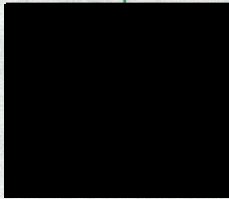


Brandon Michaud
Interview with Glen Harvala



Me: Glen could you please tell me when and where you were born?

Mr. H.: I was born July 16, 1963 in Ishpeming

Me: What are the names of your parents?

Mr. H.: My father's name is Richard and my mother's name is Shirley

Me: What did your parents do for a living?

Mr. H.: My dad retired from CCI, as a carpenter about 10 years ago and before that he was an electrician and my mom spent a few years working as a nurses aid.

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

Mr. H.: I have five brothers and sisters
one would be Richard then the next sister is Stephanie, Bevelig and Tommy
My oldest sister is ^{Maureen?} Marine

Me: Are you currently married?

Mr. H.: Yes I am

Me: What is your spouses name?

Mr. H.: Sharon Anderson is her maiden name

Me: What are the names of your children?

Mr. H.: I have four children two girls and two boys
Jodi, Diana, Bradley and Jesse

Me: How long have you been working in the iron industry?

Mr H: December 11th I will have 21 years in.

Me: Why did you choose to work in the iron industry?

Mr H: Well I left when I got out of High School I worked for O.K. autos for about 3 or 4 months then I put an application in to get into the mine probably to get better money then they called me and I quite my job and went for CCI.

Me: Please name any relatives who have worked in the iron industry? ~~with~~

Mr H: Well my father worked there my older brother works there, two of my brother in laws worked there. My mothers brother Tommy worked there and he is retired and my dads brother hugo worked there, he is also retired

emphasize family tradition

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

Mr H: Well I started out at the ^{Empire} ~~Empire~~ working as a laborer in a pellet plant. I worked there in the pellet plant probably about four months then I got a posting for a maintenance mechanic trainee which I started on April Fools Day I went through a training program for 4 1/2 years and became a mechanic, um, in 1978 I went on salary as a maintenance mechanic foreman, I worked as a foreman until 1982 which I got ^{laid} ~~laid~~ off for about a year, then I was called back I went to the Browns one well stop as a foreman I worked there for approximately 8 months then I got called back to the ~~Empire~~ ^{Empire} in the concentration

Mr.H: which I worked for about a year and
one-half down there and I got transferred
back to my original job as a maintenance
mechanic foreman at the Empire where
I still am today. *(emphasize economic conditions forced all these changes)*

Me: In as much detail as possible could you please describe the main duties of your job?

Mr.H: My main job right now, I'm assistant
general foreman on the shovel and drill
repair in the pit. My main job is to see that
the equipment is repaired, so that the pit
operating can make the required budgets. *include + quick part*
Some of the things I have to do is make sure
the parts are there, schedule the people, plan
the repairs, and to see that everything is done
in a certain manner so that nobody gets
hurt.

Me: Did this job require any training or higher education?

Mr.H: Well it didn't require any training I suppose most
of my training came out through my experience
throughout the years like I said earlier I did
have a go through a training program for 4 1/2
years, and since then as shift foreman and
general foreman I went through many 2 or 3 day
seminars. The last couple years we've been getting
heavy into computers we have quite a lot of
computer training. But that is about the only
training I have had in my job. *included*

Me: Please describe any special machinery or equipment that you use on the job?

Mr.H: Well probably one of the most special pieces of equipment we have is a P+H 2800 shovel, it's one of the biggest shovels in the country, it's a 33 cubic-yard machine, when we bought it was about 9 years old, ^{right now} it cost about 5 1/2 million dollars, it can load a 170 ton truck in about a minute and a half. We had 11 shovels at the mine and this one shovel will produce approximately 1/3 of its production. *include + guide*

Me: What is the most challenging or difficult part of your job?

Mr.H: Well, I'd have to say trying to do the best we can to keep the equipment availability up, cost down and to do it in a safe manner.

Me: Thinking back over the years what was the most challenging or difficult job or duty you had to perform and explain why?

Mr.H: I'd almost have to say my present job is the most challenging. Before when I was a sheer foreman there was always somebody to fall back on and ask them questions, what do you want to do, how do you want to repair this. Right now most of the time they come to me and ask me, what are we going to do. So I'd say my present job is the most challenging. *is this the right word?* *include*

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

Mr.H: I would have to say working with all the different people over the years. It's been enjoyable most days we have quite a bit of fun on the job.

me: What are the biggest responsibilities of your job?

Mr.H: Probably the biggest responsibility is ~~is~~ trying to keep the shovels and drills running, we usually run over 80% availability.

Me: Have you been involved in or witnessed any accidents?

Mr.H: I have never been involved in any major accidents. I have never witnessed any accidents. There's been accidents at the mine but I really never witnessed any. Most accidents I have witnessed have just been small back strains and maybe a cut finger here and there and maybe a bruise but never any thing serious. *include*

Me: Could you describe maybe the most unique or perhaps humorous situations you have seen or heard over the years? ~~I could describe a few humorous ones~~

Mr.H: I could describe a few really humorous ones but I think I better pass on them.

Me: please describe your working conditions?

Mr. H: I would almost have to say our working conditions are really good, some people complain about it. Overall I think we have a really good place to work. It's a little dirty and dusty at times, but if you dress for it and have proper safety equipment then it's fine. *include*

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

Mr. H: Well I think one of the biggest safety standards that have changed ~~are~~ to they want people to be is a lot more dust so people have to wear respirators and stuff like that are really pushed now and they want people aware of the different chemicals and how to protect themselves against them. *include*

Me: How have you seen the duties of your job change over the years?

Mr. H: Well, when I first started out I was a general laborer basically just doing clean up work in the pellet plants, hosing floors, and shoveling and different things and I worked my way up to assistant general maintenance foreman so it's changed quite a bit over the years. *include*

me: Please describe what your co-workers are like?
Do you remember any stories that stand out about them?

Mr H: Most of my co-workers are really good and I think that's what it takes to work as a team because there is no one person who can do it and if you work together as a team it is much better and it makes an enjoyable day. *include if possible quite*

me: During your career were you involved in any special projects or have you implemented any new programs? if so please describe them?

Mr H: Over the years we have been involved in many special projects, testing different materials and different wear materials because then our job we go through a lot of buckets because of the severe digging in the pits. So there has been different metals tested and pins, different oils, so we're getting involved quite a bit in that kind of stuff. *include*

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

Mr H: I can't remember winning any awards but I guess I have been recognized throughout the years from being promoted maintenance mechanic to sheer foreman to assistant general foreman so I guess I have been recognized throughout the years. (7)

Me: At any time have you felt like changing jobs or your career? Why or Why not?

Mr H: I guess I feel like changing my job two or three times a ~~day~~ week. Some days are good some days are bad but [overall it has been a good job, overall I enjoy doing it.] possible quote

Me: What do you think the future holds for the tilden and Empire?

Mr H: Well I think if they continue to make a high quality, low cost pellet we should be around for many years to come.

Me: What does the future look like for the iron and steel industry in general?

Mr H: Well I think it has been through some difficult times and hopefully we're pulling out of that. [I think there are better days ahead.] possible quote

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

Mr H: I think C.C.I. is on the right track now. Everyday we can't leave up we have to improve on what we are doing, more cost effective the day before and if we keep on doing that we'll beat our competitors and be all right include

Me: What do you think has been the key to the success of C.C.I. where other companies have failed?

Mr H: Probably the biggest key there is teamwork people get together and work together as a team they can do it. *include*

Me: Looking far into the future how do you think history will remember C.C.I. and its workers?

Mr H: I think when people look back at C.C.I. they can be really proud of C.C.I. has done for the community and do a lot of things, different charities, different things, lot of people not only the people who work at the mine benefit from it but all the other small stores and suppliers. I must say just about anyone from the community benefits from them. *include*

Me: How has the role of women changed in the iron industry and ~~how~~ what direction do you think it will take in the future?

Mr H: I think the role of women has really changed a lot in the iron industry. When I worked in the concentrator as a sheer foreman I had a woman working on my crew, she got right down there in the grease and the dirt. She did a really good job for us, it's kind of hard for somebody like guy telling a woman to get 9

include
Mr H: down in the grease while your just standing there watching her and telling her what to do. Its kind of a different role most of the women I think try hard to do a good job. And a lot of them they just used to work in offices and now they want to be out there and try to make a good living and I think it has changed a lot there are lots of different truck drivers out there. And young women summer students that come out there and drive trucks and I think they are doing a good job.

Me: What skills do the young people of today need to develop if they plan to work for C.C.I. someday?

include
Mr H: Well I would almost have to tell them try to learn some new computer things because it seems every time you turn around today there's different computer programs that we have to learn out there and everything is being computerised all the trucks in the pit their on a computer dispatch system all our work is computer now our backlog work, our history is all on computer. So if they try to learn something in the computer line they will be pretty good off.

Me: Please describe what you like to do in your spare time?

Mr. H: Me and my two sons and the wife we enjoy going to our hunting camp in the fall getting it ready for hunting season, I don't do much fishing but hunting also I enjoy restoring old equipment, I just got done doing a bulldozer. I had a 1940 dump truck I had redone. I like old cars. Snowmobiling, in the winter we do a lot of snowmobiling. I guess that's about it.

Mc: If you had to do it all over, would you make the same career choice?

Mr. H: I think I would I have no regrets on the career I picked, I enjoy it and I would almost have to say, yes, I would do it over again.

Mc: Looking back over the years what impressions stand out ^{most in your mind} ~~about you~~ concerning your association with C.C.I.?

Mr. H: I think the biggest impression, when I started with small shovels and drills over the years you can just see the equipment getting bigger ^{when I first started out they had like a six yard machine right now we're up to 32 yard machines} (10)

Mr H: and in the field in the their putting together
a 38 yard machine so it's interesting to look back
and see what we started out with and how big
the machines are getting right now.

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

Mr H: I really enjoy working with all the people
out there. It's a good place to work and
that's about it.

Me: Thanks Glen for the interview

✓ previous jobs - **Brown**

✓ safety - **orange**

✓ schooling + training - **green**

✓ equipment - **blue**

✓ schooling for future workers - **black**

✓ job right now - **yellow**

✓ accidents - **purple**

~~1. Brown~~

~~2. green~~

~~3. yellow~~

~~4. blue~~

~~5. orange~~

~~6. purple~~

~~7. black~~

8. spare time - **green (light)**