza en ti mismo/a como nunca la has tenido; pero sobre todo, te convertirá en el diamante que alguna vez alguien vio en ti.

En solidaridad;

Yaphet Torres

A handwritten signature in black ink, appearing to be 'Y/T', written over a light blue horizontal line.



## Future Leaders

As you begin your journey over the next few years, keep an open mind with your classmates. Some of the ideas and opinions you will hear will not match yours. Communication with others is part of this program is vital. The friendship bonds that will be created will last a life time. Listen Learn and Enjoy.

Greg A. Bortz

Vice President District 10 L.U. #1196

A handwritten signature in black ink that reads "Greg A. Bortz". The signature is fluid and cursive, with a long horizontal stroke extending from the end of the name.

## Congratulations New Leadership Participants!

The journey you are about to embark on is one of the most exciting and rewarding experiences you will ever have. I can guarantee this to be true. Over the next four years, you will laugh, you will cry, you will make new friends, learn valuable lessons, and then probably cry some more. You are here because someone, somewhere, recognized the extreme talent and leadership you possess inside. This course will help you grow this. As a recent graduate, I would like to offer a couple words of advice:

1. Take this program seriously. There are limited slots available for this course and there is a wealth of information to gain from it. If you know that you don't want to be here, or feel that it is acceptable to skip classes and show up late, this program is not for you. Somewhere, someone did not get in to this program because there was not enough slots available, so respect the fact that you were chosen.
2. Don't be shy, ask questions and engage in class participation. When I first arrived at Linden Hall, I didn't want to ask questions because, I was afraid of asking the wrong questions. I felt that my questions were not as valuable as other's, and that was so wrong of me. Who knows now what I didn't learn because I never asked those questions. I could have deprived myself and my class of the knowledge we all came here seeking.
3. Have fun, but not too much fun. I know that sounds lame, and as someone who may or may not have been at the legendary Linden Hall Bar until late last night, know that going to class with a hangover is the worst. It inhibits learning and goes back in to what I was saying about depriving yourself and others of knowledge. When you are Level 4 you will understand this better. Work hard now and celebrate later. Graduation night of Level 4 is a great opportunity for this!

So that being said, good luck and best wishes. These courses fly by so fast and you won't have the opportunity to take them again. Strive to lead.

In Solidarity,



Sarah Smith

Local Union 979, D-1



Dear Brother or Sister

Congraduation on your first year of leadership. Your next four years of leadership will be full of new experience's.

These will help you become a better leader for your Union.

If I could give any advice it would be to take every opportunity to participate in the group as possible and keep up the hard work from year to year. Good luck!!

In Solidarity  
Your Brother





Dear Brother or Sister,

Welcome to Leadership Development Scholarship Program. you should feel proud to be here. Your abilities, talent, dedication, and hard work has gotten you recognized by your District Director and other Union leadership to give you the opportunity to be here.

I just graduated Year 4 last night + it is a wonderful feeling. I have grown so much over the last 3 years + have made life long friends with other Union activists. It amazes me how much knowledge I have gained over the years + humbles me to know how much more I still need to learn.

The instructors know their subject material. Listen! Soak it all in + put it into practice. your local will benefit from what you learn. Report back to them so they appreciate that you are spending time away from the local for the betterment of the local. Thank your District Director for sending you here. A thank you letter means a lot. And most of all, listen + learn from your classmates. you will always have this experience to carry with you!

your sister,  
Haller

Brother or Sister,

Welcome to your first intense week of Leadership! I knew a few members that had attended Leadership before me, they all gave me advice on the do's and don'ts, of course things have changed since they were here! I was warned of the old chairs you had to sit in for hours at a time, well we had new ones with padding! They said the food was excellent, they didn't say anything about the 5 lbs. I would gain! They said the facilitators were ruthless, kept you on a tight leash, they were right!

You will hear that the Steelworkers have invested a lot of money and time in you, don't waste it. My advice to you is: listen, show up on time, pay attention, ask if you don't know the answer, don't be afraid when you give your first speech, remember you are representing your Local, and make that first impression count.

If this sounds like work, well it is! The lessons you will learn here will only make your Local better if you practice what's been preached! Always remember to share your knowledge and your passion for the union.

Enjoy yourself and say something good about your Union every day!

In Solidarity,

Ellen Brumfield

Local 1055L



Dear Sister/Brother

My name is Pascal Boucher. I'm from local 6500 in Sudbury, Ontario Canada. You should be proud to have been selected to attend this leadership program. You are embarking on a journey that will be at times challenging but extremely rewarding.

During the course of your leadership experience you will gain knowledge and skills which will provide you with the opportunity to grow. Through hard work, determination and creativity, the possibilities for you to continually improve as a person and leader are endless.

I encourage you to test yourself and attempt things you would not normally do. I encourage you to think outside the box and to step out of your comfort zone. There will be times where you might feel uncomfortable with assignments or actions however, it's important you persevere.

Courage is defined as "The quality of mind or spirit that enables a person to face difficulty, danger and pain without fear". If you are attending this session, someone somewhere, recognized you have that quality very few possess.

I would like to sincerely wish you the best of luck throughout this program; perhaps we will cross paths one day.

Please feel free to contact me anytime.

In Solidarity

Pascal Boucher  
Chief Steward, Local 6500  
pboucher@uswsudbury.ca  
1-705-521-3414

Tennet

Dear Future Leader,

I wanted to drop you a line and give you a word of advise.

This is an opportunity of a lifetime with endless possibilities. I came unto this program coming from a fairly new organized facility, with barely any experience to speak of. I came in very green, and at the time was the grievance chair for my local.

When sitting in class in my first year of leadership I was in awe of all the years of experience and Union activism around me, almost to the point of intimidation, but what I found was a room full of my brothers and sisters willing to share their knowledge and experience with me, and for that I will be forever grateful.

What I can say is, take class seriously, but have fun, participate, make lasting friends.

### **Leadership level ....1**

**Have a great first year. You may have long days but all you learn and experience you will get, the friendships you will make will last a life time! Please take all you learn and put into action at your local.**

**Never miss an opportunity be active in your local and community. Best wishes to all.**

**In solidarity**

**Kim**



TO MY YEAR 1 LEADERSHIP BROTHERS AND SISTERS. YOU HAVE BEEN CHOSEN TO BE PART OF SOMETHING SPECIAL, THE CHALLENGES YOU WILL FACE OVER THE NEXT FOUR YEARS WILL BE MANY. BY THE END OF EACH WEEK YOU WILL FEEL EXHAUSTED BUT ALSO AT THE END OF EACH WEEK YOU WILL HAVE GROWN.

DON'T BE AFRAID TO TRY AND DO NEW THINGS. HAVE AN OPEN MIND SPEAK UP AND SHARE YOUR HISTORY MOST IMPORTANTLY LISTEN.

TIME IS NOT INFINITE FOR US. WE NEED TO TAKE THIS TO THE MASSES

SPREAD THE WORD OF SOLIDARITY AND OUR UNION. MOBILIZE AND ORGANIZE.

GOOD LUCK.

To Level 1

- 1 open your mind
- 2 get ready for Homework
- 3 you will eat awesome Food
- 4 get yur sleep, yw will need it
- 5 Have Fun