

Jamie Hytinen's
interview with Paul Hytinen

me: It is November 30th 1993, I am Jamie Hytinen and I am interviewing Paul Hytinen for our Red Dust project.

me: When and where were you born?

Paul: I was born November 17th 1955 at Bell Memorial Hospital Ishpeming, Michigan.

me: What are the names of your parents?

Paul: My father's was Rudolph Arthur Hytinen and my mother's name was Elma Marie Hytinen.

me: What do your parents do for a living?

Paul: My father worked for Cleveland Cliffs Iron Company for 32 years at the various mines in the area, and my mother worked at the Ishpeming Gasward for awhile but she was mainly a house wife at home.

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

Paul: I have one sister and her married name is Sharon Louie.

me: Are you currently married?

Paul: Yes I am

me: What is your spouse's name?

Paul: My wives name is Mary Hytinen.

me: What are the names of your children?

Paul: I have two daughters Jamie Hytinen is one daughter and Erin Hytinen is my other daughter.

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

Paul: I've been working in the Iron Industry for 20 years.

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

Paul: Well when I was 18 years old, I was unemployed and my father asked me one day Paul would you like to have a job in the mines, and that was the best option available that day so I took it and he got me a job at the Mother B mine in Pequanne.

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me: Please name those Realities who have worked in the mine (Iron Industry)?

Paul: Well my father Rudolph Hytinen worked for Celvond Cuffs for 32 years, I have an uncle Raymond Hytinen who recently retired he worked for 44 years in the industry, and I have two cousins named Roger Hytinen and Gary Hytinen who are currently working at the Todd Mine.

emphasize
family

me: what is your job in the mine?

Paul: I am a ^{Maintenance} Maintenance Mechanic out in the pit at Empire.

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

Paul: I started off working at the Mother B mine in 1973 and when that closed down in 1979 I worked at Tilden for 2½ years and then I went to Empire and I've been at Empire since.

me: Over the years what kind of duties have you performed for ECT?

Paul: I've had many jobs I was a Transfer Scrapper men at the Mother B, I was a supply Mortar Brakemen, I was a Mortar man at the Mother B. and in the open pits I've been mainly a Maintenance Mechanic.

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

Paul: The main duties of my job are to change teeth on the shovel buckets and we also trouble shoot, and domino repairs on the excavating shovels, and the blast hole drills.

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

Paul: the only special training my job required is a 72 hundred hours of on the job training I went on the Cliff's Suprenticeship program in 1976

Apprenticeship?

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

Paul: Oh, special equipment that we use um we use ^{hydraulic} hydraulic jacks, we use air impact wrenches, mobile cranes, air oxygen _____ torches, DC welders, and various hand tools.

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

Paul: the most challenging part of the job is um to try and get equipment running as soon as possible and when its broke down its our job to make quick but yet good repairs to get shovels and drills working.

me: Thinking back over the years what was the most challenging or difficult duty you had to perform?

Paul: well the most challenging and difficult would have been being a mortar man at the Pather B mine, working on the 11th level, 3200 hundred feet underground it was very dark, at times it was wet and you had a lot of obstacles you had to watch out for being a mortar man, there were things sticking out of the walls, hanging down from the ceiling, that you had to duck and go around, it was quite hazardous duty.

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

Paul: The most about my present job is I work outside alot, ya get alot of sunlight, but yet you get alot of fresh air. Its alot better than working inside in the concrete or pellet plant where you are in a

more dustier, messier environment.

me: What are the biggest responsibilities of your job?

Paul: It is to be there when the boss calls you, because we are radio dispatched and were in the truck, and when the boss calls us to go and perform a job, it is that we get there and we do the job and we do it right the first time. include + quote

me: Could you describe either the most unique or perhaps the humorous situation you have seen over the years.

Paul: Oh the most humorous situation and it was a little gag game they played at Tilden in 1980, where this, two guys, one of them dressed up in a Gorilla mask and had a cheson, and he bonded a drilling machine in the Tilden pit. The drill operator was unaware of these guys ^{borrowing} his equipment. And the Gentleman with the Gorilla mask stuck in the backroom, he shut off the drill, and the driller not knowing what had happened went back to start the drill up, and when he entered the backroom the guy with the Gorilla mask stood in the corner kinda shook and moved a little but made a _____ noise, and the driller he took and he fainted, he fell on the floor, he was so scared he thought there was a monster in the back there.

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ME: Please describe your working conditions.

Paul: Working conditions (well we work outside quite a bit, we spend 95% of our work time outside either in the wind, rain, sun, or the darkness, and there is a lot of _____ work, there is a lot of heavy lifting in being a maintenance mechanic because we don't always have a hoist available to perform some of our more strenuous duty. *include*

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

Paul: Safety standards over the years have changed a lot there changed a lot for the working man, back in 1973 safety was practically nonexistent, and through the years men have been educated a lot on the proper ways to handle equipment and to work ~~safely~~ safely, and improvements that can be made is men have to be educated more on the proper safety rules and how to do things properly. *include*

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

Paul: Duties of my job have changed over the years is that the men getting more experience on the job have been able to work smarter and not harder, meaning that they have been able to find a lot of shortcuts to save work, but yet do a job a lot safer.

ME: Please describe what you as workers are like. 6

Paul: Oh, my co workers most of them are high school graduates, some have seen military service, and um just a mixed bag of people, were all of similar ~~education~~ education backgrounds, and some guys got longer fuses, and other guys are a, quite volital with short fuses, its dependantaly a mixed bag of people out there.

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

Paul: The only special projects that I've been involved in is a the erection or the putting together of 23 shovel and 24 shovel cut Tilden Mine in 1980. include

ME: at any time have you felt like changing your job or career?

Paul: Oh, at one time here about 10 years ago I felt like I needed a change cause I felt like I was getting no ware in my job but when I weyed the options I was to old to quit my job and to start over again in a new career so I decided to tough it out for Cleveland Cliffs.

ME: Are you know or have you ever been a member of the steel workers Union?

Paul: Yes, I am currently a member of the United Steel Workers local 4950

ME: Have you ever experienced being on strike?

Paul: Yes, I have

ME: ~~How~~ how many times?

Paul: Well out of 7 contracts that our local has with Cliffs I've been on strike 4 times with them already.

ME: How does a strike actually begin?

Paul: A strike actually begins when United Steel Workers Committee and the Cleveland Cliffs Committee fail to agree on wages and benefits for their employees, so they come to an impasse and both sides call a strike and the men do not go on the job.

ME: How many workers does a strike usually involve?

Paul: this last strike we had in 1993 it involved 1,850 hourly employees between the Central Shops Alden mine and Empire Mine.

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

Paul: the picket line is a way for the United Steel workers to monitor the people traffic going into the mine to see if there are any scabs going into take their jobs and generally its just guys standing around BS'ing talking about the contract, having barbecues, playing horseshoes and drinking coffee.

ME: What happens if people do try and go into the mine?

Paul: Well in the strikes that i've been involved with people have not crossed the picket lines to take our jobs, but in previous strikes like in the 40's when United Steel Workers first organized at the mine there were people who crossed the picket lines and they were known as scabs, scab labor, and some of them got beat up, and some of them got the windows smashed on their vehicles, and they learned they hand knocks not to cross the picket line.

ME: In general what is the most interesting or unique story that you can remember from anytime the workers were on strike

Paul: the most unique story or unique event was a seeing the solidarity of the workers, men who were at odds with other in the workplace made didn't like each other, when we were on strike, they stuck together, there was a lot

of unity there, they went from not liking each other to being a united brother.

ME: What takes place at a Union Meeting or Union Rally?

Paul: A Union meetings, monthly meetings, they a just talk over our um Union business such as all our communications ~~to~~ from the other locals, we get a briefing on what's happening in the Iron Industry, we find out which direction the mine is going in you know what our local knows about people being hired, or people being fired, all kinds of little discrepancies that take place in the work place

ME: In your own opinion what is the Steel Workers Union so important to the workers.

Paul: Well the old saying, United we stand divided you fall, meaning that with the steel workers have stuck together over the years, that they have been able to ^{include growth} some good fair contracts with Cleveland Cliffs where as if we were not united, were not in a union we wouldn't be making the wages or having the benefits that we have now because you wouldn't have any bargaining power if you did not strike

ME: What do you think the future holds for the Tilden and Empire?

Paul: Both Tilden and Empire mines are going to be becoming good lean mean mining machines, they are going to go through technology and throw bigger equipment and throw a smarter experienced work force they are going to be able to remain very competitive in North America.

ME: What does the future look like for the Iron and Steel Industry in general.

Paul: There is a lot of competition out there with your composite materials with ^{include} ceramics, with um with just technology there is going to be a lot of competition out there but there will ~~be~~ always be a need for Iron and Steel because certain things you just cannot substitute.

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

Paul: Corporate Cleveland gotta open up their ears and they gotta quit telling the guys how to do it and listen to the men on how they want to do the job. Corporate Cleveland has this thing where they gotta boss people around and if they would change the roles around a bit and listen to what the employees have their people out in the field out on the floor they've got a lot of good ideas and Corporate Cleveland has to open up their ears and listen to them.

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ME: What do you think has been the key to success for CCI were other companies have failed?

Paul: CCI has positioned themselves to be um in a no lose situation when ever they entered partnerships such as Empire Mine and Tilden mine they own all or most of the one body where as if the partners in the steel industry are losing money Cleveland Cliffs can actually be making money because they are still selling them the tonnage out of the pit.

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

Paul: We went from 20 years ago with one lady working in the um mines, to right now there's close to 100 women working out there and the women have gone from being the secretary to being a truck driver, a welder, a repairman, they have taken over many jobs that were traditionally been a man's job out there. and can see Cleveland Cliffs hiring more women in the future because they are good workers.

ME: What skills do the young people of today need to develop if they plan to work for CCI some day?

Paul: One skill that they should develop and that is to become a good computer user. Because computers are just right now starting to come into the mining game at Empire. Well I am 58 years old and I am start learning to use a computer, were if you could learn that in high school you could walk right into a job already being computer smart

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

Paul: The Best advice I can give you is go to school and learn as much as you can finish High School, and go to collage if you possibly can and get the best education because you can always find a job.

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

Paul: Oh I enjoy horses right know we've got 2 horses in the yard, and my family is quit active with horses so that takes up a large part of our time I also enjoy wood working, and I just enjoy being home with my family.

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

Paul: Yes I probably would have theres alot of good people out there in the mining industry, I've got to meet and know alot of nice people, and I also like the area so if I want to stay in the area here I figured I might just as well just get one of the better paying jobs in the area.

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

Paul: Well C.C.I. has gone from a caring company were they actually almost cared about people where as know it has gotten to be out of touch with the working man and I see that as them having a very cold attitude about there people, there right know instered in making profits verses the well being of there employes.

ME:

this concludes my interview with Paul Hytinen for the Red Dust Project. Thank you Very Much

Paul: your very Welcome

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The Maintenance Mechanic.