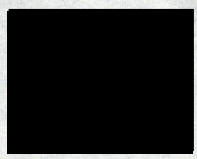


①

Holly Lawer  
Interview with Roy Dymond



me: My name is Holly Lawer and I am interviewing Roy Dymond on Iron Mining. We are now in his house and it is November 30<sup>th</sup> 1993. When and where were you born?

Mr. D: 1953 in Bell Memorial Hospital in Ishpeming

me: What are the names of your parents?

Mr. D: Roy and Helen Dymond

me: What did your parents do for a living?

Mr. D: My father worked for       <sup>(?)</sup> steel for over 30 years and my mother was a house wife.

me: What are the names of your brothers and sisters?

Mr. D: Judith Marcom, Elicabeth Lawer, and Ruth Cox.

me: Are you currently married?

Mr. D: No

me: What are the names of your children?

Mr. D: Crystal, Stacey, and Stephanie

me: How long have you been working in the Iron Industry.

Mr. D: a little over 18 years



me: Why did you choose to work in the Iron Industry?

Mr.D: Well when I finished school in '71' CCI was doing a lot of hiring at that time and I choose to apply and I got hired in 1973.

me: Please name those relatives who have worked in the Iron Industry.

Mr.D: My father, grandfather, and great-grandfather. *include + emphasize*

me: What are the names of the various mines or buildings you have worked in?

Mr.D: All of my 18 years have been at the Tilden but most of them in the Tilden pit and a couple of years at the Tilden mill. concentrate operating.

me: Over the years what kinds of duties have you performed for CCI?

Mr.D: Mainly rotary drill operator and various other types of heavy equipment and a few jobs in concentrate operating. *include*

me: In as much detail as possible please describe the main duties of your current job.

Mr.D: Right now I'm a steady day shift laborer which mostly includes clean-up work and miscellaneous jobs, not a heck of a lot of responsibility, I like the day shift.

me: Did this job require any special training or higher education?



mr.p: no

me: Please describe any special machinery or equipment that you use on the job.

mr.p: an on the job I'm on right now there isn't too much other than water hoses and shovels that we use for our clean-up work.

me: what is the most challenging or difficult part of your job?

mr.p: not too much challenge in the job I'm in right now, I choose it just for the day shift.

me: Looking back over the years what was the most challenging or difficult duty you had to perform and explain why.

mr.p: well when I was a posted rotary drill operator ~~I was~~ there was a lot of challenges to that job as far as moving the drill from one side of the pit to the other side and timing your moves to <sup>coincide</sup> with the truck traffic and not to slow down the production for to great, great to great (Stephanie and Mr. Dymond start laughing) to lengthy of a time.

me: Over the years what have you enjoyed the most about your job?

mr.p: mainly the people I work with and you meet all kinds of different people.



me! What are the biggest responsibilities of your job? ⑦

Mr. D! I think we did this one all ready, didn't we?  
I'll go on to the next one.

me! If it applies to you ~~describe~~ describe the most dangerous situations that you have been in.

Mr. D! I guess the most dangerous thing that happened to me is when I was adding drill steel one time and it weighs about 2 tons of drill steel and it was hanging about 5 feet above the platform I was working on, as I was clearing it out reaching up inside of it with my arm, I cleaned it all out and then I as I turned my back it dropped from the top of the drill and ~~seconds~~ a few more seconds later I could have probably lost an arm or if would have landed on my foot I would have lost a foot.

include

me! Have you ever been involved or in or have you witnessed any accidents?

Mr. D! Just minor accidents nothing, nothing major. I've been in one accident where I've almost rolled the front end over, front end loader over but fortunately there was a big 3 foot in diameter pipe just below me and it stopped me from rolling over

include

me! Could you describe <sup>either</sup> the most unique or <sup>perhaps</sup> humorous



situations you have seen over the years

5

Mr.D: (a long pause), Stephanie laughs) We'll go on to the next one me! Please describe your working conditions.

Mr.D: Working conditions, they're fairly, fairly dirty and dusty but we do have the safety <sup>respirators</sup> and there is a lot of noise, exposed to a lot of noise, but we have earplugs but a other than that the conditions are fairly good. <sup>include</sup>

me! How have safety standards changed and what improvements do you see are yet to be made?

Mr.D: Safety standards have come along way since the 70's there's a lot more enforcement on the rules and a lot more followups on any accidents, they follow up on it and make sure they take the necessary precautions so things don't happen over and over again. <sup>include</sup>

me! How have you seen the duties of your job change over the years?

Mr.D: The duties of the job change over the years, well excepting more responsibility for your work taking on a few <sup>extra</sup> ~~more~~ duties here and there workforce is being reduced a to there's a little bit more to do each year I guess.

me! Please describe what your co-workers are like.

Mr.D: I get along with all my <sup>all</sup> co-workers pretty ~~well~~ good, very interesting people from all ~~the~~ areas



of the U.P. Some are, some are jokers, some are serious people, you meet all kinds. With a workforce of over 200 I guess at the Tilden. (6)

me! Do you remember any special stories that stand out about them?

Mr. P: Nuffin, nuffin real special I guess

me! During your career were you involved in any special projects or have <sup>you</sup> implemented any new programs?

Mr. P: No

me! Have you ever won any awards or have you ever been recognized in any way for your job performance?

Mr. P: Yeah I ~~remember~~ remember, I guess I got it right here, a letter I recieved at one time for a, I was running a electric \_\_\_\_\_ a hundred and seventy ton truck and a it was on a night shift the truck \_\_\_\_\_ drive unit failed causing the truck to go into over speed, I recieved this letter stating:  
"Following the proper operating procedures, immediately parked the truck + shut the engine down. A good judgement demonstrated in this incident resulted in a savings of approximately \$20,000 in repairs." That was signed by the pit superintendent.

*include*

me! at any time have you felt like changing jobs?



Mr. D: Yes, ah through the 80's was a pretty tough times I went <sup>(7)</sup> through ah, couple of long lay-offs and a and it was at this time when I was called back in '88' I had a decision to make if I wanted go back or stay where I was working which was the Ropes Gold mine, well I choose to go back ~~to~~ with cliffs and a I guess it turned out to be the right decision.

me: Now I'll go on to the questions about the union. <sup>Are</sup> ~~Have~~ you now or have you ever been a member of the steel workers union?

Mr. D: Yes, yes I've been a member of the steel workers union for 18 years.

me: Have you ever experienced being on strike, if so how many times?

Mr. D: yeah, I've been on strike 3 different times, one in 1977 for about 15 weeks, 1990 for I think it was about 18 weeks, and a § then just this past fall for 5 weeks

me: How does a strike actually begin?

Mr. D: well first union members all go to the union hall and vote weather they are gonna give their negotiators the right to call a strike or not. If the negotiators get a yes, yes vote then they have the power to call a strike if, if a contract is not reached by a August 1st of the contract year.

me: Now many employees does a strike usually in volue?

Mr. D: any where from 16 to 18 hundred maybe to 2000.

me: What is the purpose of a picket line and describe what happens there.



Mr. D: I guess my main feeling of the picket lines main purpose is to show the solidarity, show the solidarity in that we were backing our Union negotiators and were support of whatever, whatever they are doing in negotiations, and also its a sort of a watchdog type of thing to just see that things are going by what contract states can happen at the mine and should be happening at the mine.

me: Do you know of any interesting stories about an incident on the picket line?

Mr. D: yeah we had a in 1990 we had a couple a, couple of pets running around we'd be sitting around at night around the bon fire and maybe a fox would come walking into the fire or a skunk and, well one night one night they both come walking in from different directions and met nose to nose, and were all sitting around the fire and they're pretty about 5 feet away from us and so were scattering in different directions wondering what's going to happen between the skunk and the fox. I guess it turned out all right none of us got, got any odors from it anyway.

include

me: In general what's the most interesting or unique story that you can remember from anytime the workers were on strike?

Mr. D: I guess that, that was just stated that one maybe I answered the wrong question.

me: what takes place at a union meeting or a union rally?

Mr. D: Union meetings are pretty much like any kind of meetings where they have the new business and old business and contribute to different charities and



but the union rally is a got something to do sort of a when your going on strike and your and you know its gonna be tough times its everybody has their ups and downs but you gotta pull together and fight for what you think is right so you get the whole group there and really try to build up your enthusiasm and try to get the solidarity together.

me: In your opinion why is the steelworkers union so important to the workers?

Mr D: Well it helps maintain the fairness and equality on the job and and not only to the people working for a Union a where a union is recognized it helps the non-union employees also because a its gonna, its gonna keep a the thought of a union coming into other places and so unions are good for the labor force

include

me: what do you think the future holds for the Tilden and the Empire.

Mr D: I would guess there is probably 20 to 30 years of ore reserves left at the two places. I really am not sure on the future of it it depends on the market and what ever else, modernization I guess we'll have to keep up with modernization.

include

me: what does the future look like for the iron and steel industry in general?

Mr D: a in the near future it looks real good as far as a total future its got its ups and downs so one is never sure where its all gonna end.

me: what do you feel must be done in the future for CCT to ~~stay~~ <sup>remain</sup> competitive?

Mr D: keep up with the modern technology and a keep trying to keep the cost down, cost per pellet.



me: What do you think has been the key to the success of CCI where other companies have failed?

mrp: I guess their, their other resources have kept them kept them in in the market for many years where they had a forest a forest products and they had oil and I guess they're total management is one of the tops.

me: Looking far into the future how do you think history will remember the Cleveland Cliffs Iron Company and its workers?

mr. D: well I guess I'd say it was the main industry of the U.P. and I guess it would be looked upon as

me: How has the role of women changed in the Iron Industry and what direction do you think it will take in the future?

mr. D: well there's more and more women employees being hired by Cleveland Cliffs and at one time I guess it would have been mainly it was just office personal and it was in the in the mills. and now we're starting to see them in the pits and they're adapting and they're doing a good job, doing a capable job, and I would think they will be continue to be hired probably even on a 50/50 basis I wouldn't doubt.

include

me: what skills do the <sup>young</sup> people today need to develop if they plan to work for CCI someday?

mr. D: well its computer skills and a crafts such as welding, electronics electricity, maintenance and not only just one of these may be, maybe all of them. something that a <sup>new</sup> young person is going to need in order to get a job with CCI.

include

me: In a related question what advice could you give in general to the students of today?

mr. D: well to go on with their education and not look as the Iron look to the Iron Industry as far as how they plan their education but maybe get their education in what they want and then ~~maybe~~ if there is something open in the Iron industry maybe take it then but not to plan on the Iron Industry as being their career.

me: Please describe what you enjoy doing in your spare time?

mr. D: I do a lot of motorcycle riding and a bowling, and play a lot of



softball in the summer and a avid Green Bay Packer fan

me: If you had to do it all over ~~g~~ again would make the same career choice? why or why not.

mrD: I guess I would, I guess I would its its had its ups and downs and now after I got 18 years into it I can see the possibility of another 12 and maybe being able to retire and going into some thing on a part-time basis. I'd guess I'd choose it the same way.

me: Looking back over the years what impressions stand out most in your mind concerning your association with CCI?

mrD: no answer

me: Before we end the interview is there anything else that comes to mind that you would like to ~~to~~ add?

mrD: Only that its been fun sittin' down with you there Holly and answering your questions ~~#~~ thats about it.

me: thank you

mrD: you bet



Job Duties — pink

safety — blue —

union — yellow

Skills — brown

future — green

Pink

Blue

yellow

green

Brown