

Kim Thibault

interview with Verden Greenwood

Mr. G: Born on May 7, 1921 in Casper Michigan

ME: What are the names of your parents?

Mr. G: Luella & Louis Greenwood

ME: What do your parents do for a living?

Mr. G: My dad was a <sup>foreman</sup> foreman for the county  
& also for the city of Casper

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

Mr. G: Mildred, Lawrence, Albert, Raymond & Lavern

ME: Are you currently married?

Mr. G: Yes

ME: What is your spouse's name?

Mr. G: Merdell <sup>Myrtle?</sup>

ME: What are the names of your children?

Mr. G: Sandra, ~~David~~ Bruce and Kathryn

ME: How long did you work in the iron industry?

Mr. G: About 30 years

ME: When did you choose to work in this iron industry?

Mr G: I had a <sup>opportunity</sup> opportunity to be <sup>employed</sup> employed by the C.C.I after coming to this area to do the office work for a <sup>(aprox)</sup> construction of Iron River at the Tracy Mine in Negaunee

ME: Please Name those relative who who have worked in the Iron Industry?

Mr G: Bruce Greenwood who is my son  
Ronald Smutana <sup>spelling?</sup> my son-in-law

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

Mr G: I worked at the Loyd Mine, the Humbolt Mine and the District office in Ishpeming.

ME: Over the years what kinds of duties have you performed for C.C.I?

Mr. G: Accounting, Personnel assistant, Assistant Employment Supervisor, Employment Supervisor and Supervisor of Employee <sup>benefits</sup> benefits

ME: In as much detail as possible please describe the main duties of your previous job.

Mr. B: as supervisor of <sup>employee</sup> ~~Employ~~ Benefits

I administered the <sup>pension</sup> ~~pention~~, <sup>insurance</sup> ~~insereence~~

and workers <sup>Compensation</sup> ~~comp~~ programs for

the area regarding the ~~pention~~ program the necessary paper work was done at our office for

anyone ~~that~~ interested in retiring we gave them all the information that was necessary so that he would be aware of what to

expect in his retirement. Regarding

the ~~INS~~ <sup>INS</sup>erence program that covered

the ~~the~~ health and the life <sup>INS</sup>erence

programs that the Cleveland Cliffs

had for our <sup>employees</sup> ~~we~~ did

alot of information work for

people ~~who~~ who had retired who had

come in for <sup>INS</sup>erence information

and the ~~the~~ women that worked

in our office would handle

that situation for the most

part and they would help them

as much as they could regarding

the workers <sup>compensation</sup> ~~program~~

we weren't notified of all the

~~the~~ <sup>accidents</sup> ~~accidents~~ that happend at

all the different properties 3.

insurance

Mr. G: and if there were any lost time  
accidents payments were made  
through our office we dealt with  
lawyers quite a bit in this area  
because of litigation different  
things that might of happen

ME: Did this job require any special training or higher ~~of~~ education?

Mr. G: Yes, I believe ~~the~~ knowledge of Industrial relations Matters very helpful accounting background helped because I dealt with our accounting department often especially in regards to ~~worker~~ worker comp. So a higher was really ~~pretty~~ pretty necessary. OK now

ME: What was the most challenging or difficult part of your job?

Mr. G: Probably the most challenging part of  
my work involved the workers compensation  
part of the program for the most  
part there were no questions about  
Nesesity for lost time due to an  
accident but once in a while  
there would be questions whether person  
should be away from work so  
long this sometimes would cause great  
difficulty and maybe sometimes even  
litigation litigation

4

ME: Thinking back over the years what was the most challenging or ~~the~~ <sup>difficult</sup> <sup>duty</sup> difacult ~~duty~~ you have to perform and explain ~~it~~ why.

MrG: Well the most difacult part well one of the most difacult part ~~of the job~~ ~~that~~ I had was to notify the <sup>surviving</sup> spouse in chase of an ~~accident~~ ~~which~~ <sup>caused</sup> death I never could get to enjoy that one very much it was very diffuct to go to a ~~door~~ and to tell a person that her spouse had be injured and so badly it <sup>caused</sup> death.

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

MrG: As a Supervisor of <sup>employee</sup> Inploye Benifits I had to meet alot of people and I think I enjoyed that the most. Most of the people that came in were very pleasant very ~~and~~ were poor I enjoyed talking to them / and ofcourse the most happy people that came in were those that were planning



MrG: NOT Having for several years as  
I am retired I don't feel I can  
ANSWER 17 or 18 and 19

ME: During your career, were you involved  
in any special projects or have  
you implemented any new programs?

MrG: Our company was a self insure  
of workers <sup>compensation</sup> claims  
and I was concerned we were  
not reserving ~~enough~~ money  
to cover claims that might  
~~accure~~ <sup>occur</sup> I wrote a letter to the  
person in the accounting section  
who would be involved he  
exepcted the concern after  
consolting with Cleveland he  
~~exepcted~~ <sup>accepted</sup> the concern I had  
after consoting with Cleveland  
so he and I worked several  
weeks developing the program  
and it was very successful

ME: Have you ever won any awards  
or have you been recognized in  
any way for you job performance. ⑦

Mr G: Well I never won any awards in my job performance, but I got several <sup>promotions</sup> in the Industrial Relations department so I felt that maybe that was an award in it's self ok

ME: At any time have you felt like changing jobs or your career?

Mr G: ~~NO~~ NO, I ~~enjoyed~~ enjoyed my work <sup>expecially</sup> the work that I had in the <sup>Industrial relations</sup> Industrial Relations over 25 years

ME: What do you feel must be done in the future for C.C.I. to remain competitive?

Mr G: well I think they have been doing it allready and that is alot of <sup>research</sup> reserch and development I think that is the key to mining. in the future

ME: what do you think has been the key to the success of C.C.I. where other companies have failed.

Mr G: ~~Like~~ Like I mentioned ~~they~~ they have a good <sup>research</sup> reserch & development program and they've been a good <sup>corporate</sup> corpritt citizen

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

Mr. G: I worked in the Industrial Relations department for about 25 years and I formerly felt that [C.C.I. is a really really good <sup>corporate</sup> citizen] and I hope people will eventually come to realize that

ME: In a related question, <sup>good quote</sup> what advice could you give in general to the students of today?

Mr. G: Having been in ~~Employment~~ for C.C.I. for a few years I would say I that they should have a good <sup>appearance</sup> appearance, pleasant <sup>manners</sup> manners & be honest in your answers to questions <sup>quite</sup> quite

ME: Please describe what you enjoy doing in your spare time.

Mr. G: play golf, go camping, snowmobile, cross country skiing & for community service I don't tax ~~work~~ work for low income people at the ~~the~~ Senior Center during tax time, also I belong to the <sup>Kiwanis</sup> Kiwanis ~~which~~ which is a service organization and we do a lot of community service one of the projects we did have done in Kiwanis I think is 9

Mr G: real good project is that  
we built almost ~~100~~ about 119  
ramps for ~~handy cap~~ people  
OK <sup>handi capped</sup>

ME: IF you had to do it all over  
again, would you make the same  
career choice?

Mr G: I believe so I enjoyed my  
work and I enjoyed the  
Cleveland Cliffs ~~they~~

ME: Looking back over the years, what  
impressions stand out most in  
your mind concerning your  
association with C.C.I.?

Mr G: I mentioned it before I felt  
that they were a good  
corporat~~ion~~ citizen

Me: Thanks for letting me  
interview you

Job duties - Blue

Enjoyed about his job - Green

<sup>him & his</sup> family - black

Difficulty of Job - purple

spartime - yellow

Responsibility of Job - Pink

What will happen at CCI in the future - pencil