

10 pages

Jessica Swanson's
interview with Ray Satterley

Mr Satterley: I think I should start by saying that I did not work for Cliffs ~~Mining~~^{Iron} Company, but for Inland Steel Company which was a steel making company who had iron mines and also got some of them over through purchases from Cleveland Cliffs and that now the underground mines have closed, technical changes have made it necessary to get into ^{pelletizing} pelletizing. My company now is a major partner in the Empire Mining Company, operated by Cleveland Cliffs Iron Company.

Me: When and where were you born?

Mr. S: Hubbell, Michigan on August the 10th 1904

Me: What were the names of your parents?

Mr. S: My dad was Joseph, and my mother, Emma.

Me: What did your parents do for a living?

Mr. S My dad was a mechanic

Me: What were the names of your brothers & sisters?

Mr.S: I had two brothers, One, Osmond and the other one, Reuben. Both older than I am, and are not now living.

Me: Were you ever married? ³ what was your spouse's name?

Mr.S.: I was married for 43 years, before my wife Emily died in 1978.

Me: what are the names of your children?

Mr.S.: I have one, son, David.

Me: How long have you worked in the Iron Industry?

Mr.S.: [I worked for Inland Steel Company for 43 years before retiring in 1968.] ^{include}

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

Mr.S: Well, it goes a way back to the mining community because my grandfather was killed in the copper mines in the Copper Country, and I was living in the Copper Country and I was connected with mining, and when I graduated from college, I was not sure if I would go in the mining industry, and the first job I could get was in iron mining.

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

Mr. S.: I did not have any relatives who worked in the iron mining industry. My parents and my grandfather were connected with the mining in the Copper Country.

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

Mr. S.: The two mines that I worked in in Marquette County were the Morris Mine and the Greenwood Mine. All the other iron mining work that I have done was out of the state.

Me: Over the years, what kinds of duties have you performed?

Mr. S.: I graduated from Michigan Tech and started out as a mining engineer in Minnesota

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

Mr. S.: ~~I started out as~~ a mining engineer in Minnesota, came to Michigan in 1930 as superintendent of the Greenwood Mine and then transferred to the Morris Mine in 1935 and in 1940 to Iron County, and back to Marquette County again in 1946 as general manager of all mines for Inland Steel.

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

Mr. S.: From graduating at the mining department at Michigan Tech, was my primary education for my job

*stress degree
it was unusual at
that time.*

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

Mr.S.: The most difficult part of my job, being in management, was being able to get along with my fellow workers, as far as management is concerned and also with your miners and other workers who you were in contact with continually.

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

Mr.S.: That again, I don't know exactly. ^{how to express myself for that one because} They were all really involved in management and difficult to relate to the ^{working} situation.
[stress that management has its own set of problems]

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

Mr.S.: Well I think what I enjoyed most about my job was to be able to try in the best way possible to cooperate with the people that you have to deal with daily, including union representatives and the working people. ^{include}

Me: What were the biggest responsibilities of your job?

Mr.S.: Well, my job included all the way from when I was an engineer up to the point of where I was general manager of all operations.

Me: Have you been involved, or have you witnessed any accidents? If so, please describe them.

Mr.S.: I have not been directly involved with accidents, other than accidents have happened in the mines and at the mines at various times in which you were involved in seeing that the people that were in the accident were properly taken care of and tended to.

Me: Could ^{you} describe the most unique or perhaps humorous situations you have seen over the years?

Mr.S: That one is tough, I don't know how I could describe that.

Me: Please describe your working conditions?

Mr.S: Well my working conditions were always involved with management, so therefore I didn't get involved in actual mining operations as conditions.

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

Mr.S: Well, safety conditions between the time I started to work in 1925 and today, are so completely changed, and improved on, that to describe any particular changes is almost impossible. because everything has changed from the basic working conditions to the present day working conditions and the necessary changes have been made to help people with their work, and without having any accidents of any kind. include

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

Mr.S: I just said in the question before that there has been a complete change in the operations of mines, and mining in the iron ore industry. From the time I started in 1925 and retired in 1968, because the conditions to start with in those days were unique and very primitive to the point now where everything is done in a very scientific way. include

Me: Please describe what your co-workers were like. Do you remember any special stories that stick out about them?

Mr.S: My co-workers again were all involved in management situations and the stories that I tell, I don't believe would be something that would be involved in this particular situation.

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

Mr.S: Yes, I had several situations in which there were special projects. When we started the Greenwood mine in 1930 the shaft was put down under air pressure using special sand workers who were called "sand hogs" and worked under pressure in putting the shaft down from the surface down to ledge. That was a special project. ~~And~~ I also implemented a few ideas at the Greenwood Mine that had not been used before in the iron mining industry such as detachable bits and electric cot lamps.

include & quote part

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

Mr.S: The only thing I can say that I have belonged to the American Institute of Mining Metallurgical Engineers to the point where I am now honored as a Legion of Honor.

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

Mr.S: There were many, many times that I felt like changing jobs when circumstances came up that were difficult to answer and difficult to work with. Sometimes, well I'd like to tell a story about my wife. When I came home one time and said that I was disgusted and that I was

cont'd →

Mr.S: gonna quit mining and going into farming, and she said if I did, I'd be sinking a shaft in the backyard. *include + quote*

Me: You're not directly involved with the union, but with the management, but do you know how a strike actually begins?

Mr.S: A strike actually begins because of a disagreement in terms of working terms and compensation between, a disagreement between the workers and management. *include*

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

Mr.S: A picket line is put up to make sure that no one can get to the property to work in the place of the people that are on strike, so that they can maintain their strike, and not have any interference with work. *include*

Me: In your opinion, why is the Steelworkers Union so important to the workers?

Mr.S: Union is important to the workers because it gives them an outlet and a voice in their conditions when they're dealing with management. *excellent quote especially since he's management*

Me: In your opinion, what do you think the future holds for the Tilden and the Empire?

Mr.S: Well, the Tilden and Empire mine are gonna continue operating as long as they can mine the iron ore and sell it at a profit and in competition with other companies, *include*
other iron ore companies.

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

Mr.S: Well, the iron and steel industry has changed materially over the years in based on what the steel companies are making and required by industry in general. There has been great changes in the types of steel that is used in automobiles, construction, and in each case it effects the types of ore that are mined for the use in the steel industry, *include*

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

Mr.S: Every thing must be done to keep the iron and steel industry going, ~~and~~ to be competitive they must be able to mine their iron ore at a profit which means the profit is effected by labor costs and other costs that go into the mining of the ore. *include*

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

Mr.S: Cliffs has been considered as one of the best operated mining companies that are operated in the Lake Superior district, and I'm sure they'll be remembered, and have been as an outstanding operating company. *include + quote*

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. S: The role of women in the iron industry has been changed completely. When I first worked with underground mines, we wouldn't even allow a woman to go underground, and it has developed to the point where women can do any of the jobs that the men are doing and it will continue to grow as far as the use of the women in industry.

include to quote

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

Mr. S: The advice that I can give to the students of today is to number one, stay in school, go on for a continued education, and develop their education along the lines of what is happening today with the advancement in technician. Because the whole world, and the whole operation of everything is depending on the development of skills and higher skills in all types of industry. *good quote*

Me: Please describe what you enjoyed doing in your spare time?

Mr. S: Being retired it's necessary to keep yourself busy, and I keep myself busy by doing some thing everyday that requires thinking of some kind, and one of the things that I enjoy doing is modelling electric trains.

Me: If you had to do it all over again, why or why not would you make the same career choice?

Mr.S: If I had to do it all over again, I don't know how I would think of doing anything different, because I was raised in a mining area and close to a school that at the time when I went to college was mainly a mining college and it fell in place, and I don't know what else I would start out with.



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

Mr.S: No, I think that's about it. Is that all right?

Me: Yup, thank-you very much.

Approach your story from the viewpoint of management.

HERITAGE: GREEN

SCHOOLING: BLUE

MANAGEMENT/ENJOYMENTS/PROBLEMS: yellow

PREVIOUS JOBS: ORANGE

DIFFICULTIES/Responsibilities: Pink

UNIONS: Black

FUTURE/changes: purple

PROGRAMS/Acknowledgements: Brown