

DAN RADERS interview
with JOHN RADER

Dan Rader

Small printing
- difficult to read

ME: WHEN AND WHERE WERE YOU BORN?

JOHN: I WAS BORN ON JUNE 27, 1947 IN BATTLE CREEK, MICHIGAN

ME: WHAT are the names of your Parents?

JOHN: MY parents names were Phyllis and Harry Rader

ME: what did your parents do for a living?

JOHN: MY Dad originally worked at a gas company in Lower Michigan And when we moved up here in 1950 He ~~worked~~ went to work at the Morris mine in North Lake

ME: what are the names of your brothers & sisters?

JOHN: I have one brother named Bill

ME: And are you currently married and if so what is ~~what~~ your spouse's name?

JOHN: I am currently married and my wife's name is Susie.

ME: what are the names of your children?

JOHN: John and Dan.

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

JOHN: for 20 years

ME: Why did you choose to work in the Iron industry?

JOHN: Because when I got out of the service I was looking for a teaching job, but there weren't any teaching Jobs available at the time and your mom + I had just gotten married and I needed a job so I went to work in the mine

ME: And are there any other relatives of yours that have worked in the iron industry?

JOHN: Ya, there was my Dad, my brother Bill, my uncle Jan, and my uncle Clifford, and my great grandfather August Anderson. include

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

JOHN: I have worked in the Mather B mine the Fildermine, and I did some training in the mather A mine

ME: over the years what kinds of duties have you performed for CCI?

JOHN: Well, back in 1974 I started as a transfer scraperman at the Mather B and from there I went to slope scraperman and a minor, when the Mather B closed I was transferred to the Tilden mine and I've held various jobs there, I started as a laborer eventually working my way up to a plant repairman and now I'm currently a maintenance mechanic include

Dan Rader Reddust interview
with John Rader

me: in as much detail as possible could you please describe the duties of your current job?

John: my current job as a maintenance mechanic is to do mechanical work and repairs on the large shovels and drills in the pit *include*

me: does your job require any special training or higher education?

John: yes it does

me: could you describe it please?

John: I had to go to a 4 year apprenticeship program taking various classroom and practical tests & on the job experience in order to get my craftsman status. *include*

me: could you please describe any special machinery that you use on the job?

John: well we use all kinds of hand tools, oxy-acetylene torches, welding machines, dial indicators, calipers, special measuring devices, lasers, ... things like that

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

John: The most challenging part of my job is determining what the problems are when an operator comes and says the machine won't work, its figuring out what the problem is and a way to prevent it. *include - possible quote*

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

John: I guess the most challenging thing I had to do was to put an air raise at the number 8, a vertical tunnel from the 7th level up to the sixth level while driving a vertical tunnel straight up 250 feet from one level to the other. *include*

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

John: what have I enjoyed most about my job? I guess the, working with the people, not the job itself but the people that you work with

me: what are the biggest responsibilities of your job

John: I would say my biggest responsibilities are making um, good decisions on what I do as far as an fixing equipment & what its gonna take to fix it, its a very expensive multi million dollar machinery and you cant make any big mistakes or its gonna cost a lot of money

me: if it applies to you, describe the most dangerous situation you have been in?

John: I guess the most dangerous situation I was ever in was, another man & I were working in a drift - repairing it and a large chunk fell, I'd say about the size of a refrigerator fell right behind us and missed us by about five feet

me: have you been involved in, or have you witnessed any accidents?

John: I have witnessed several accidents, and I myself got a hurt back, broken hand, broken R. bs, and a smashed foot, & several cuts & lots of burns. *include*

me: could you describe the most unique or perhaps the most humorous situations that you have seen over the years.

John: I guess one of the most humorous situations I can think of off hand is a guy at work one time just had to eat, & had eat anything anyone brought to work or if the didn't finish their lunch, & one time while he was gone we had a big piece of chocolate cake and we put some in it & he ate the cake & said how good it was and then right after that he had to go to the bathroom. *include*

Possible quote

DAN RADER'S Red dust
interview with

JOHN L. RADER

me: Could you please describe your working conditions

John: My working conditions? ^{well} I'm outside all of the time, I work out in the pit, it's a real cold job out in the winter time, ^{there's a lot of grease} there's a lot of heavy things to work with, a lot of difficult things to work on mechanically. include

me: how have safety standards changed & what improvements do see are yet to be made?

John: Safety has come a long way, when I first started at the mine safety wasn't really stressed the only reason that we did have some of the safety programs ~~is~~ because it was mandated by law & now that the company realized that having people hurt on the job is not to their benefit, ^{it costs them money} so that it's, safety has become more of an issue at work & in the work place, also the federal government has stepped up its inspections, so I think safety has come ~~a~~ a long way for the good. include

~~me:~~ me: have you seen the duties of your job change over the years?

John: my job is basically the same, it's, I guess that it's just that now things are done more ^{I think} completely, better, faster and with less people than in the past

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

John: well I don't really remember any ^{that's} special, most of my co-workers are just ordinary people like your mom & I that are married with families, you know, just regular people

me: during the years have you been involved in any special projects or have you implemented any new programs?

John: ya', I guess, when I was a plant repairman inside I was involved with the magnetite conversion at the ~~Filder~~ Filder mine, which was expected to add about fifteen years at life to the mine and involved a lot of new construction there, since I've changed jobs and gone to the pit I was involved in the erection of 3 brand new shovels, I guess those were the biggest special projects. include

Jan Olander
RED DUST

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

John: they don't give awards at CCI to hourly people, I've gotten letters of recognition in my personnel file. *include*

~~me~~ me: at ~~what~~ ^{any} times have you felt like changing jobs or your career?

John: what was that one?

me: at any times have you felt like changing jobs or your career?

John: ya,

~~me~~ me: why? or why not?

John: I've often thought about it, but it's hard to give up the years and the semi job security that's involved there and to change careers especially when you have a family

me: what do you think the future holds for the Tilden & Empire Mine?

John: Well that's a hard question, I've got the feeling that the Tilden & Empire are gonna continue to run in the future it's hard to say how long, but the life expectancy is in the 20 year range & I expect it to go that long and possibly longer as technology changes & processes change it's possible that it could go longer than that *include*

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

John: I think there is always gonna be a need for steel & I would say that it's probably gonna stay at the same level that it is at now. I don't have any facts or figures to back that up, that's just a personal opinion. *include*

me: what do you think must be done in the future for CCI to remain competitive?

John: I think they've gotta change the way that they manage their mines, especially in their lower & middle management that the people aren't really in touch with the way things really work there & they realize that things really need to have a more efficient operation

me: what do you think has been the key to success for CCI? Where other companies have failed?

DAN RADER

RED DUST

John: I think it's an ~~imaginative~~ company with a good work force & that's been able to make it stay competitive & me: looking far into the future how do you think history will remember the Cleveland-Cliffs Iron Company & its workers?

John: I think they're just gonna remember us & the company as the people who went in there and took the minerals out of their land for the profit like the old Lumber Barons ~~long~~ ago & moreless took what they could do & get and just remember the people who worked there as regular people who needed a job. *include + quote*

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

John: well when I started ~~there~~ ^{there} weren't any women working there and little by little there are more & more of them coming into the work place, I see this as a trend that's going to continue, there's going to be more & more women working there as time goes by

~~me:~~ me: what skills do the young people of today need to ~~learn~~ ^{develop} if they plan to work for CCI? *include*

John: I think the most important skill would be the ability to think for them selves, as far as specific skills I would say computers, welding, ~~work~~ ^{cutting} mechanical abilities, mechanical things, those would be the ^{main} _{things}

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

John: put your education first, study hard & get a good education so that you don't have to work in the mine

DAN RADER
RED DUST

me: When you're not at work, could you describe what you enjoy doing in your spare time?

John: Oh, I like to hunt + fish + ride four-wheelers and watch the Packers win on T.V.

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

John: no, definitely not,

me: why not?

John: it's hard, dirty, greasy, unrewarding ^{quote} work

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

John: What impressions stand out most in my mind concerning my association with CCI, I would say the ^{quote} way they treat their people, they don't have a good track record of treating their people well, especially during contract times

me: Before we end the interview is there anything else that comes to your mind that you'd like to add?

John: not that I can think of

me: O.K. Thanks

John: you're welcome

DAN RAPER
RED DUST

did you begin again?

me: are you now or have you ever been a part of the steel workers union?

John: yes

me: have you ever experienced being on strike?

John: yes 3 times in 1977, 1990, and 1993.

me: how does a strike actually begin?

John: Well, it actually begins when company negotiators and union negotiators can't reach an agreement before the expiration of the old contract.

me: how many employees does a strike usually involve?

John: it involves all of the ~~the~~ employees, I think even salary employees are, ~~the~~ jobs are changed, but as far as the actual people going on strike it's only the union members.

me: what is the purpose of a picket line, and describe what happens there?

John: the picket line is, the purpose of it is to inform people either trying to enter or leave the mine property or going by the mine property that there is a strike going on, and provide them any information they might like to find out about

me: Do you know any interesting story about an incident on the Picket line?

DAN RADER

RED DUST

John: No, whenever I've been there it's pretty quiet & orderly.

me: in general, what is the most interesting or unique story that you can remember from any time that the workers were on strike?

John: Oh, nothing in particular Dan, I just, ah, everybody in the Union tries to, um, stick together and help each other if they can, but I can't think of particular incident or occurrence.

me: What takes place in a Union Meeting or a union rally?

John: Oh!, at a union meeting is what happens is there's an exchange in information between the union officers and an exchange in ideas between the union members to get their point of view across to the other people that are involved and a lot of questions & answers & sometimes arguments.

me: Why is the steel workers union so important to the workers in your opinion?

John: (its important) because it gives the hourly people some say so, or some power in what goes on in their job, if it wasn't for the union the company would try to make you work for the lowest possible wages that they could, they could hire & fire people with no just cause, there probably wouldn't be any insurance benefits, you couldn't go to the dentist like you do now, or get glasses, or whatever, you know without some additional sacrifices, and that's about all I can think of.

me: O.K., thanks John

John: O.K. Dan