

WORKMEN'S COMPENSATION: (Continued)

Jim Possillippo - Stephenson Mine Accident Report #537. April - ? 1921. This man was injured while lifting a stick of timber and ~~it~~ has not recovered so that he can do any work. He tried various physicians and was at the Ishpeming Hospital at two different periods for several weeks, and seemed somewhat benefitted. We had some correspondence with the Department of Labor and Industry concerning his case and took him with us to Marquette on Sept. 15th, at the time Deputy Commissioner Ferguson was there. The matter was talked over and our liability explained to him for us by the Commissioner. Mr. Ferguson thought that it might be desirable to send him to a Specialist for observation and operation if found necessary, and in accordance with this Possillippo was taken to Ann Arbor by Dr. MacIntyre where he was carefully examined by Dr. Cabot and other physicians. Dr. Cabot stated that Possillippo's back was in very similar condition to his own. Dr. Cabot had consulted various physicians and tried various methods of remedy and stated it would be impossible, in that condition, to do hard manual labor but that some light work, at which the man could sit down a considerable portion of the time, might be attempted. Possillippo has a family living in Italy and desired to return there, thinking that he could with his wife open up a little store, she having done so previous to the war. The Department of Labor & Industry at Lansing directed us to make a lump sum settlement permitting him to return, but he received a letter from his wife stating the present conditions in Italy and he thought that he then would pay her a visit and look over conditions himself, securing passports which would permit him to return to the United States within a period of 6 months, provided he saw no opportunity of doing well at his old home. The matter has been taken up with the Italian Consular Agent at Duluth and he, with the Department of State at Washington, and Possillippo will be permitted to return to Italy, the Department of Labor & Industry authorizing a partial lump sum payment when he is ready to go, which will probably be the latter part of January, 1923.

WORKMEN'S COMPENSATION: (Continued)

Solomon Kangas - Holmes Mine Accident Report #28. Dec. 14, 1916.

On Sept. 15th, when going to Marquette, we took Kangas with us for consultation with Deputy Commissioner Ferguson. Kangas has a bad ankle but refused to have his foot amputated although advised to by different physicians, and also Deputy Commissioner Brown, at a previous date. We wanted to impress upon Kangas the necessity of doing something for the reason that his compensation would end in about two years and at that time he would be entirely helpless with a large family, unless he attempted to do some work, either in his present condition or with his foot amputated. The Commissioner further advised him to have his foot amputated which advice was substantiated by Drs. Hornbogen and Bennett, who were in the room at the time. Kangas has refused to have this done but has shown a little more desire to attempt work and some effort will be made in the spring to give him something, to see if he cannot be put on a self-supporting basis.

Battista Maffasanti - Stephenson Mine Accident Report #583. May 11th, 1922. This man suffered a compound fracture of the fibula and tibia of left leg and his right hip was dislocated. It was found that this man was tubercular and the injury was so severe as to prevent him from ever resuming his work as a miner. The matter was discussed with Deputy Commissioner Ferguson who directed us to make a lump sum settlement with this man provided he wished to return to Italy. Several visits were made to Gwinn to see Maffasanti and the matter taken up with the Italian Consular Agent at Duluth. Arrangements were completed and he sailed from New York for Italy on November 28th, being accompanied by Frank Minelli, one of our men going home on a visit.

WORKMEN'S COMPENSATION: (Continued)

Matt Millimaki - Princeton Mine Accident Report #170. August 4th, 1921. This man had a bad fracture of his leg and did not get along satisfactorily with his work. He began work as an Underground Laborer at the Francis Mine on January 16th, 1922 and continued at work quite steadily until August 25th. On August 25th or 26th he injured his knee while playing baseball. The knee did not readily respond to treatment and the Doctor stated that this was on account of disease and a course of treatment recommended which, so far as we know, he has not yet followed. The matter has been discussed with the Commissioners from Lansing and their instructions followed in the matter. He has now applied for compensation and a hearing will undoubtedly be set for some time early in the year of 1923. His claims will be contested on the basis that according to the doctor's report, so far as the injury is concerned, he is able to return to work.

WORKMEN'S COMPENSATION: (Continued)

The annual statement which is attached gives the number of accidents which occurred during the year at the different properties. It also shows the number for which compensation was paid and the number for which no compensation was paid. The report shows that there were 346 non-fatal accidents of which 237 received compensation payments.

For the last eight years, the report shows the following:

Of the accidents that occurred in 1915, 36.3% received compensation.
Of the accidents that occurred in 1916, 43.7% received compensation.
Of the accidents that occurred in 1917, 41.7% received compensation.
Of the accidents that occurred in 1918, 37.6% received compensation.
Of the accidents that occurred in 1919, 48.7% received compensation.
Of the accidents that occurred in 1920, 60.5% received compensation.
Of the accidents that occurred in 1921, 64.5% received compensation.
Of the accidents that occurred in 1922, 68.5% received compensation.

The annual statement shows the payments made during the year on account of accidents which occurred in 1922 and also those which had occurred in the years 1915, 1916, 1917, 1918, 1919, 1920 and 1921.

In those cases for which a definite amount is still to be paid at the end of the year, these amounts are set up in the column on the annual statement as "Compensation Still Pending".

In the cases of some accidents, which occurred late in the year, it is impossible to know definitely just how long the disability may continue and in these cases an estimate is made, based on the reports of the physicians and the corresponding amounts are included in "Compensation Still Pending". The number of such cases are small in comparison to the total so that the amount involved does not effect the percentage of cost to any appreciable extent.

The total amount of compensation to be paid after December 31st, 1922 is \$ 41,729.28, this being the total for all of the mines of the Company.

Of the above amount there is pending for the years 1917, 1918, 1919, 1920 and 1921 \$ 26,626.38 and for the year 1922 \$ 15,102.90.

The compensation payments for the accidents which occurred in 1922, including medical payments for the year, amount to a percentage of .0157 of the pay rolls for the year.

WORKMEN'S COMPENSATION: (Continued)

The percentage of compensation costs since the laws went into effect are given in the following table:

Year.	Percentage of Payrolls.
1912 - 4 months	.00649
1913	.01104
1914	.0160
1915	.01095
1916	.01903
1917	.01268
1918	.01214
1919	.00901
1920	.0079
1921	.01444
1922	.01570

The rate of payments for medical and hospital service, which was adopted in 1918, has continued throughout the year 1922. This rate is \$1.10 per each employee per month, which is paid to the physicians for medical services for each employee and for the immediate members of the family. The Company pays 40 cents per man per month to the physicians for the care of those men who are injured while at work for the Company, this to cover the payments provided by the compensation law. The total amounts paid to the physicians is, therefore, at the rate of \$1.50 per man per month.

The payments on account of Workmen's Compensation, including the payments to the physicians, are given in the following table for the years 1912 to 1922, inclusive:

Year.	Cleveland-Cliffs Iron Company.	Negaunee Mine.	Athens Mng. Company.	Total.
1912	1075.91	105.08	.03	1181.29
1913	13149.70	1152.87	27.15	14329.72
1914	27416.82	2840.13	446.03	30702.98
1915	15657.71	1699.28	656.07	18013.06
1916	32404.74	3496.75	672.29	36573.78
1917	45129.92	5301.30	911.46	51342.68
1918	43734.77	6198.93	1197.57	51131.27
1919	59680.51	11724.68	2234.77	73639.96
1920	62593.22	8888.01	2928.15	74409.38
1921	618 32.34	4709.80	5208.92	71751.06
1922	58847.02	5283.24	2048.23	66178.49
	421522.66	51400.07	16330.67	489253.67

THE CLEVELAND-CLIFFS IRON COMPANY
STATEMENT OF COMPENSATION AND BENEFIT PAYMENTS FROM JANUARY 1ST, 1922 TO DECEMBER 31ST, 1922.

	No. of Employees	No. of Fatal Accidents	No. of Non-Fatal Accidents		Actual Compensation Paid in 1922	1915	1916	1917	1918	1919	1920	1921	1922	Com-pensation Still Pending	Actual Payments To Physi-cians	Phy-sicians Still Pending	Fatal Cases Pending	Injury Cases Pending	Benefit Payments
Personal Injury Accounts Payable			13	1	11		2717.42	1820.00	4208.00	2760.89	1109.68	2422.00	28.00	25923.61				3	50.67
Maas	217										2853.23	74.03	576.72	357.00	920.54				
Maas Crusher Plant															23.20				
Gwinn	12		1	1								3290.35	119.00		62.05				82.50
Austin	52		6	4	1									252.77	168.13			3	46.67
Stephenson	236		36	15	3						586.04	1490.95	5126.81	1733.50	1110.10			7	1323.50
Princeton	13		1		1						634.67	197.27	13.68		98.07				7.50
Gardner-Mackinaw	6														27.90				
Gwinn District Crusher											966.00				16.80				
" " Laboratory															21.00				
" " Office Expense															19.60				
Francis	112		15	5	1							32.66	793.61	173.98	419.61			4	208.83
Morris-Lloyd	227		26	20	19			520.00				1419.91	1316.73	149.32	933.70			3	460.65
" " Laboratory															14.40				
Barnes-Hecker	55		5	5	4										234.70				47.50
Jackson	4														13.80				
Electric Generating Plant	22		2												31.00				
General Storehouse	38		1		3									350.00	162.30	50.00		1	
Miscellaneous	7														4.60				
Lake	3			1						562.72					6.40				
Cliffs-Shaft	155		27	14	23	349.44									698.70			7	199.67
" " Laboratory															17.00				
Salisbury	16		1												14.00			1	
Holmes	228		25	3	27		520.00			359.73				189.00	1516.86	3103.33		7	673.35
Angeline	1													700.00	6.80				
Republic	182		27	12				429.14							1586.59				6
Spies	10		2												1425.67				2
Virgil	12														82.40				
Central Office	171														254.80				
Dead River-McClure Plant															8.00				
Dead River Storage Dam	17		3											99.36	74.52			3	
Pension Department															25.80				
Purchasing Department															35.40				
P.I.A.P. (Negaunee Mine)															617.60				
Negaunee	237		27	8	24		343.14	520.00	202.80	280.00				692.99	1371.06			2	
															186.66	1873.25			
P.I.A.P. (Athens Mine)															4186.00				
Athens	160	1	17	16	20										1331.72	1264.54		9	
Total- Michigan Mines	2193	1	235	105	137	349.44	3580.56	3289.14	4410.80	3963.34	6149.62	10509.16	14474.80	40987.98	10589.96	50.00		58	3100.84
P.I.A.P. (Wade-Helmer Mine)															402.50				
Crosby Crude Ore	7			4											38.40				
Crosby Concentrating Plant	6														26.80				
Meadow	4														19.20				
Wade-Helmer	8														483.40				
Boeing	27		2	1											185.40				
P.I.A.P. (Hill-Trumbull Mine)															525.00				
Hill-Trumbull	64		2	2	4									605.00	222.67	338.80		1	
Mesaba Dist. Office Expense	10														43.60				
Total- Minnesota Mines	126		2	4	9						4383.60	605.00	747.67	741.30	1125.40			1	
Total-- All Mines	2319	1	(a) 237	(b) 109	(c) 146	349.44	3580.56	3289.14	4410.80	3963.34	12533.22	11114.16	15222.47	41729.28	11715.36	50.00		59	3100.84

a b c

THE CLEVELAND-CLIFFS IRON COMPANY
STATEMENT OF COMPENSATION AND BENEFIT PAYMENTS FROM
JANUARY 1ST, 1922 TO DECEMBER 31ST, 1922.

Compensation paid on 1922 accidents	15222.47	
Compensation still pending	41729.28	
Cost of Medical and Hospital services	11715.36	
Physicians Still Pending	<u>50.00</u>	
		68717.11
Less pending for years 1917, 1918, 1919, 1920 and 1921		<u>26626.38</u>
		42090.73
Percentage of pay-roll		.01570

Note:-

- (a) Denotes compensable accidents
- (b) Denotes non-compensable accidents
- (c) Report of slight accidents which caused one day's time lost.

No. of Employees - Central Office, 171. This includes men employed at Gwinn District Office, Morris-Lloyd Laboratory, Cliffs-Shaft Laboratory and Superintendents, Captains, and Mine Clerks which are carried on the General Office pay-roll.

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WORKMEN'S COMPENSATION: (Continued)

In the following cases of fatalities, payments ceased during the year 1922:

Name.	Year.	Accident Report Number.	Mine.
Alex Rajala	1916	223	Lake
Angelo Mongiot	1916	210	Morris-Lloyd
Gust Brandt	1916	217	Morris-Lloyd
Joseph Graham	1916	24	Holmes
Gust Myllimaki	1916	25	Holmes
Ivar Maki	1916	26	Holmes
John Kneebone	1916	23	Republic

There was only one accident during the year which resulted fatally, the report of which is as follows:

John Vaughan

Athens Mine. Accident Report No. 143.
Occurred December 7th, 1922. Single.
Sister wholly dependent. Compensation for
300 weeks at \$14.00 per week.

WORKMEN'S COMPENSATION: (Continued)

As arranged for and begun in 1915, the compensation due in fatal cases, and in those cases for which a definite total amount is to be paid, is credited to Personal Injury Accounta Payable and the charge is made against the mine at which the accident occurred and in the month of occurrence whenever possible. The compensation payments to the men in these cases, or to their dependents, are made in the regular way and charged to this account.

The following statement shows the balance due in the different accident cases, from the year 1917 to 1922, inclusive.

THE CLEVELAND-CLIFFS IRON COMPANY

BALANCE DUE PERSONAL INJURY ACCOUNTS PAYABLE DECEMBER 31, 1922.

- MINING DEPARTMENT -

Year of Account.	Name of Dependents to whom Compensation Payments are payable.		
1917	Anna Rayburn	\$ 30.00	
	Hilma Pitila	250.00	
	Annie M. Dally	370.00	
	Michael Alanen	<u>195.00</u>	\$ 845.00
1918	Maria C. Bergman	530.00	
	Margaret Paddock	550.00	
	Celina Badger	570.00	
	Matilda Carlson	600.00	
	Martina D. Bianchi-Zanelli	800.00	
	Emily Coole	910.00	
	Rose Bertucci	910.00	
	Hilda Jamback	<u>869.00</u>	5,739.00
1919	Josephine Karkkainen	1200.00	
	Arma Salminen-Saukko	196.00	
	Matt Eddy	<u>2699.28</u>	4,095.28
1920	Olaf Johnson	1101.00	
	Edward Pigeon	126.00	
	John Znamroski	<u>402.50</u>	1,629.50
1921	Millicent Spencer	2898.00	
	Ida Uitto	2912.00	
	Matilda Holmberg	3262.00	
	Louis Farley	<u>4628.00</u>	13,700.00
1922	William J. Blewett	<u>317.33</u>	<u>317.33</u>
	The Cleveland-Cliffs Iron Company -		\$ 26,326.11
1917	Amanda Lisku	<u>290.00</u>	290.00
1920	Henry Wiik	<u>327.60</u>	327.60
	The Negaunee Mine Company -		\$ 617.60
1922	Mary Vaughan	<u>4186.00</u>	<u>4186.00</u>
	The Athens Iron Mining Company -		\$ 4186.00
	Total - All Mines		\$ 31,129.71

PENSION DEPARTMENT.

WORKMEN'S COMPENSATION: (Continued)

The following is a list of more serious cases occurring during the year:

Mine.	Name.	Number of Acc. Report.	Nature of Injury.	Compensation Paid.
<u>FRANCIS:</u>	John Hill	130	Contused lacerated right foot, contused right thigh and lacerated hip.	193.67
	John Brisciani	132	Infection 3d finger right hand.	203.83
<u>REPUBLIC:</u>	Anshelm Carlson	590	Frac. tibia at ankle and of fibula just above right leg.	373.33
	Adolph Peterson	598	Lacerated wounds of right at inner and outer sides and below knee.	253.44*
	Isaac Antilla	592	Contusion of three small toes left foot	184.33
<u>STEPHENSON:</u>	Herman Maki	577	Frac. of right forearm	574.00*
	Battista Maffasanti	583	Right hip dislocated; compound fracture of tibia & fibula of left leg.	2969.87
	Herbert Bloomquist	590	Laceration 2" long right knee.	278.20*
	Carl Sather	574	Contused lacerated wound left cheek. Contusion of right shoulder.	193.67
<u>HOLMES:</u>	William Luukas	211	Bruised right side and right leg.	392.00*
	William J. Blewett	213	Loss index finger right hand.	322.00*
<u>MORRIS*LLOYD:</u>	James Willey	504	Frac. right ankle. Internal malleolus.	228.66
<u>HILL*TRUMBULL:</u>	Hugh Hughes	28	Frac. of upper third right tibia.	102.67*
<u>CLIFFS*SHAFT:</u>	Isaac Pihlaja	702	Compound comminuted fracture of right tibia and fibula, lower third, with laceration of muscles & other soft tissues.	182.00*
<u>MAAS:</u>	John Hill	318	Comminuted frac. of tibia and fibula between lower & middle third of left leg.	182.00

* indicates incompleting payments.

WORKMEN'S COMPENSATION: (Continued)

The following lump sum settlements were made during the year:

Settlement in full for any and all claims on account of accident at Wade-Helmer Mine, October 18th, 1920 by August Lueck.	\$ 2435.00
Settlement, Martin Maleovich, Helmer Mine. Accident Report No. 4.	598.60
Advance payment to Anna Salminen, Barnes-Hecker Mine. Accident Report No. 23.	1496.33
Settlement, Bortolo Pesenti, Stephenson Mine. Accident Report No. 344.	954.48
Settlement, Ray Wilson. Hill-Trumbull Mine. Accident Report No. 25.	
Loss 10% of function of hand and one-half right little finger.	405.00
Settlement, John Russo. Maas Mine. Accident Report No. 280.	2986.57
Settlement, Victor Salminen, Gwinn Mine. Accident Report No. 259.	2800.35
Settlement, Battista Maffasanti, Stephenson Mine. Accident Report No. 583.	
Payment from Oct. 20th, 1922 to Dec. 10th, 1931 - 477 weeks at \$5.10 -	2602.10
Transportation from Little Lake to Italy -	<u>215.17</u>
	2817.27

WORKMEN'S COMPENSATION: (Continued)

During the year the Compensation Laws in Michigan and Minnesota have not been changed in any way. The last change in the Michigan law became effective on July 1st, 1921 which, so far as we are concerned, was principally a change in the maximum amount for permanent total disability, this being raised from \$6,000.00 to \$7,000.00 and funeral expenses up to \$200.00 to be paid in all cases of fatality. The larger changes in the law had been made in 1919, becoming effective on August 14th of that year. The

The following table shows the principle items of changes made at that time as effecting our properties:

	<u>Prior to August 14, 1919</u>	<u>As Amended</u>
Percentage of weekly wages	50	60
Maximum weekly compensation	\$ 10.00	\$ 14.00
Minimum weekly compensation	\$ 4.00	\$ 7.00
Waiting period	2 weeks	1 week
Waiting period picked up at end of	8 weeks	6 weeks
Maximum compensation for total disability	\$ 4000.00	\$ 6000.00

The percentage of increase in compensation costs due to the above amendments is as follows:

Year - 1919	46.31%
Year - 1920	<u>47.65%</u>
Average for 2 years -	46.86%

Estimates have been made of the cost of accidents which occurred in the Mining Department during the years 1919 and 1920, showing what the increase in amount of compensation paid under the change. For the year 1919 the changes in the Law would have cost 46.31% more than under the former provisions of the law. The compensation for the accidents which occurred in the year 1920 cost 47.65% more than under the provisions of the law, previous to the change. This was an average for the two years of 46.86%.

WORKMEN'S COMPENSATION: (Continued)

The present provision of the Law, for hearing in contested cases before a Deputy Commissioner, is more satisfactory than the former plan of a hearing before an Arbitration Committee. The decision of the Commissioners are subject to appeal the same as the decision of the Arbitration Committee, as formerly provided for.

The Departments of Labor and the Industrial Accident Board were combined into one department in 1921 and called the Department of Labor & Industry. The Workmen's Compensation matters are handled by three members of the Board and sufficient Deputy Commissioners as may be necessary.

The Commissioners at the present time are:

Jas. A. Kennedy, Lansing - Chairman

Thos. B. Gloster, Detroit

Carl Young, Muskegon.

In Minnesota the law was changed becoming effective on June 1st, 1921. The year 1922 is thus the first full year of work under the provisions of the new law which provides for all compensation matters to be handled by the Industrial Commission located in the State Capitol at St. Paul instead of by the District Judges, as provided for under the former law. The conduct of this work in Minnesota is very similar to that which is obtained in Michigan since the adoption of the law in 1912 and it is very much more satisfactory than the former plan in Minnesota. Settlements are readily effected and are much more uniform than the work as conducted by the different individual Judges in different districts.

BENEFIT FUNDS:

We have continued to pay out the Benefit Funds in cases of injury sustained by the men in the employment of the Company and who had worked for the Company previous to August 1st, 1912 and who had, during that early period, contributed to the Benefit Funds. No collections from the men, on account of Benefit Funds, were made after July 31st, 1912. The funds of the different mines were consolidated some years ago and will last for some considerable time as shown by the following statement, which covers the payment each year since 1912, and the balance on hand December 31st, 1922.

These payments begin on the sixth day of disability and continue during disability not to exceed the period of one year, and are at the rate of \$25.00 per month to a married man and \$20.00 per month to a single man.

The following special payments are also provided for:

Fatality	\$ 500.00
Both arms, legs or eyes	500.00
One arm, leg or eye	166.66

During the year 1922 Benefit Payments were made to the following number of men:

Mine.	Fatal Accident Benefit.	Non-Fatal Accident Benefit.
Maas		1
Austin		4
Gwinn		1
Stephenson		26
Princeton		1
Francis		6
Morris-Lloyd		12
Barnes-Hecker		4
Cliffs-Shaft		13
Holmes		<u>22</u>
	Total -	90

CONDENSED STATEMENT OF
BENEFIT FUNDS
ALL COMPANIES

CREDITS TO FUND

January 1st, 1912 Balance		65194.87
1912 Contributed by men		6162.50
1913 No Credits		
1914 Interest C. C. I. Co.	3511.43	
" C. I. M. Co.	1096.89	
" I. C. Co.	832.01	
" Negaunee	301.83	
" Athens	<u>1.11</u>	5743.27
1915 Interest C. C. I. Co.	2083.85	
" Negaunee	<u>55.25</u>	2139.10
1916 Interest C. C. I. Co.	1949.27	
" Negaunee	<u>32.85</u>	1982.12
1917 Interest C. C. I. Co.	1704.18	
" Negaunee	<u>6.37</u>	1710.55
1918 Interest C. C. I. Co.	1553.08	1553.08
1919 " C. C. I. Co.	1376.11	1376.11
1920 " C. C. I. Co.	1238.74	1238.74
1921 " C. C. I. Co.	1103.40	1103.40
1922 " C. C. I. Co.	<u>967.70</u>	<u>967.70</u>
Total Credits		89191.44

DISBURSEMENTS - ALL COMPANIES

January to August	1912	2562.66
September to December	1912	4713.97
Year	1913	6987.32
"	1914	11081.75
"	1915	6445.56
"	1916	8855.94
"	1917	5081.14
"	1918	5854.69
"	1919	6224.73
"	1920	3879.85
"	1921	4515.69
"	1922	<u>3100.84</u>
Total Debits		<u>69304.14</u>
Balance in Fund, December 31st, 1922		19887.30

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BENEFIT FUND DISBURSEMENTS FROM SEPTEMBER 1ST, 1912 TO DECEMBER 31ST, 1922.
ALL COMPANIES

	1912	1913	1914	1915	1916	1917	1918	1919	1920	1921	1922	TOTAL
Ashland (a)	2952 71											2952 71
Carp River Water Power					79 16							79 16
Austin	14 05	345 90	145 83	1 67	20 83	134 83	11 67				46 67	721 45
Cliffs-Shaft	575 52	739 30	1074 85	1210 33	1128 14	640 99	1315 19	1216 86	563 34	570 00	199 67	9233 89
Morris-Lloyd	98 59	920 41	996 18	1142 51	752 00	197 81	55 83	98 94	231 50	335 50	460 65	5289 82
Hard Ore	77 50	267 67	205 83									551 00
Lake	565 00	1401 83	940 35	1712 01	1035 17	908 16	1571 02	557 63	547 67	179 15		9417 99
Jackson	9 52	194 67	24 67			69 17	29 33					327 36
Salisbury	65 84	292 50	1308 82	1 67	165 48	170 17	145 33	1195 33	113 66	95 84		3554 64
Maas	4 17	685 03	1272 16	90 01	908 00	373 00	390 65	354 18	800 98	813 34	50 67	5742 19
Stephenson	185 57	1010 66	739 66	1499 16	1653 51	849 18	102 50	147 66	160 83	1175 00	1323 50	8847 23
Princeton		99 83	23 33	67 51	6 67	7 33	1022 34	562 32	422 52	404 67	7 50	2624 02
Gwinn			397 18	154 68	356 50	277 47	165 33	667 91	35 83	259 17	82 50	2396 57
Chase			31 00	15 00								46 00
General	52 67	52 54										105 21
Gardner-Mackinaw		18 50	329 18			13 67		50 01	60 83			482 19
Francis				26 00	114 50	252 33	48 67	611 83	67 85	192 99	208 83	1523 00
Dead River Water Power					88 34							88 34
Holmes					1696 14	647 50	930 00	148 32	481 67	262 52	673 35	4839 50
Angeline					10 00		10 00	16 67	278 50	193 34		508 51
Spies					40 49		6 84					47 33
Golf Club Exploration						4 67						4 67
Central Office					61 01	111 67	26 66					199 34
Barnes-Hecker							23 33	579 17	49 17	4 17	47 50	703 34
General Storehouse								18 00	65 50	30 00		113 50
Negaunee	112 83	958 48	1846 66	525 01	740 00	423 19						4606 17
Athens Mining Company			(b) 23 61									23 61
Crosby			(c) 1712.74									1712 74
	4713 97	6987 32	11081 75	6445 56	8855 94	5081 14	5854 69	6224 73	3879 85	4515 69	3100 84	66741 48

On January 1st, 1914 the Benefit Fund to the credit of the different mines of the Cleveland-Cliffs Iron Company were transferred to one General Fund in one account. On May 1st, the Funds to the credit of the mines of the Iron Cliffs Company and the Cleveland Iron Mining Company were also transferred to the above account. The Jackson Iron Mining Company's Benefit Fund was transferred to above account January 31st, 1914.

(a) Paid on account of injury cases 30.93
 Turned over to Hayes Brothers 2921.78
 Total as above 2952.71

(b) \$500.00 paid to widow of Oscar Larson, killed at the Athens Mine on August 14th, 1914.
 Payment made on the following basis:
 From Benefit Fund 23.61
 Charged to Opening and Equipping Athens Mine 476.39
 Total 500.00

Above payment of \$23.61 exhausted the Athens Benefit Fund August 31st, 1914.

(c) Used in paying compensation in the case of Christ Matunovich.

(d) Above payment of \$423.19 wiped out the Negaunee Mine Benefit Fund. In order to pay men on the Benefit Fund Pay-Roll when the Fund was exhausted in July 1917 additional payments of \$95.15 were made which were charged to Gratuities. In August, 1921, Operating Negaunee Mine Account #30-B Credited account of check made payable to John Nylander for \$15.33 being returned to Company. His present whereabouts being unknown.

*1912 column covers payment made from September 1st to December 31st.

REPUBLIC MINE FUNDS:

When we took over the Republic Mine on May 1st, 1914, the Republic Iron Company had in its possession as Trustee for the men, the following funds:

Sick Benefit Fund	\$.75
Relief Fund		990.87
Fatal Accident Fund		6132.79

On November 16th, 1914 these funds were accepted by our Company as Trustee for the men and interest has been credited on balances at the rate of 4 percent.

When these funds were turned over to us, the Fatal Accident Fund had been reduced by \$200.00 which had been paid to Mrs. Anna Sirtalo, on account of the death of her husband which had occurred shortly before we had purchased the property.

The funds were for the following purposes:

SICK BENEFIT FUND:

Sick benefits have been paid to men who were off on account of sickness and on the following basis: \$15.00 per month to each man off on account of sickness, but if there is not sufficient funds for this purpose in any month, the amount on hand is divided proportionally between those entitled to sick benefits.

The men contribute 20 cents per man per month to this Fund.

FATAL ACCIDENT FUND:

This fund was provided to make a payment, in the case of a mine fatality, of \$200.00, this to cover the funeral expenses and other items of expense which might have been incurred.

Originally the men paid 20 cents per month and the Company contributed an equal amount. On August 31st, 1899 the Company discontinued its contribution to this Fund and the collections from the men ceased on December 31st, 1908.

RELIEF FUND:

At the time the property was purchased by our Company, the Relief Fund operated the Hospital.

For many years \$1.30 of the money collected from the men was paid to the Relief Fund.

On May 1st, 1913 the contribution of the men to this Fund was reduced to \$1.20.

In April of 1914 the Company began its contribution of 10 cents per man per month on account of Workmen's Compensation, the contribution at that time to cover the first three months of 1914.

From this Fund there was paid:

1. The running expenses of the Hospital.
2. 70 cents per man per month to the physician as salary for his services.
3. Benefit payments for the first two weeks of disability caused by a mine accident, this payment being at the rate of 80 cents per day for each working day lost.

On September 1st, 1916 this plan of operation of the Hospital was changed and it was put on the same basis as our other Hospitals, the physician conducting the Hospital on his own account, receiving for his services the amounts paid by the men for the medical service for themselves and family and the amounts paid by the Company to cover the care of injured men under the provisions of the Compensation Law.

When this change was made, the men have continued their payments to the Relief Fund on the basis of 30 cents per man per month and payments are made from this Fund during the first two weeks of disability on account of accident.

When the Republic Mine is operated on a full time basis, there is collected on the pay roll \$1.60 per man per month which is distributed as follows:

- First - \$1.10 to resident physician
- Second - .20 to Sick Benefit Fund
- Third - .30 to Relief Fund.

Following will be found a statement of these funds for the year 1922:

REPUBLIC MINE FUNDS - 1922
* * * * *

RELIEF FUND:

Balance on hand January 1st, 1922	\$ 1392.33	
Receipts during January	<u>31.68</u>	
		\$ 1424.01
Disbursements during January		<u>5.70</u>
Balance on hand January 31st, 1922		\$ 1418.31

SICK BENEFIT FUND:

Balance on hand January 1st, 1922	\$ 310.66	
Receipts during January	<u>18.90</u>	
		\$ 329.56
Disbursements during January		<u>110.50</u>
Balance on hand January 31st, 1922		\$ 219.06

On February 1st, 1922, the Relief and Sick Benefit funds were combined, the new fund being known as the Republic Mine Relief and Sick Benefit Funds.

RELIEF AND SICK BENEFIT FUND:

Relief Fund balance transferred Feb. 1, 1922	\$ 1418.31	
Sick Benefit Fund balance " "	<u>219.06</u>	
On hand February 1st, 1922	\$ 1637.37	
Receipts from Feb. 1st to Dec. 31st, 1922	<u>981.83</u>	
		\$ 2619.20
Disbursements from Feb. 1st to Dec. 31st, 1922		<u>1108.00</u>
Balance on hand December 31st, 1922		\$ 1511.20

Men contribute 50 cents per man per month. Company pays interest.

REPUBLIC MINE FUNDS - 1922
* * * * *

(Continued):

FATAL ACCIDENT FUND:

Balance on hand January 1st, 1922	\$ 6155.38
Receipts during year	<u>246.19</u>
	\$ 6401.57
Disbursements during year	<u>0.00</u>
Balance on hand December 31st, 1922	\$ 6401.57

The \$246.19 shown as Receipts is interest allowed by the Company. The men formerly contributed 20 cents per man per month, but no collections have been made since December 31st, 1908. The Company discontinued its contributions on August 31st, 1899.

SUSPENSE FUNDS:

In the 1918 Annual Report there is a complete statement of the payments made from the Suspense Fund from September 1st, 1912, at which time the Compensation Law in Michigan went into effect. These Funds are exhausted and report is made here from year to year so that it can always be readily determined where to look for the final report of the Suspense Fund.

VISITING NURSES:

The work of the Visiting Nurses has continued with the same satisfaction during the year 1922 as has been evidenced in previous years. This work was begun in Ishpeming in 1908 and has continued since that time with a great degree of satisfaction to the employees of the Company.

The following nurses have been employed during the year:

Ishpeming:

Miss Margaret L. MacDermott - Jan. 1st to Apr. 7th.

Miss Myrtle V. Welander - April 17th to Dec. 31st.

Negaunee:

Miss Ina E. Atkin

Gwinn:

Miss Johanna L. Hirwas

Iron River:

Miss L. N. Fisk

The following statement shows the cost of Visiting Nurse work for the year 1922:

<u>Place.</u>	<u>Total for Year.</u>	<u>Average per Month.</u>
Ishpeming	\$ 2538.85	\$ 211.57
Negaunee	3124.97	260.41
Gwinn	2159.91	179.99
Iron River - Our Proportion	60.24	5.02

Beginning in 1920 each of the three nurses have had the use of an automobile which had added materially to the cost of the service, but has rendered the work of the nurses very much more efficient, enabling them to take care of more patients and also in many cases spending more time with patients who have required their services.

VISITING NURSES: (Continued)

The following detail sheets show the number of patients cared for during the year, the number of new cases, total visits to patients and number of families visited for the first time. They also include the number of Adults and Children of each sex and nationality and the different diseases or ailments cared for.

VISITING NURSE - ISHPEMING

1922

Miss M. L. MacDermott,
Jan. to April.
Miss Myrtle Welander,
April to Dec.

Total number of patients cared for during year	404
Number of new cases cared for during year	278
Total number of visits to patients	1855
Number of families visited for the first time	244
Number of Pension Calls	2
Number of Social Calls	159
Number died	9

Classification of new cases for the year:

Number of Adults	156	Male	13	Female	143
Number of Children	122	Male	60	Female	62

Nationalities of new cases for the year

American	31	French	82	Norwegian	2
English	48	Irish	1	Swedish	10
Finnish	64	Italian	39	German	1

Diseases and number of new cases:

Apoplexy	1	Heart Trouble	1	Paralysis	2
Appendicitis	5	Indigestion	1	Pneumonia	4
Bowel Trouble	16	Infants Newborn	37	Post Operative	24
Bronchitis	4	Infant Welfare	5	Pregnancy	5
Burns	3	Infections	10	Prenatal	23
Carcinoma	2	Influenza	1	Pul. Tuberculosis	2
Colds	17	Injury	11	Rheumatism	2
Colic	1	Mal-Nutrition	1	Sup. Gland	1
Diabetes	1	Mastoditis	1	Tonsillitis	1
Eczema	1	Miscarriage	1	Unclassified	21
Epileptic	1	Obstetrical	38	Undiagonosed	2
Grippe	28	Otitis Media	2	Var. Ulcer	2
Number of families investigated -			124		
Number of investigation calls -			216		

PENSION DEPARTMENT.

VISITING NURSE - NEGAUNEE

Miss Ina E. Atkin,
Nurse.

1922

Total number of patients cared for during year	730		
Number of new cases cared for during year	534		
Total number of visits to patients	3259		
Number of families visited for the first time	11		
Number of Pension calls	73	Number of Donation calls	36
Number of Social calls	744	Number died	8

Classification of new cases for the year:

Number of Adults	292	Male	38	Female	254
Number of Children	242	Male	124	Female	118

Nationalities of new cases for the year:

American	141	Finnish	125	Norwegian	3
Austrian	1	French	72	Swedish	65
English	54	Italian	72	German	1

Diseases and number of new cases:

Adenitis	1	Heart Trouble	4	Post Operative	2
Apoplexy	2	Infants Newborn	87	Pregnancy	67
Appendicitis	10	Infections	11	Pul. Tuberculosis	1
Asthma	1	Injury	19	Quincy	1
Bowel Trouble	12	Jaundice	3	Rheumatism	2
Bronchitis	11	Kidney Trouble	1	Senility	1
Burns	2	Laryngitis	1	Sore Eyes	1
Catarrhal Fever	3	Mal-Nutrition	6	Sprains	1
Chicken Pox	4	Mastoditis	3	Stomach Trouble	5
Colds	32	Obstetrical	95	Tonsillitis	10
Diphtheria	15	Otitis Media	1	Unclassified	16
Fibroid	1	Fleurisy	4	Undiagnosed	3
Grippe	85	Pneumonia	9	Var. Ulcer	1
Number of families investigated - C.C.I.Co.	175				
" " " " Woman's Welfare.	95				
Number of investigation calls - C. C. I.Co.	257				
" " " " Women's Welfare.	122				

VISITING NURSE - GWINN

Miss Johanna L. Hirwas
Nurse.

1922

Total number of patients cared for during year	619
Number of new cases cared for during year	576
Total number of visits to patients	2146
Number of families visited for the first time	31
Number of Pension calls	35
Number of Social calls	234
Number died	5

Classification of new cases for the year:

Number of Adults	233	Male	51	Female	182
Number of Children	343	Male	186	Female	157

Number of new cases for the year:

		Irish	3
American	70	Finnish	154
Austrian	8	French	44
English	55	German	1
		Italian	147
		Norwegian	19
		Swedish	75

Diseases and number of new cases for the year:

Abortion, threatened	1	Gynecological	1	Flebrisy	4
Appendicitis	1	Haemorrhage	1	Pneumonia	8
Asthma	2	Heart Trouble	4	Post Operative	39
Bowel Trouble	51	Hives	1	Prenatal	7
Bronchitis	7	Hypertension	1	Pul. Tuberculosis	6
Burns	4	Hysteria	2	Quinsy	5
Cancer	3	Infants Newborn	62	Rheumatism	8
Chicken Pox	6	Infections	31	Rickets	1
Cholecystitis	3	Injury	23	Rupture	13
Colds	92	Jaundice	1	Scarlet Fever	1
Colic	3	Kidney Trouble	4	Senility	1
Groupe	6	Mal-Nutrition	1	Sore Eyes	6
Eczema	13	Mastoditis	1	Sprains	2
Enteritis	2	Measles	1	Stomach Trouble	7
Frost Bite	2	Miscarriage	8	Tonsillitis	22
Gall Stones	1	Nephritis	1	Urticaria	1
Gastritis	15	Neuralgia	2	Var. Ulcer	1

NUMBER OF PATIENTS ATTENDED AND CALLS MADE BY VISITING NURSES:

	No. of Patients	No. of New Cases	Male Adults	Female Adults	Male Children	Female Children
Ishpeming	404	278	13	143	60	62
Negaunee	730	534	38	254	124	118
Gwinn	619	576	51	182	186	157
Total -	1753	1388	102	579	370	337

	Total No. Visits	Total No. Patients Died	Social Calls	Families Vis. 1st Time	Pension Calls
Ishpeming	1855	9	159	244	2
Negaunee	3259	8	744	11	73
Gwinn	2146	5	234	31	35
Total -	7260	22	1137	286	110

NATIONALITY OF CASES:

	American	Austrian	English	Finnish	French
Ishpeming	31		48	64	82
Negaunee	141	1	54	125	72
Gwinn	70	8	55	154	44
Total -	242	9	157	343	198

	German	Irish	Italian	Norwegian	Swedish
Ishpeming	1	1	39	2	10
Negaunee	1		72	3	65
Gwinn	1	3	147	19	75
Total -	3	4	258	24	150

REST COTTAGE:

The Rest Cottage at Deer Lake was opened for guests on July 5th and closed on September 10th, a period of 68 days. Mrs. Goldsworthy, who for several years has been cook and housekeeper, continued in this work for the season. The results were very satisfactory in every way. The sanitary conditions were well looked after and the Deer Lake location caused no inconvenience during the season. The work without doubt can continue in the same place for the year 1923, but sometime the shores of Deer Lake will be in such condition as will make it undoubtedly necessary to change the location of the Rest Cottage.

The following table gives the number of guests and cost of maintenance of the Rest Cottage work for the last 15 years:

Year.	Place.	Number of guests.	Cost of Operation.
1908	The Maples	21	\$ 89.93
1909	Deer Lake	29	305.82
1910	"	24	403.45
1911	"	45	482.89
1912	"	57	270.23
1913	"	82	358.45
1914	"	107	625.56
1915	"	137	572.40
1916	"	82	543.00
1917	"	111	745.11
1918	"	51	720.20
1919	"	84	797.69
1920	"	96	1005.83
1921	"	68	646.80
1922	"	108	774.16
	Total -	1104	\$ 8341.52

Details of Operation for the year 1922:

Number of meals furnished	22648
Total guest days	745
Number of people at Rest Cottage	108
Average number of days per person	6.9
Number of days Cottage was open for guests	68
Average number of people at Cottage per day	11
Total cost of operation reduced to cost per person per day	\$ 1.039

NORTH LAKE CLUB HOUSE:

The work at the Clubhouse during the year has been very satisfactory, the man looking after it being Joseph Pope, one of our former Mine Clerks, who has worked under the direction of Mr. Bush. The building was of especial service during the time that the mines were operating on reduced time as the men, during the winter months, when there was no work to be done outdoors, spent a large portion of their time in the Clubhouse. During the early part of the year the moving pictures were shown only once a week, but since the mines have started the regular programs have been resumed. They endeavor at all times to supply sufficient amusement including the pictures to satisfy the people, and give them what is also desirable.

The following sheet shows the Financial Statement for the year.

NORTH LAKE CLUB HOUSE

ISHPEMING, MICHIGAN.

Balance on hand January 1st, 1922	\$ 201.21
Receipts during the year	<u>1708.41</u>
Total -	\$ 1909.62
Total Expenditures	<u>1644.47</u>
Balance on hand December 31st, 1922.	\$ 265.15

RECEIPTS

Membership Fees - Men	\$ 441.75
Theatre	747.50
Bowling Alleys	412.65
Pool and Billiards	71.40
Towels and Soap	.06
Miscellaneous	<u>35.05</u>
Total -	\$ 1708.41

EXPENDITURES

Building, Maintenance	\$ 26.68
Equipment	9.24
Bowling Alleys	195.03
Office Expense	117.55
Theatre	731.77
Reading Room	63.70
Miscellaneous	.50
C. C. I. Co., On account -	<u>500.00</u>
Total -	\$ 1644.47

GWINN ASSOCIATION:

Mr. E. L. Miller has continued as superintendent of the Clubhouse, during the past year, and the work has been very satisfactory in every way. He has been assisted by William Bath. During the early part of the year the moving pictures were only shown once a week, but as soon as the work increased in the summer, a demand for more pictures was made and the latter part of the year they have been run as usual.

The Bass Lake Camp was operated during the summer as in previous years, a short time being devoted to the use of the building by families in which some member was recovering from illness or from being tired out.

On the East Branch, a short distance from town, an open air swimming pool was conducted during the summer, under the supervision of William Bath. Certain days were reserved for women and children and every precaution taken to make the place safe. A portion of it is roped across so that the younger children can play in the shallow water without the slightest degree of danger of any kind.

On the following pages will be found a list of activities of the club work through the year and also the Financial Statement for the year.

Attention is called to certain features from which a revenue was received during the year:

	<u>Receipts.</u>	<u>Expenditures.</u>	<u>Profit.</u>
Theatre	\$ 4064.35	\$ 3302.53	\$ 761.82
Pool & Billiards	189.75	75.14	114.61
Buffet	842.35	671.15	171.20
Towels & Soap	66.80	34.34	32.46
	<u>\$ 5163.25</u>	<u>\$ 4083.16</u>	<u>\$ 1080.09</u>

GWINN ASSOCIATION

- 1922 -

The following report and summary of the Activities of the Association for the year 1922 has been compiled from the regular monthly reports:

ATTENDANCE:

Several times during the year a check was taken on the attendance at the Building, which it is necessary to estimate. In all instances the check proved that our estimates were about normal.

Total attendance at building	74076
Average monthly attendance	6173
Total estimated attendance for all outdoor activities conducted by the Association, including Ice Skating Rink, Tennis Courts and Playgrounds, Swimming Pool, Baseball Games, Track Meet and Bass Lake Camp. Attendance -	16120

MEMBERSHIP:

Membership - January 1st, 1922 -	367
Membership - January 1st, 1923 -	436
Low membership for year - July -	294
High membership for year - December -	436
Average Monthly membership -	346

No special effort was made to increase the membership during the first part of the year, as many of the persons making use of the Association's facilities were still working on a half time bases. In August a membership campaign was started and continued through September and the result was very satisfactory, there being 120 members added to the roll.

GENERAL ACTIVITIES AND ORGANIZATIONS USING BUILDING:

- 51 - Rehearsals by Association Band and Orchestras.
- 11 - Engagements by the Band.
- 29 - Rehearsals by Glee Club and Carol Singers.
- 3 - Concerts by Association Glee Club.
- 6 - Sales of Fancy Work Articles by Church.
- 3 - Suppers by Church Organizations.
- 8 - Social Parties by Young People (No Dancing).
- 4 - Dancing Classes under supervision of School.
- 34 - Dances held during year, including regular dances and those on special occasions.
- 5 - Card Parties.
- 28 - Meetings by Church Organizations, social work, sewing and health lectures, 9 under the State Home Economics Department.
- 46 - Meetings: 15 by Directors and committees; 3 by C.C.I. Power Club; 9 by the Sportsmen; 5 by the Legion and 14 by other organizations.
- 300 - Visitors from other places were shown through the Building during the year.

GWINN ASSOCIATION: (Continued)

EVENTS OF SPECIAL INTEREST:

Annual New Years Ball by Gwinn Fire Department.
Annual Easter Monday Ball by Basketball Team.
A series of three Community Dances by the Association.
Married Folks Dances by the Association.
Carnival by Ladies Guild of the Episcopal Church.
Annual Bachelor Club Dance by the Association.
Annual Parent-Teachers Musical and Reception by the School
and the Association.
Junior Prom by the High School.
Reception and Dance - Baseball and Track Teams by Association.
Masquerade Ball by Seniors of High School.
Hallowe'en Party by Girl and Boy Scouts.
Annual Charity Ball by the Association.
Card Party by the Local Council Girl Scouts.
Farewell Stag Party in honor of A. G. Buchman.
Community Christmas Tree and Treat for Children by entire
Community.
Initial Concert by the Association Glee Club.

MOVING PICTURE THEATRE:

146 - Different Pictures Shown		
475 - Shows held during the year.		
32647 - Total Paid Attendance -	Adults -	23417
	Children -	9230

Special Free Shows:

1 - Show - Sportsmen's Association	150
1 - Show - C. C. I. Power Club	75
2 - Shows - Charity Ball	250
5 - Shows for children at Christmas.	<u>652</u>

Grand Total for the year - 33774

ADMISSION PRICES CHARGED DURING YEAR:

Adults

62 - Shows at 10 cents
57 - Shows at 15 cents
27 - Shows at 20 cents
1 - Show at 25 cents

An admission price of 5 cents was charged for
all afternoon shows for the children.

LIBRARY AND READING ROOM:

LIBRARY:

Number of books contained in library	1345
Number of books bought during year	122
Number of books donated during year	45
Number of books withdrawn (bad condition)	70
Number of books drawn on cards	4392
Number of books on cards per month	366

GWINN ASSOCIATION: (Continued)

READING ROOM:

The following number of magazines and newspapers are received and placed on the tables in the reading room. This room is open to all and many enjoy the privilege.

Weekly Magazines	10	Weekly Newspapers	4
Monthly Magazines	21	Daily Newspapers	4

EDUCATIONAL DEPARTMENT:

Owing to the fact that the Government demands that the local schools maintain classes in Citizenship, the Association discontinued this branch of service and assisted the school in organizing the different classes which are now being conducted during the winter months.

MUSICAL ORGANIZATIONS:

ASSOCIATION BAND:

The Association Band organized in 1919 is enjoying the reputation of being the best band in the Upper Peninsula. They are fairly well equipped, having a white uniform for summer and marching work, and a heavy blue uniform for winter and concert work.

The Band at present consists of 24 members, and all are residents of the Gwinn District. During the past year the Band held 43 rehearsals and had 11 engagements. During the coming year they will change their present high pitch instruments over into low pitch, and no doubt this change will increase their present popularity.

The financial condition of the Band at the close of the year showed a balance of - - - - - \$ 36.23

ASSOCIATION GLEE CLUB:

A new organization, but one that is very much appreciated by the community. The Club was made up of local persons and consisted of 26 members, led by Mr. Clayton Quayle.

Two concerts were given at the High School Auditorium and were praised by all those that attended. The Club also assisted at other social activities and they surely fill a much desired position in the entertainment line. During the year the Club held 29 rehearsals.

Financial Balance at end of year - - - \$ 80.95

The Association Band and Glee Club are well organized having their own officers and handling their own funds. The Association was called upon at different times during the year to assist these organizations and in doing so, expended \$265.90. This was used as salary for the leader of the Band and to buy music for both organizations.

GWINN ASSOCIATION: (Continued)

PHYSICAL AND ATHLETIC DEPARTMENT:

Including all work conducted in the Gymnasium Swimming Pool and all Outdoor Activities and Recreations, such as: Baseball, Football, Track, Tennis, Playground Courts and also the Outdoor Swimming Pool.

The interest in this Department continued despite the fact that many of the younger members left for other employment. Those using these facilities were benefitted both morally and physically.

Summary of the Activities of the Physical and Athletic Department:

	<u>Periods.</u>	<u>Attendance.</u>
Boys Gym Classes, including H. S. Basketball practice -	71	1222
Girls Gym Classes, including H. S. Basketball Practice -	27	404
Seniors using Gym for Class Work, Basketball, Handball, Volleyball, Indoor Baseball, Boxing, Wrestling and Recreative Games -	117	1934
Older Girls Gym -	9	64
Boys Supervised Swimming -	39	686
Girls Supervised Swimming -	38	466
Number baths taken during year -		4875

Basketball games during year: 4 games between local teams.
16 games with outside teams.
13 games away from Gwinn.

A Volleyball League formed during the winter afforded much interest to the men participating. 4 teams completed a 45-game schedule and 43 different men played. Many of the older members of the Association participated and no doubt this will be a yearly affair.

The Association, as in other years, constructed and maintained an Ice Skating Rink in the rear of the Club property. The rink is a trifle small but by adhering to a schedule, all those interested in this sport find a chance to enjoy same. The rink was in good condition during January, February and the first part of March. Attendance - - - - - 4555

Attendance on Playground and Tennis Courts - - - - - 1340

Unfavorable weather interfered with a successful season at the Outdoor Swimming Pool supervised by the Association and located in the East Branch of the Escanaba River. Attendance - 1100

BASEBALL:

The third season of the Mine Baseball League opened with three teams, but unfortunately one of the teams was compelled to disband on account of losing several of its players near the end of the season. The Francis Mine Team were the winners and have the honor of twice having their name on the Baseball Trophy Cup, presented to the Association by Mr. Wm. G. Mather, in 1920.

GWINN ASSOCIATION: (Continued)

BASEBALL: (Continued)

The Association finances the League and all games are free to the spectators. Many a pleasant evening is spent at the High School Grounds during the summer, where all the games are played. As in other years, the ladies take a great interest in the games and the League will be continued the coming year.

The Association Team or City Team is made up from the best players of the Mine League. They enjoyed a successful season, playing 14 games: winning 7 and losing 7. Games were played with the best teams of the county and also entered the Baseball Tournament at the Marquette County Fair. The Team in every respect is an amateur organization, all players playing for the love of the game.

Total attendance for all home games - - - - - 6500

FOOTBALL:

Owing to the fact that the men were employed throughout the day, and it would be impossible to find time to practice, the Football Team was not organized. The equipment was loaned to the High School and the students made good use of same. Games were played between the different class teams and quite a fine display of class spirit was developed.

TRACK:

The Second Annual Track and Field Meet was held July, 24th and as predicted the event was more successful than the first. The prizes offered by the local merchants, were even more suitable and the spirit in which they were given was very commendable.

Ideal weather brought out the largest attendance at any one event for the summer and all enjoyed the regular events as well as the novelty races which were arranged for men, women and the children.

Number of events - - - - -	19
Total number entering - - - - -	166
Cash value of prizes - - - - -	\$150.00
Attendance - - - - -	500

BOWLING:

The Mine Bowling League was again organized and each team completed its quota of 45 games. Team number Four won the Championship and the privilege of having its name on the M. M. Duncan Trophy, presented to the Association in 1921.

BASS LAKE CAMP: Opened June 1st. Closed October 15th.

Estimated attendance for season -	2125
Number families using camp at different periods for entire week -	5
Parties using camp week-ends -	14
All day Picnics -	16
Families using camp evenings for basket picnics -	27
Boy Scouts had use of camp (days) -	6
Girl Scouts had use of camp (days) -	8
Receipts for Boat Hire for season -	\$ 21.40

The Bass fishing was very good and many fine catches were made. The Cottage and camp grounds were kept in fine condition during season.

GWINN ASSOCIATION: (Continued)

SCOUT ACTIVITIES:

GIRLS:

The girl scout movement organized in 1920 had a fine year and were very active.

Two complete troops are now organized and meet weekly in the Association gymnasium.

Troop Number One continued to be the most active and the girls have accomplished much for the good of the community and themselves.

The following summary covers the work of both troops for the entire year. The largest part of the work has been done by Troop Number One.

Class Meetings - 68 Attendance - 1589
10 - Parties - Social and those to raise money were held.
7 - Hikes and Outdoor Picnics.
8 - Days spent at Bass Lake Camp.

During Christmas week, baskets were given out to the needy and flowers to the sick.

Funds collected during year, including amount of
Rummage Sale held by the Local Council - - - - - \$ 128.10

BOYS:

41 - Class Meetings Attendance - 890
7 - Recreation periods Attendance - 140
6 - Days at Bass Lake Camp.

During the year a Book Campaign was put over, and the books collected were given to the Association Library.

Special repairs and new equipment added during the year, expense of which was met by the Association.

EQUIPMENT:

8 sets of Bowling Pins purchased.
100 ft. New Garden Hose.
18 Chairs purchased for the Community Room.
New Lights installed in Gymnasium.
New Lights installed in Theatre and new arrangement on switches to conform to State Law.
New set of Billiard Balls.
New oil stove for club kitchen.
New baseball, tennis, basketball and other athletic articles purchased.
New cloth for all pool and billiard tables.
The usual stock of office supplies and stationery, including 7-year ledger, also janitor and library supplies purchased.

CONSTRUCTION WORK AND REPAIRS:

2 new boats constructed for Bass Lake Camp.
Repaired one end of swimming pool - necessary to secure new tile.
All storm windows repaired and painted.
Wire fence around tennis court repaired and wire fence on part of Club property re-arranged.
Two rooms in living quarters re-calcedimined and floors varnished.
Floors throughout entire building oiled. Roof and tin gutters repaired.
Stairway to basement calcedimined and steps varnished.
Bowling Alleys sand-papered and shellaced - 3 bowling balls repaired.
Gymnasium thoroughly cleaned, walls scrubbed and floors repaired.

GWINN ASSOCIATION

FINANCIAL STATEMENT FOR THE YEAR 1922.

Balance on hand January 1st, 1922	\$	37.91
Receipts during the year		<u>6441.44</u>
Total	\$	6479.35
Total expenditures		<u>6416.12</u>
Balance on hand December 31st, 1922	\$	63.23

RECEIPTS

Membership Fees - Men	\$	1004.50
Theatre		4064.35
Coupon Books		15.50
Bowling Alleys		199.85
Pool and Billiards		189.75
Lockers		2.75
Buffet		842.35
Towels and Soap		66.80
Camp		21.40
Discount		11.99
Athletics		19.65
Miscellaneous		<u>26.85</u>
Total	\$	6465.74
Less Coupons Returned		<u>24.30</u>
Net Receipts	\$	<u>6441.44</u>

EXPENDITURES

Building, Maintenance	\$	96.36
Equipment		84.80
Lighting		579.14
Heating		43.15
Water		58.57
Bowling Alleys		261.99
Pool and Billiards		75.14
Buffet		671.15
Stationery and Printing		78.00
Entertainments		70.08
Towels and Soap		34.34
Laundry		88.46
Office Expense		24.89
Camp		99.38
Salaries		168.00
Theatre		3302.53
Library		48.30
Reading Room		85.08
Athletics		200.61
Music		265.90
Telephone		<u>80.25</u>
Total	\$	<u>6416.12</u>

ISHPEMING Y. M. C. A.:

The Association has continued its work with Mr. T. E. Ludlow in charge as General Secretary. The regular activities have largely been for the boys, and for the younger men. During the winter months Basketball has been the principal attraction. During the summer the city community activities made use of the building, the boys in play activities and the girls in modeling and various forms of domestic work.

During the latter part of the year, an investigation has been under way concerning the work of the Association and its financial affairs as the expenditures have been too large for the income received. On November 1st Mr. Ludlow was granted a leave of absence for 3 months, without salary, and as the work was well arranged it was thought the Institution would be saved what it was running behind. Some investigation has been made concerning a financial canvass and supporting funds to be made each year.

The statement of Receipts and Expenditures show profits on certain features as is given below, which is a satisfactory showing from this standpoint:

	<u>Receipts.</u>	<u>Expenditures.</u>	<u>Profit.</u>
Dormitory	\$ 2595.35	\$ 350.78	\$ 2244.57
Bowling	246.90	100.53	146.37
Billiards	407.11	15.62	391.49
Athletic Games	365.93	8.83	357.10
Baths	260.57	166.19	94.38
	<u>\$ 3875.86</u>	<u>\$ 641.95</u>	<u>\$ 3233.91</u>

On the following sheet is the Financial Report for the year, and also following will be found a Computation Statement for the years 1920, 1921 and 1922.

ISHPEMING Y. M. C. A.
FINANCIAL REPORT FOR YEAR 1922.

RECEIPTS

Membership Fees - Sustaining	\$ 180.00	
- Seniors	245.50	
- Boys	208.75	
TOTAL		\$ 634.25
Miscellaneous	51.70	
Mining Companies	3600.00	
TOTAL CONTRIBUTIONS		3651.70
Dormitory Rentals	2595.35	
Bowling	246.90	
Billiards	407.11	
Athletic Games	365.93	
Bath Towels	260.57	
Spa	318.72	
Socials and Entertainments	1.46	
TOTAL OTHER INCOME		4196.04
TOTAL RECEIPTS		8481.99

EXPENSE INCURRED

Miscellaneous and Advertising	47.77	
Building - Equipment	2.75	
Repairs	229.35	
Fuel	971.54	
Electricity and Gas	261.83	
Water	114.74	
Supplies	152.53	
Insurance	755.18	
Salaries	5326.25	
Telephone Service	72.91	
Postage and Office Supplies	103.23	
Reading Room Supplies	9.25	
Religious Work	62.58	
Interest	32.78	
Dormitory	350.78	
Gymnasium	9.44	
Bowling Alleys	100.53	
Billiards	15.62	
Athletic Games	8.83	
Bath	166.19	
Spa	346.93	
TOTAL EXPENSE INCURRED		9141.01

PENSION DEPARTMENT

ISHPEMING Y. M. C. A.

RECEIPTS

	1920		1921		1922	
Membership Fees:						
Sustaining	202	00	192	00	180	00
Seniors	348	75	340	75	245	50
Boys	276	75	259	00	208	75
<u>TOTAL</u>		827 50		791 75		634 25
Miscellaneous		327 86		157 35		51 70
<u>TOTAL LOCAL</u>		1155 36		949 10		685 95
Mining Companies		3600 00		3600 00		3600 00
<u>TOTAL CONTRIBUTIONS</u>		4755 36		4549 10		4285 95
Dormitory Rentals	2858	55	2480	50	2595	35
Gymnasium Fees	16	50				
Bowling	228	10	338	90	246	90
Billiards	521	88	406	00	407	11
Athletic Games	586	82	218	34	365	93
Baths and Towels	363	03	441	56	260	57
Spa	600	09	547	88	318	72
Socials and Entertainments	296	80			1	46
Educational	3	95				
<u>TOTAL OTHER INCOME</u>		5475 72		4433 18		4196 04
<u>TOTAL RECEIPTS</u>		10231 08		8982 28		8481 99

ISHPEMING Y. M. C. A.

EXPENDITURES

	1920		1921		1922			
Miscellaneous & Advertising	355	68	177	84	47	77		
Building:								
Equipment	34	64	2	51	2	75		
Repairs	385	21	558	36	229	35		
Fuel	1259	83	1105	96	971	54		
Electricity & Gas	274	42	252	00	261	83		
Water	108	66	91	77	114	74		
Supplies	150	37	188	03	152	53		
Insurance					755	18		
Salaries	5655	00	5779	00	5326	25		
Stationery & Printing			21	50				
Telephone Service	73	34	75	41	72	91		
Postage & Office Supplies	116	06	73	19	103	23		
Reading Room	15	55	13	95	9	25		
Religious Work	82	50	10	95	62	58		
Interest	29	97	29	46	32	78		
<u>TOTAL REGULAR EXPENSE</u>			8541	43	8379	83	8142	69
Dormitory - Maintenance & Expense	483	28	492	62	350	78		
Gymnasium " "	18	81	9	62	9	44		
Bowling Alleys " "	76	16	142	53	100	53		
Billiards " "	44	28	126	60	15	62		
Athletic Games " "	73	85	17	48	8	83		
Bath " "	276	85	195	18	166	19		
Spa " "	504	43	381	06	346	93		
<u>TOTAL OTHER EXPENSES</u>			1477	66	1365	09	998	32
<u>TOTAL ALL EXPENDITURES</u>			10019	09	9744	92	9141	01

ISHPEMING Y. M. C. A.
RECEIPTS AND EXPENDITURES

	1920	1921	1922	Total 3 years.	Average per year.
Total Receipts	10231.08	8982.28	8481.99	27695.35	9231.78
Total Expenditures	10019.09	9744.92	9141.01	28905.02	9635.00
Profit	211.99				
Loss		762.64	659.02	1209.67	403.22

SAFETY WORK:

The Central Safety Committee has held regular meetings on the last Saturday of each month. Mr. G. R. Jackson, Superintendent of the Negaunee District, is Chairman of this Committee. The work of the Safety Department is covered by Mr. Conibear's report. The value of the safety work is shown very conclusively in our compensation costs which have been maintained at a very low percentage rate, in spite of the changes in the law which have increased the compensation for accidents by at least 50% over the provisions of the law existing at the time it went into effect on September 1st, 1912.

A statement showing some of the increases in the compensation paid, is shown in the compensation part of this report.

At the last meeting of the Central Safety Committee for 1922, we submitted tables showing the Compensation Costs for a period of 5 years, or from 1917 to 1921, inclusive, and also a similar sheet showing the Frequency Rate of accidents as occurring during this same period. These computations were based on the cost per 1000 days of labor and accident frequency per 1000 days of labor. These tables now follow in this report.

These records have been furnished to each Superintendent and this data will be used for safety work in the different properties during the coming year.

The necessary data for the year 1922 will not be obtainable early enough in January for this report, but will be submitted in the following Monthly Report.

Two trips have been made to all the operating mines of Michigan, in the examination of the men upon the rules of the Company. This has been in connection with Mr. Conibear and Capt. Rough and we believe the results have been beneficial.

In October, with Mr. Conibear, I attended the meeting of the Lake Superior Mine Safety Conference, held at Duluth. Practically all the Mining Companies were represented by their Safety Engineers or Inspectors and many Mining Captains, Superintendents and other officials. Mr. C. L. Colburn of the Bureau of Mines, was present and a man from the Health Department of Wisconsin. This meeting is an annual meeting, it being the fourth one held and brings together the men who are most directly in touch with the Safety Work of the different Companies which includes the other industries and municipalities, as well as the mines. This meeting is one of real

SAFETY WORK: (Continued)

value, as shown by the meetings already held, and sufficient encouragement should be given this movement by the employing Companies to maintain it in some manner.

AVERAGE SEVERITY RATE OF ACCIDENTS
FOR A FIVE YEAR PERIOD FROM 1917 TO 1921 INCLUSIVE

	No. of Fatalities.	Days of Labor.	Compensation Costs.	Compensation Cost Per 1000 Days.	Rank.
Miscellaneous		46346-3/4	11.67	.25	1
South Jackson		23620-3/4	138.26	5.85	2
General Storehouse		62148-1/4	538.67	8.67	3
Austin		22608-1/2	351.33	15.54	4
Francis	1	132034	2276.67	17.24	5
Gardner-Mackinaw	1	125061-1/2	2158.79	17.26	6
Crosby		187929-1/2	3935.47	20.94	7
Gwinn	2	191186	4082.01	21.35	8
Hill-Trumbull	2	104937	2445.83	23.31	9
Boeing		48461-3/4	1290.71	26.63	10
Morris-Lloyd		375189-1/4	12000.72	31.98	11
Republic	1	331762-1/2	10656.75	32.12	12
Athens	2	195534-1/4	6792.81	34.74	13
Holmes	1	274934-3/4	10018.81	36.44	14
Spies	2	93774	4393.02	46.85	15
Salisbury	2	162520	7628.09	46.94	16
Average				47.43	
Princeton	1	221956-1/4	11178.47	50.36	17
Negaunee	3	477859	24901.56	52.11	18
Lake	3	326838-3/4	17209.61	52.65	19
Cliffs-Shaft	5	458859	26328.50	57.38	20
Maas	5	428750-1/4	24982.57	58.27	21
Electric Generating Plts.	2	95383-1/4	6770.79	70.98	22
Wade-Helmer	2	208579-1/4	15711.46	75.33	23
Barnes-Hecker	1	60664-1/2	4897.66	80.73	24
Meadow	3	104087	8699.65	83.58	25
Angeline		75865-3/4	7559.75	99.65	26
Stephenson	2	237075-3/4	23700.69	99.97	27
		5073968-1/4	240660.20		

Total number of accidents on account of which Compensation Payments were made:

41 Fatal Accidents	82800.98
1454 Non-Fatal Accidents	157859.22

Average Compensation Cost per 1454 Non-Fatal Accidents on which payments were made - 108.57

AVERAGE FREQUENCY RATE OF ACCIDENTS
FOR A FIVE YEAR PERIOD FROM 1917 to 1921 INCLUSIVE

	Days of Labor.	No. of Accidents.	Accidents per 1000 days.	Rank.
Miscellaneous	46436-3/4	5	.108	1
Hill-Trumbull	104937	24	.229	2
Elec. Generating Plants	95383-1/4	23	.241	3
Boeing	48461-3/4	13	.268	4
Meadow	104087	30	.288	5
General Storehouse	62148-1/4	18	.290	6
Wade-Helmer	208579-1/4	64	.307	7
Austin	22608-1/2	8	.354	8
Angeline	75865-3/4	29	.382	9
Negaunee	477859	183	.383	10
Crosby	187929-1/2	77	.410	11
Salisbury	162520	69	.425	12
Maas	428750-1/4	200	.466	13
Spies	93774	47	.501	14
South Jackson	23620-3/4	12	.508	15
Athens	195534-1/4	103	.527	16
Average -			.584	
Gardner-Mackinaw	125061-1/2	75	.600	17
Lake	326838-3/4	198	.606	18
Holmes	274934-3/4	172	.626	19
Princeton	221956-1/4	143	.644	20
Francis	132034	93	.704	21
Gwinn	191186	135	.706	22
Morris-Lloyd	375189-1/4	270	.719	23
Barnes-Hecker	60664-1/2	46	.758	24
Cliffs-Shaft	458859-3/4	403	.879	25
Stephenson	237075-3/4	212	.894	26
Republic	331762-1/2	312	.941	27
Total -	5073968-1/4	2964		

HOSPITALS:

During the year this Department has kept in close touch with the hospitals in Ishpeming, Negaunee, Gwinn, Republic and Iron River.

ISHPEMING HOSPITAL:

The new building, erected in 1918, was opened on the last day of October of that year. The building and equipment have continued to be very satisfactory in every way. The present Superintendent is Miss Victoria White who succeeded Miss Benzinger on Dec. 14th, 1920. She has proved an admirable Superintendent.

The medical force for the year was as follows:

Dr. V. H. Vandevanter, Chief of Staff

Dr. H. S. Smith

Dr. J. D. Crane

Dr. P. P. Hartt

Dr. W. J. Hewson - Jan. 1st to March 31st

Dr. L. L. Youngquist - Apr. 1st to Dec. 15th

Dr. W. J. Hewson left the Hospital on March 31st, later going to Niagara, Wisconsin for the Kimberly Clark Paper Co. His place was filled, beginning April 1st, by Dr. L. L. Youngquist of Marquette.

Dr. L. L. Youngquist left the Hospital to resume his private practice in Marquette on December 15th and while we were waiting for the new doctor, who was expected to be secured early in January, Dr. G. G. Barnett assisted the other physicians from Dec. 16th to the end of the month.

The Hospital is doing very satisfactory work and has become an important factor in the health of the community and many people have had operations performed and received hospital care who otherwise would not be able to do this because they could not leave home except in cases of extreme emergency.

On the following sheet will be found statement showing the number of office consultations handled by each physician and the number of house calls cared for, these calls being classified according to the employers of the men and the families visited. This includes the cases of the Cleveland-Cliffs Iron Co., Oliver Iron Mining Co., Hercules Explosives Company and private cases of

HOSPITALS: (Continued)

each physician. This sheet also shows the percentage of work which is done for our own Company.

ISEPENDING HOSPITAL
STATISTICAL REPORT FOR THE YEAR
1922

Number of patients remaining in the hospital at beginning of year	8
Number of patients admitted during year	588
Number of patients discharged during year	560
Number of patients remaining in hospital on Dec. 31st, 1922	23
Number of operations	320
Number of births	74
Number of deaths	13
Number of patients, days	6033
Number of meals for patients	18099
Number of meals for nurses	10288
Number of meals for help	4128
Total number of meals served	32515

The report shows an average of 16.5 patients per day as compared with 15.9 in 1921, 17.6 in 1920 and 12.2 in 1919.

ISHPEMING HOSPITAL
1922
OFFICE AND HOUSE CALLS OF
THE DIFFERENT PHYSICIANS

* * * * *

	C.C.I.Co.	O.I.M.Co.	Hercules Expl. Co.	Private	Total	C.C.I.Co. Percent
<u>OFFICE CALLS:</u>						
Vandeventer	2916	447	64	257	3684	79.2
Smith	3481	1160	65	100	4806	72.4
Crane	4377	946	91	130	5544	79.0
Hartt	1563	1738	332	88	3721	42.0
Youngquist	875	214	23	30	1142	76.6
Hewson	529	16	0	15	560	94.5
Barnett	149	26	0	0	175	85.1
Total -	13890	4547	575	620	19632	70.8
<u>HOUSE CALLS:</u>						
Vandeventer	1751	317	51	474	2593	67.5
Smith	1682	863	19	258	2822	59.6
Crane	1972	563	28	174	2737	72.1
Hartt	1262	1579	480	139	3460	36.5
Youngquist	1222	12	0	14	1248	97.9
Hewson	597	0	0	7	604	98.8
Barnett	124	5	0	7	136	91.2
Total -	8610	3339	578	1073	13600	63.3
<u>TOTAL CALLS:</u>						
Vandeventer	4667	764	115	731	6277	74.4
Smith	5163	2023	84	358	7628	67.7
Crane	6349	1509	119	304	8281	76.7
Hartt	2825	3317	812	227	7181	39.3
Youngquist	2097	226	23	44	2390	87.7
Hewson	1126	16	0	22	1164	96.7
Barnett	273	31	0	7	311	87.8
Total -	22500	7886	1153	1693	33232	67.7

NEGAUNEE HOSPITAL:

The work of the Negaunee Hospital has been quite satisfactory in every way, during the year, with Drs. Sheldon and Andrus in charge. They have been assisted by Dr. W. A. Mudge, Dr. Whittemore's place not being filled, as much of the work at Palmer which was formerly taken care of by Dr. Whittemore was in the charge of Dr. R. A. Burke who was formerly at Diorite.

The Statistical Report for the year follows:

NEGAUNEE HOSPITAL

STATISTICAL REPORT FOR YEAR 1922.

Patients in Hospital on January 1st, 1922	2
Number of C. C. I. Co. injury cases admitted during year	9
Number of other cases admitted during year	95
Number of births during year	0
Number of deaths during year	6
Number discharged during year	97
Patients in Hospital on Dec. 31, 1922 - C.C.I. Injury Cases	2
Patients in Hospital on Dec. 31, 1922 - Other Cases	1
Number of operations during year	65
Number of Hospital calls - All Cases	15765
Number of visits - C. C. I. Families	13141
Number of visits - Outside Cases	5506
Number of nurses employed during year	2
Number of meals served to patients	2097
Number of meals served to nurses, help, etc.	4372
Total number of meals served	6469
Total number of days of patients	699

REPUBLIC HOSPITAL:

The work of the Hospital at Republic and the services of Dr. Loveland have been very satisfactory during the year and especially so as there has been but little illness and few accidents requiring hospital treatment. In those cases requiring special operations, Dr. Loveland's patients have been sent to the Ishpeming Hospital. In this way we felt confident that the people were being taken care of as well as could be done.

The following statement shows the Receipts and Expenditures during the year:

REPUBLIC HOSPITAL
FINANCIAL REPORT FOR YEAR 1922.

RECEIPTS:

From The Cleveland-Cliffs Iron Co.	\$ 4141.79
From Hospital Service	57.75
From Other Sources	<u>2300.97</u>
Total Receipts -	\$ 6500.51

EXPENDITURES:

Salaries - Nurses	111.57
Wages - Help	122.50
Electricity and Lamps	60.90
Fuel	233.25
Water	12.00
Telephone	54.95
Drugs	671.29
Insurance and Taxes	161.44
Equipment	16.05
Hospital Supplies	143.67
Miscellaneous	64.01
Barn	<u>170.15</u>
Total Expenditures -	<u>\$ 1821.78</u>
Net Income -	\$ 4678.73

GWINN HOSPITAL:

The work at the Hospital, under the charge of Dr. D. R. MacIntyre, and his assistant Dr. R. A. A. Oldfield, has been of the most satisfactory character. In addition to the people of the district, many from other localities are coming for operative work by Dr. MacIntyre.

The following sheets show the Financial and Statistical Reports for the year:

GWINN HOSPITAL
STATISTICAL REPORT FOR YEAR

- 1922 -

Patients in Hospital on January 1st, 1922	1
Number of C. C. I. injury cases admitted during year	6
Number of other cases admitted during year	202
Number of births during year	20
Number of deaths during year	3
Number discharged during year	223
Patients in Hospital on Dec. 31, 1922 - C. C. I. injury cases	0
Patients in Hospital on Dec. 31, 1922 - Other Cases	3
Number of operations during year	119
Number of Hospital calls - C. C. I. Families	8150
Number of Hospital calls - Outside Cases	789
Number of visits - C. C. I. Families	2386
Number of visits - Outside Cases	118
Number of nurses employed during year	2.5
Number of meals served to patients	4836
Number of meals served to nurses, help, etc.	7038
Total number of meals served	11874
Total number of days of patients	1980

GWINN HOSPITAL
FINANCIAL REPORT FOR YEAR

- 1922 -

RECEIPTS:

From The Cleveland-Cliffs Iron Company	\$ 8621.83
From Hospital Service	5439.22
From Other Sources	<u>275.30</u>
Total Receipts -	\$ 14336.35

EXPENDITURES:

Salaries - Physicians	1220.00
Salaries - Nurses	1368.00
Wages - Help	1181.63
Electricity and Lamps	76.69
Fuel	904.89
Water and Ice	40.00
Provisions	2367.97
Telephone	86.30
Drugs	699.84
Repairs	29.09
Insurance and Taxes	411.78
Express and Freight	117.25
Office Expense	35.62
Laundry	432.43
Kitchen Supplies	149.53
Hospital Supplies	517.88
Miscellaneous	125.29
Barn	328.66
Automobiles	1175.07
Stock	64.70
Goods for Sale	<u>57.91</u>
Total Expenditures -	<u>\$ 11390.53</u>
Net Income -	\$ 2945.82

HEALTH:

During the year 1922 there was not a large amount of sickness, the general health conditions of the various communities being good. The only exception to this was in Negaunee where there was a considerable number of Diphtheria cases, but they were not generally serious and it did not really develop into an epidemic. In December 1922 there began to develop some quite serious trouble with colds, but not as severe as the Influenza epidemic which began 4 years ago, although during the month there were a good many ill in Ishpeming and Negaunee especially. It is hoped that this will not develop as it did 4 years ago.

Dr. David Littlejohn has been Health Officer at Ishpeming through the year but resigned early in December leaving for Bluefield, West Virginia, the last of the month. Dr. C. P. Drury has continued as Health Officer at Marquette, and Dr. C. J. Larson in Negaunee. Previous to the writing of this report, in January, Dr. Larson has died while away from home for treatment.

RED CROSS: & SOLDIER RELIEF:

We have continued in cooperation with the officials of the Red Cross and also the War Fund Committee, although we have had only a few incapacitated soldiers to look after, they usually being able to take care of the cases as they came up.

The County Red Cross Secretary, with office at Marquette, has spent one-half day each week in Ishpeming and one-half day in Negaunee, to consult with any of the soldiers who may be in need of advice or assistance.

The American Legions of all three cities have special committees to look after the welfare of the ex-soldiers and their families.

The trustees of the Marquette County War Funds are finding the income from the investments of the Funds in their possession, ample to take care of the matters which have arisen during the year. They have funds invested to the amount of about \$ 65,000.00.

RED CROSS: (Continued)

A Regional meeting of the Red Cross, for this entire district, was held at Escanaba on Sept. 19th with about 50 delegates present. The various departments of the Red Cross work was discussed by representatives from the Red Cross headquarters in Chicago, and some of the local people.

The Nursing Activities Committee has continued in its work throughout the year. Dr. C. P. Drury of Marquette is Chairman and the Committee is represented by men and women from Marquette, Ishpeming, Negaunee, Republic, Gwinn and some of the other townships. Mrs. A. L. Johnson has continued in her employment as County Nurse and has been doing most excellent work.

A special committee, consisting of Mr. G. R. Jackson, Dr. C. P. Drury, Mrs. S. R. Anderson and myself, in consultation with the County Nurse, have looked after the matter of a tonsil clinic for the children who had been found by Mrs. Johnson as needing attention. Arrangements were made by Drs. Hornbogen and Paull to look after this work during the summer months, when other work was not so pressing, this work being done during that period at a lower rate. The Ishpeming Hospital, St. Luke's and St. Mary's hospitals at Marquette, and the Gwinn Hospital cooperated in this work and the clinics were held at these four hospitals. The operations at Gwinn were performed by Dr. MacIntyre and at the other hospitals by Drs. Hornbogen and Paull.

During the year Mrs. Johnson's report shows the following: 2,036 scholars in 42 different townships were carefully examined. These schools are outside of the three principal cities of the County. These examinations showed the following:

Defective teeth	1031
Defective eyes	67
Defective tonsils	518
Goitre	424

Of those examined 316, or 15.05%, were at least 10% underweight. In all of these cases in which the examinations showed defects, the parents were written to or seen personally.

RED CROSS: (Continued)

In discussing the matter of the care of those having defective tonsils, it was decided by the Red Cross officials that the Junior Red Cross Funds could be used for the correction of this trouble. During this period, in the summer, 15 tonsil and adenoid clinics were held and 138 cases operated upon. In addition to the clinics, 8 children having defective eye-sight were treated and 8 tonsil cases operated upon. A large proportion of the tonsil operations were on children of poor parents, who ordinarily could not pay for an operation of this kind. The others themselves paid for the hospital care and also a fee for the doctor's services.

Following the Red Cross meeting the matter of County Nurse, who has been supported by the Red Cross Funds, was taken up with the Board of Supervisors, as it was felt that her work was now so well established that it should be a part of the regular County work. The Board of Supervisors approved of this recommendation and appropriated sufficient funds to pay the salary of a County Nurse and her expenses for the year 1923, asking the Red Cross Visiting Nurse's Committee to direct and oversee her work.

The Committee has in mind some further clinics, during the summer of 1923, if found possible to secure funds for this purpose.

The annual Red Cross meeting was held at Marquette on October 19th, at which time Mr. G. R. Jackson was re-elected Chairman of the Marquette County Chapter.

The annual roll call for Red Cross members was conducted in November and the report shows the total Receipts for the County as \$ 5,582.00.

RELIEF WORK:

It was found in the fall of 1921 that many families would be in want during the winter months, especially so if the retail stores should cut off the credit which up to that time had been extended to the different families. An estimate was made in December 1921, showing the number of families who might possibly be in need until work was resumed on the usual basis. Authority was granted by the Board of Directors to extend relief to needy families and an appropriation was made by Mr. Mather, personally, to assist in this work.

The relief associations of the different cities and towns were encouraged to do all they could for the help of needy people and to assist in this. Mr. Mather donated the following sums:

Ishpeming	\$ 500.00
Negaunee	500.00
Republic	300.00
Gwinn	300.00
Marquette	250.00

We kept constantly in touch with the Service Organizations in order to see that help was not duplicated. Mr. Lucien Eaton, Superintendent of the Ishpeming District mines, gave each afternoon regularly, to help in this work. Careful calculations were made showing the food values which would be required by the families of the different number of members and grocery orders arranged, so that the amount per family would supply the proper number of calories per family. Suitable forms were prepared and orders given to the different dealers of whom the families had been purchasing their supplies. In this way there was no question as to our favoring any one dealer over another and careful comparison was made of the cost of provisions furnished by the different dealers, as it was understood that if any dealer charged prices in excess of the current prices for that time, that no further orders would be placed with him.

We found that the retail dealers were very good indeed in continuing credit to their regular customers and because of the extension of this credit, which in many cases was a large amount, the amount of help given by us was considerably less than that which we had estimated as being possibly necessary.

RELIEF: (Continued)

315 families, consisting of 2,098 members, were helped to some extent either with provisions, clothing or fuel, from Dec. 15th 1921 through the year. When the mines went back to work on their regular schedule, the relief was cut off with the exception of some families who were unable to take care of themselves through temporary illness of the wage earner. ①

The following sheets show the cost of Relief furnished.

This relief rendered was of the greatest service to these 2,098 people and we believe that it was very much appreciated, as we have had continual reports from different families of what a blessing it was to them and it, more than anything else, enabled them to retain their feeling of self-respect.

This plan of relief worked out very satisfactorily and I believe it was the best means in which assistance could have been rendered.

The following sheets show the articles on the orders for the different sized families, and the food values of the different orders. Also tabulation of the actual cost of relief furnished and a table showing the families in the different localities, the number of people in each family and the nationalities.

COST OF RELIEF

FROM DECEMBER 15th 1921 TO DECEMBER 31st, 1922.

	The Cleveland- Cliffs Iron Co.	Wm. G. Mather	Total
December - 1921	\$ 106.07	\$ 61.53	\$ 167.60
January - 1922	277.65	439.66	717.31
February	449.74	349.11	798.85
March	1171.96	1325.82	2497.78
April	2773.76	504.82	3278.58
May	2460.85	17.57	2478.42
June	1429.32	6.10	1435.42
July	243.01	124.95	367.96
August		70.38	70.38
September		85.33	85.33
October		75.84	75.84
November		47.17	47.17
December		40.95	40.95
Total administered by Com- pany to December 31st, 1922.	8912.36	3149.23	12061.59
Contributions by Mr. Mather to Service Organizations			
Ishpeming		500.00	
Negaumee		500.00	
Republic		300.00	
Gwinn		300.00	
Marquette		250.00	1850.00
Total cost of Relief to December 31st, 1922	8912.36	4999.23	13911.59
Average number of persons per family		6.66	
Average amount of Relief per family		\$ 38.29	

PENSION DEPARTMENT

RELIEF STATISTICS

FROM DECEMBER 15th, 1921 TO DECEMBER 31st, 1922.

	Number of Families	Number Furnished Provisions	Number Furnished Clothing	Number Furnished Fuel	Number Furnished Hay	Number in Families
Families living at:						
Ishpeming	204	173	62	101	10	1307
North Lake	38	24	29	1	1	248
Negaunee	55	20	44	28		382
Gwinn	8	7	2	2		74
Princeton	8	7		1		71
New Swanzy	2	1	1			16
Totals	315	232	138	133	11	2098

In addition to the above, insurance premiums were paid for one North Lake family.

Nationalities of families:

American	15
Austrian	1
English	68
Finnish	142
French	25
German	4
Irish	1
Italian	30
Norwegian	7
Scotch	1
Swedish	21
Total	315

STANDARD ORDER LISTS

No. of Persons in Family	Item No.	Price	I		II		III		IV		
			3	4	5	6	Amount	Cost	Amount	Cost	Amount
	Flour, lbs	1	\$.05	40	2.00	49	2.45	49	2.45	49	2.45
	Potatoes, bu.	2	1.80	1	1.80	1½	2.70	2	3.60	2	3.60
	Carrots, lbs.	3	.03	6	.18	8	.24	10	.30	10	.30
	Cabbage, lbs	4	.05	6	.30	8	.40	8	.40	10	.50
	Tomatoes, cans	5	.15	2.	.30	2	.30	2	.30	3	.45
	Beans, Dried, lbs	6	.08							5	.40
	Peas, Dried, lbs	7	.08							3	.24
	Rice, lbs.	8	.09	6	.54	8	.72	10	.90	10	.90
	Oatmeal, lbs.	9	.05	4	.20	5	.25	5	.25	6	.30
	Sugar, lbs.	10	.075	7	.52	8	.60	9	.67	10	.75
	Molasses, qts.	11	.20	½	.12	1	.20	1	.20	1	.20
	Salt, lbs.	12	.05	½	.03	½	.03	½	.03	½	.03
	Tea, lbs.	13	.70	½	.35	½	.35	½	.35	½	.35
	Coffee, lbs.	14	.35	1	.35	1	.35	1	.35	1	.35
	Milk, Cans	15	.15	4	.60	5	.75	6	.90	7	1.05
	Baking Powder, lbs.	16	.25	½	.15	½	.15	½	.15	½	.15
	Yeast Cakes	17	.02	3	.06	4	.08	4	.08	4	.08
	Lard, lbs.	18	.15	3	.45	4	.60	4	.60	5	.75
	Oleomargarine, lbs.	19	.29	4	1.16	4	1.16	5	1.45	5	1.45
	Chuck Roast, lbs.	20	.20	3	.60	4	.80	4	.80	5	1.00
	Dried Prunes, lbs.	21	.15	3	.45	3	.45	4	.60	4	.60
	TOTAL				10.16		12.58		14.38		15.90

STANDARD ORDER LISTS

No. of Persons in Family	Item No.	Price	V		VI		VII		VIII	
			Amount	Cost	Amount	Cost	Amount	Cost	Amount	Cost
			7		8		9		10	
	1	\$.05	75	3.75	75	3.75	75	3.75	98	4.90
	2	1.80	2	3.60	2½	4.50	3	5.40	3	5.40
	3	.03	10	.30	10.	.30	10	.30	10	.30
	4	.05	10	.50	10	.50	12	.60	12	.60
	5	.15	3	.45	4	.60	4	.60	5	.75
	6	.08	5	.40	5	.40	5	.40	5	.40
	7	.08	3	.24	5	.40	5	.40	5	.40
	8	.09	12	1.08	14	1.26	15	1.35	15	1.35
	9	.05	7	.35	8	.40	9	.45	10	.50
	10	.075	11	.82	12	.90	13	.97	14	1.05
	11	.20	1	.20	2	.40	2	.40	2	.40
	12	.05	½	.03	1	.05	1	.05	1	.05
	13	.70	½	.35	½	.35	½	.35	½	.35
	14	.35	1	.35	1	.35	1	.35	1	.35
	15	.15	8	1.20	9	1.35	10	1.50	11	1.65
	16	.25	1	.25	1	.25	1	.25	1	.25
	17	.02	6	.12	6	.12	6	.12	8	.16
	18	.15	5	.75	6.	.90	6	.90	7	1.05
	19	.29	6	1.74	7	2.03	8	2.32	8	2.32
	20	.20	5	1.00	6	1.20	7	1.40	7	1.40
	21	.15	5	.75	6	.90	6	.90	7	1.05
	TOTAL			18.23		20.91		22.76		24.68

PENSION DEPARTMENT

STANDARD ORDER LISTS

UNITS PER POUND

Item No.	Article	Protein		Fat		Carbohydrates		Calories
		Per Cent	Grams	Per Cent	Grams	Per Cent	Grams	
1	Flour	11.4	52	1	5	75	341	1635
2	Potatoes (60 lbs)	1.6	490	1/10	2724	15	4086	17700
3	Carrots	1	5			6	27	120
4	Cabbage	1.4	6	1/20	91	5	23	115
5	Tomatoes (2# can)	1.2	11			4	36	200
6	Beans	22.5	102	1.8	8	60	272	1520
7	Peas	25	114	1	5	62	281	1565
8	Rice	8	36	3	14	79	359	1620
9	Oatmeal	17	77	7	32	66	300	1800
10	Sugar					100	454	1750
11	Molasses (Pt)					70	318	1225
12	Salt							
13	Tea							
14	Coffee							
15	Milk (Can)	9	41	8	36	54	245	1430
16	Baking Powder							
17	Yeast Cakes							
18	Lard	1	5	85	386			3410
19	Oleomargarine	1	5	85	386			3410
20	Chuck Roast	15	68	10	45			715
21	Dried Prunes	2	9	3	14	70	318	1280
22	Salt Pork	2	9	86	390			3555
23	Eggs	13	59	9	41			635

STANDARD ORDER LISTS

	I				II			
	Protein Grams	Fats Grams	Carbo- hydrates Grams	Calories	Protein Grams	Fat Grams	Carbo- hydrates Grams	Calories
Flour	2080	200	13640	65400	2548	245	16709	80115
Potatoes	490	27	4086	17700	735	41	6129	26550
Carrots	30		162	720	40		216	960
Cabbage	36	5	138	690	48	7	184	920
Tomatoes	22		72	400	22		72	400
Beans, Dried								
Peas, Dried								
Rice	216	84	2154	9720	288	112	2872	12960
Oatmeal	308	128	1200	7200	385	160	1500	9000
Sugar			3178	12250			3632	14000
Molasses			318	1225			636	2450
Salt								
Tea								
Coffee								
Milk	164	144	980	5720	205	180	1225	7150
Baking Powder								
Yeast Cakes								
Lard	15	1158		10230	20	1544		13640
Oleomargarine	20	1544		13640	20	1544		13640
Chuck Roast	544	360		5720	680	450		7150
Dried Prunes	27	42	954	3840	27	42	954	3840
TOTAL	3952	3692	26882	154455	5018	4325	34129	192775
Per Day	263	246	1792	10297	335	288	2275	12852
Per Man Per Day	88	82	597	3432	84	72	569	3213
Standard Per Man Per Day	75	50	450	2500	75	50	450	2500

STANDARD ORDER LISTS

III

IV

	Protein Grams	Fat Grams	Carbo- hydrates Grams	Calories	Protein Grams	Fat Grams	Carbo- hydrates Grams	Calories
Flour	2548	245	16709	80115	2548	245	16709	80115
Potatoes	980	54	8172	35400	980	54	8172	35400
Carrots	50		270	1200	50		270	1200
Cabbage	48	7	184	920	60	9	230	1150
Tomatoes	22		72	400	33		108	600
Beans, Dried					510	40	1360	7600
Peas, Dried					342	15	843	4695
Rice	360	140	3590	16200	360	140	3590	16200
Oatmeal	385	160	1500	9000	462	192	1800	10800
Sugar			4086	15750			4540	17500
Molasses			636	2450			636	2450
Salt								
Tea								
Coffee								
Milk	246	216	1470	8580	287	252	1715	10010
Baking Powder								
Yeast Cakes								
Lard	20	1544		13640	25	1930		17050
Oleomargarine	25	1930		17050	25	1930		17050
Chuck Roast	816	540		8580	816	540		8580
Dried Prunes	36	56	1272	5120	36	56	1272	5120
TOTAL	5636	4892	37961	214405	6532	5403	41245	235520
Per Day	360	326	2531	14294	435	360	2750	15701
Per Man Per Day	74	65	506	2859	73	60	458	2617
Standard Per Man Per Day	75	50	450	2500	75	50	450	2500

STANDARD ORDER LISTS

	V				VI			
	Protein Grams	Fat Grams	Carbo-hydrates Grams	Calories	Protein Grams	Fat Grams	Carbo-hydrates Grams	Calories
Flour	3900	375	25575	122625	3900	375	25575	122625
Potatoes	980	54	8172	35400	1225	68	10215	44250
Carrots	50		270	1200	50		270	1200
Cabbage	60	9	230	1150	60	9	230	1150
Tomatoes	33		108	600	44		144	800
Beans, Dried	510	40	1360	7600	510	40	1360	7600
Peas, Dried	342	15	843	4695	570	25	1405	7825
Rice	432	168	4308	19440	504	196	5026	22680
Oatmeal	539	224	2100	12600	616	256	2400	14400
Sugar			4994	19250			5448	21000
Molasses			636	2450			1272	4900
Salt								
Tea								
Coffee								
Milk	328	288	1960	11440	369	324	2205	12870
Baking Powder								
Yeast Cakes								
Lard	25	1930		17050	30	2316		20460
Oleomargarine	30	2316		20460	35	2702		23870
Plate Beef	952	630		10010	1088	720		11440
Dried Prunes	45	70	1590	6400	54	84	1908	7680
TOTAL	8226	6119	52146	292370	9055	7115	57458	324750
Per Day	548	408	3476	19491	604	474	3831	21650
Per Man Per Day	78	58	497	2784	76	59	479	2706
Standard Per Man Per Day	75	50	450	2500	75	50	450	2500

STANDARD ORDER LISTS

	VII				VIII			
	Protein Grams	Fat Grams	Carbo- hydrates Grams	Calories	Protein Grams	Fat Grams	Carbo- hydrates Grams	Calories
Flour	3900	375	25575	122625	5096	490	33418	160230
Potatoes	1470	81	12258	53100	1470	81	12258	53100
Carrots	50		270	1200	50		270	1200
Cabbage	72	11	276	1380	72	11	276	1380
Tomatoes	44		144	800	55	18	180	1000
Beans, Dried	510	40	1360	7600	510	40	1360	7600
Peas, Dried	570	25	1405	7825	570	25	1405	7825
Rice	540	210	5385	24300	540	210	5385	24300
Oatmeal	693	288	2700	16200	770	320	3000	18000
Sugar			5902	22750			6356	24500
Molasses			1272	4900			1272	4900
Salt								
Tea								
Coffee								
Milk	410	360	2450	14300	451	396	2695	15730
Baking Powder								
Yeast Cakes								
Lard	30	2316		20460	35	2702		23870
Oleomargarine	40	3088		27280	40	3088		27280
Plate Beef	1224	810		12870	1360	900		14300
Dried Prunes	54	84	1908	7680	63	98	2226	8960
TOTAL	9607	7688	60905	345270	11082	8361	70101	394175
Per Day	640	513	4060	23018	739	557	4673	26278
Per Man Per Day	71	57	451	2558	74	56	467	2628
Standard Per Man Per Day	75	50	450	2500	75	50	450	2500

UNEMPLOYMENT:

The work on the roads extending towards Delta County was pretty well along at the end of the year, so that we were not able to send as many additional men as we had previously done. They, however, were getting out rock and distributing it along the newly-finished portions of the road and quite a few of the men were employed on this work. In the summer, contract was given for the rebuilding of the road west of Ishpeming, and we supplied quite a few men to the contractors for this work. Most of the men employed were men from this section, so that during the slack period at the mines, this work was of very great benefit.

EMPLOYMENT:

All applications for employment are referred to this Department, and careful investigation made throughout the year by correspondence with the former employers of the men. Since the mines went on full time, there have been more applications than previously, but not a large number in any of the localities.

INCAPACITATED EMPLOYEES:

During the year payments have been made to certain men whose years of service did not bring them within the provisions of the Pension System and some, who were incapacitated through injury and whose conditions made some assistance necessary in addition to the regular payments of Workmen's Compensation, are receiving compensation in fatal cases at the rate of \$10.00 per week, this being the maximum rate payable at the time of accident. Some of these widows, who have a considerable number of children, have found it rather difficult with the present prices of food and fuel to get along without additional help, and as authorized we have increased this rate by the payment of additional amounts as a donation. These donations are with a view of bringing the Compensation to about the present rate of compensation, the maximum being \$14.00 per week.

The following list shows the men and families to whom these payments have been made.

DONATIONS - 1922

		Per Month	Year
Fred Fredette	Ishpeming	\$ 25.00	\$ 300.00
John Beale	"	15.00	180.00
John Salson	"	25.00	300.00
Solomon Kangas	"	42.33	507.96
" "	" Special		12.02
William H. Harris	"	15.00	180.00
Charles Chronstrom	"	18.00	216.00
Isabella Graham	"	15.00	165.00 Jan-Nov.
Mathilda Carlson	"	15.00	180.00
Hilma Pitila	"	15.00	180.00
Cecelia Brandt	"	12.00	144.00
Mrs. Henry Hill	"	15.00	180.00
Mrs. Henry Karkkainen	"	15.00	180.00
Mrs. Rose Bertucci	"	15.00	180.00
A. P. Wahlstrom	"	19.45	97.25 Feb-June
Ole Brekken	" Special		125.00
William Holman	Negaunee	15.00	180.00
Mrs. John Makela	"	25.00	300.00
Mrs. Wilhelmina Marjamaa	"	15.00	180.00
Victor Salminen	Gwinn Special		45.00
A. Paris	" "		207.49
Emanuel Paris	" "		7.00
	TOTAL		4046.72

PENSION DEPARTMENT

COST OF LIVING:

On the 15th of each month, we receive prices of 46 principal items of food from dealers in our different cities, and these are checked frequently with prices in other localities and also the prices given in the Government reports. Since June 1920 there has been considerable reduction but not a great deal of change during the months of 1922.

On the following sheets will be found the cost of living in Ishpeming, at different periods from 1913 to December 1922. The cost of living is estimated at a yearly figure based on the actual cost, at the date upon which the estimate is made. From the highest point, which was in June 1920, to the present time, December 1922, the cost of living in Ishpeming has decreased 27.6%. The cost on December 15, 1922 was, however, 47.2% higher than it was in 1913.

The cost of food for an Ishpeming family on December 15, 1922 was 35.6% lower than it was in June 1920, but it is still 38.9% higher than it was in 1913. The cost of fuel on Dec. 15, 1922 was 1.1% higher than it was in June 1920, and 140.4% higher than it was in June 1913.

The following sheet shows the average yearly earnings of the men employed at the different periods from 1913 to December 1922. On this sheet is also shown the cost of living at some of the different periods upon which computations were made.

Damascus
Bond
MADE IN U.S.A.

COMPARISON OF WAGES AND COST OF LIVING IN ISHPENING

1913 TO 1922

	Average Wages	Earnings Per Year	Cost of Living	Yearly earnings above cost of Living	Yearly earn- ings below Cost of Living
1913 Total for Year	2.74	723.36	June, 692.56	30.80	
1914 Jan.	2.74	723.36	June, 706.17	17.19	
Oct.	#2.51	662.64			
1915 Aug.	*2.76	728.64			
1916 Jan.	2.81	741.84			
Feb.	*2.98	786.72	Feb. 738.00	48.72	
May	3.10	818.40	Nov. 866.31		47.91
Dec. Increase on 16th	*3.32	876.48			
1917 Jan.	3.51	926.64			
May	*3.81	1005.84	June, 1006.79		.95
Oct.	*4.20	1108.80			
1918 Jan.	4.21	1111.44	Jan. 998.55	112.89	
Apr. Increase on 16th	*4.46	1177.44			
May	4.73	1248.72			
Aug.	*5.18	1367.52			
Oct.	*5.75	1518.00	Nov. 1143.72	374.28	
1919 Total for Year	5.73	1512.72	July, 1235.97	284.67	
1920 Feb.	*6.28	1657.92	June, 1408.65	254.55	
1921 Jan.	6.26	1652.64	Jan. 1174.49	478.15	
Feb.	#5.34	1409.76	Apr. 1164.20	242.92	
June - Half time basis	5.20	686.40	June, 1054.28		367.88
Aug. - " " "	#4.51	595.32	Aug. 1138.25		542.93
Sept. - " " "	4.58	604.56	Sept. 1077.77		473.21
Oct. - " " "	#4.13	545.16			
Nov. - " " "	4.17	550.44			
Dec. - " " "	4.18	551.76	Dec. 1027.88		476.12
Total for Year	5.19	a 975.92			
1922 Jan.	4.18				
June	#3.84	1013.76	June, 1054.28		40.52
July	3.83				
Sept.	*4.31				
Dec.	4.34	1145.76	Dec. 1019.65	136.11	
Total for Year		b 944.35			

The earnings per year is based on an average of 22 days per man per month.

- indicates a decrease in wages.

* - indicates an increase in wages.

a - actual average annual earnings found for this year, the mines working full time first 5 months and half time last 7 months.

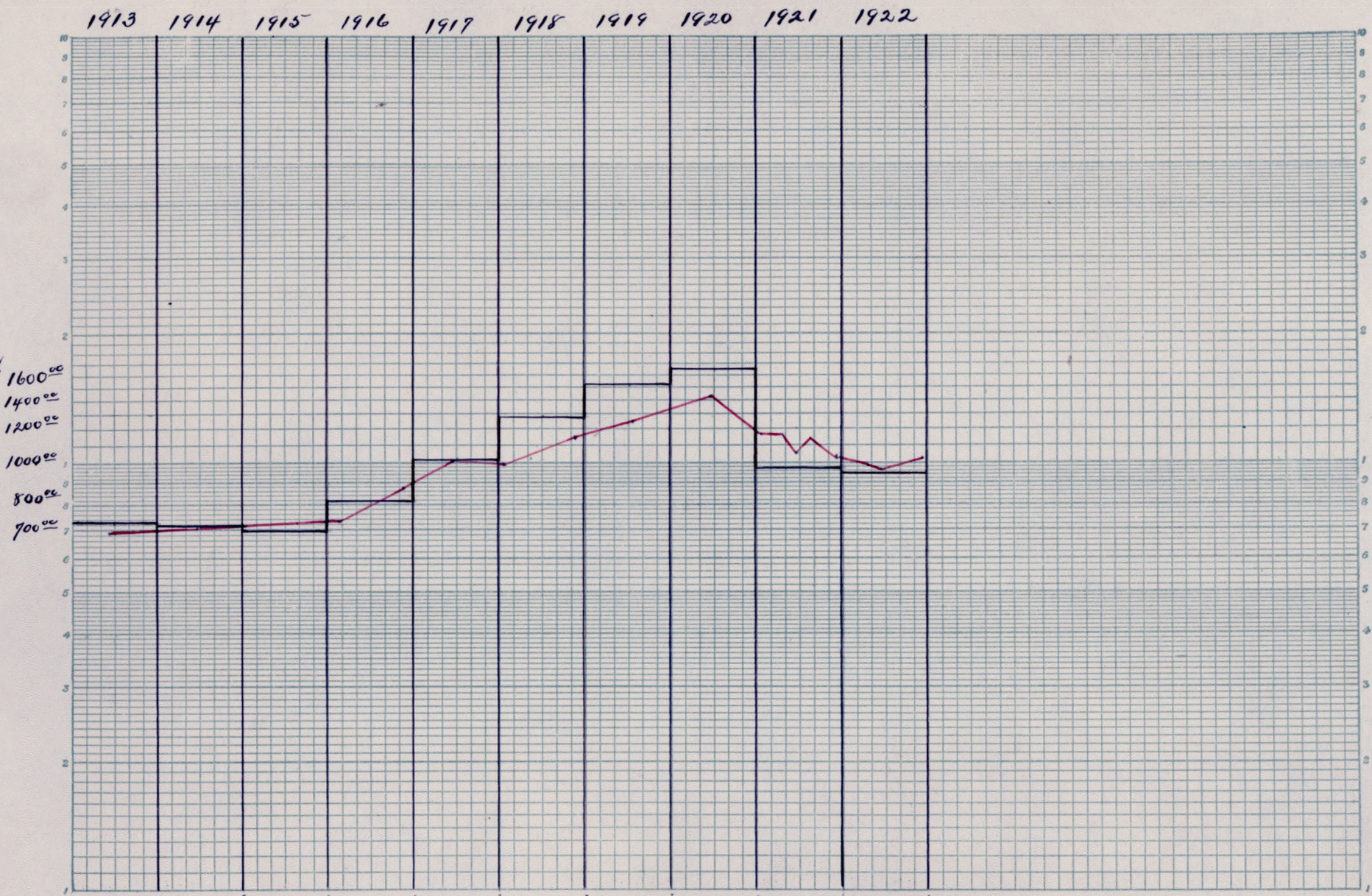
b - actual average annual earnings found for this year, the mines working half time first 5 months and full time last 7 months.

Note: The Accounting Department has not yet computed the average wage for Dec. 1922, but we have used 4.34 which is the same as for Oct. and Nov.

COST OF LIVING: (Continued)

The following chart shows graphically the Cost of Living in Ish-
peming at different dates from 1913 to December 1922, and also the average
earnings during those years of all underground and surface men.

589



— Average Annual Earnings. All underground and surface men.
— Cost of Living in Ishpeming

COMPARISON OF COSTS OF THE PRINCIPAL FOOD ITEMS
AS SHOWN IN U. S. GOVERNMENT REPORTS AND THE COSTS OF THE SAME ITEMS
IN ISHPeming, BASED ON U. S. REPORTS
USING THE AVERAGE COSTS FOR 1913 AS A BASIS, AT 100%
*** **

	U. S. Reports 1913	U. S. Reports June 1920	Ishpeming June 1920	U. S. Reports Oct. 1922	Ishpeming Oct. 1922
Sirloin Steak	100	182	197	151	138
Round Steak	100	191	188	148	135
Rib Roast	100	177	177	141	121
Chuck Roast	100	174	188	124	131
Plate Beef	100	157	165	106	83
Pork Chops	100	194	181	174	152
Bacon	100	200	204	151	157
Ham	100	215	223	177	178
Lard	100	185	177	111	101
Hens	100	216	197	163	141
Eggs	100	155	145	157	130
Butter	100	175	164	133	117
Cheese	100	189	204	154	158
Milk	100	182	169	149	112
Bread	100	211	320	155	260
Flour	100	267	264	145	151
Corn Meal	100	230	266	130	100
Rice	100	215	230	110	115
Potatoes	100	606	490	129	118
Sugar	100	485	546	144	163
Coffee	100	165	184	122	134
Tea	100	136	152	125	152

COMPARISON OF TOTAL FOOD COSTS
AS SHOWN BY U. S. GOVERNMENT REPORTS
AND TOTAL FOOD COSTS IN ISHPENING

* * * * *

	Year 1913	June 1920	June 1922	Oct. 1922	Increase 1918 to Oct. 1922	Decrease June, 1920 to Oct. 1922.
<u>Ishpeming:</u>						
	430.75	929.37	569.33	577.55		
	100	215.7	132.2	134.1	34.1	37.8
<u>U. S. Reports:</u>						
	100	219.0	141.0	143.0	43.0	34.7

IMPROVEMENT WORK:

Mr. Warren H. Manning made two visits to this district during the year, one in May and one in September and October. The inspection covered all of the properties in this section including Gwinn and Munising, as well as the Furnace and Railroad Grounds at Marquette. The regular work was taken care of under the direction of Julien Payen.

Practically no new work was undertaken but every effort made to keep the different locations up to the former standard. The garden lots at the Furnace were of much value to the men. At the McClure Plant the collected seeds quite generally made a satisfactory showing during the year, although there were some varieties which did not do well. It is possible that some of them will show up the following season.

PRIZE AWARDS:

The premises and vegetable gardens were very well taken care of at all of the different properties throughout the year, and much interest was manifest in their care.

The following sheets show the distribution of prizes for the season.

COMMUNITY SERVICE:

No special plans have been continued during the year along the line of Community Service except that handled by the city itself, under the direction of Mayor Stephen Simons. A young man and a young woman were employed during the summer months while schools were not in session to look after the boys and girls. Various athletic plays were inaugurated for the boys and a swimming hole kept in good condition at Mud Lake, just north of town. The girls held classes at the Y. M. C. A. for clay modeling and other studies of special interest to them.

A League of younger baseball teams was organized, and some effort made to keep the grounds at the north end of Oak Street in use for the boys of this section. Some of the Scout boys made hikes to different localities and some use was made of the "Maples" as a resting and lunch point.

BEST KEPT PREMISES AND VEGETABLE GARDENS

The following Prize Awards were made for the season of 1922:

Ishpeming

Best Kept Premises	\$ 100.00	
Vegetable Gardens	100.00	
Ishpeming Schools	<u>68.50</u>	
		\$ 268.50

Negaunee

Best Kept Premises	42.50	
Vegetable Gardens	<u>50.00</u>	
		92.50

Gwinn District

Best Kept Premises	50.00	
Vegetable Gardens	<u>50.00</u>	
		100.00

Republic

Best Kept Premises	50.00	
Vegetable Gardens	<u>50.00</u>	
		100.00

North Lake

Best Kept Premises	50.00	
Vegetable Gardens	<u>50.00</u>	
		100.00

Spies

Best Kept Premises	<u>15.00</u>	
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TOTAL		676.00
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EDUCATIONAL WORK:

In 1915 Mr. Stanford began some educational work for the purpose of training men to care for the electrical installation which was being developed very rapidly and extensively. Mr. Stanford was the principal instructor in this work, assisted by some of the Engineers. The class meetings were held one or two evenings each week for about 8 months of the year, the first group finishing up the first course of study in April, 1916, at which time certificates were given to them. This work was also taken up by the men in the Gwinn District under Mr. Stanford's direction, and continued along the same line as at Ishpeming for the men in this district.

These educational classes were organized into a Power Club, with three classes of members: Active, Associate and Honorary, in March 1921.

Active members will include any employee of the Mining Department of the C. C. I. Co., or affiliated Companies, who are connected with the Mechanical or Electrical Departments and who are elected to membership by the Club.

Associate members will include other employees who are not connected with the above named Departments, but who are interested in the work and who wish to give their support.

Honorary members are others who are interested and whom the Club may wish to elect.

The dues are \$3.00 per year for Active and Associate members of the Ishpeming-Negaunee Section. Dues for other sections are also \$3.00, of which 50¢ is to be sent to the Ishpeming-Negaunee organization in return for information and entertainment supplied.

The educational work usually begins late in the fall or just after the holidays and continues up until the end of May. From time to time Mr. Stanford has secured educational films which have been shown at the Gwinn Clubhouse for the Gwinn members and at the North Lake Clubhouse for the Ishpeming, Negaunee and North Lake members.

EDUCATIONAL WORK: (Continued)

The following is the report of the early part of 1922, and also for the latter portion of the year, the classes beginning a little earlier than usual:

January to June 1922:

Number of meetings held	11
Average attendance	30
New Members	20
Total Enrollment	64

November & December 1922:

Number of meetings held	4
Average Attendance	26
Total Enrollment	66

At the picnic held at Bass Lake on July 15th, a Section for the Gwinn District was organized, with a membership of 21 members. Three meetings have been held with an average attendance of 10.

During the year three dinners were given by the Club at the Club Rooms in the Central Office.

At the meetings, which are now being held once every two weeks, there are usually two papers: one by some man engaged upon the electrical or mechanical work for the Company, and one paper by some other member or someone from outside the Club.

The educational work during the year has consisted mainly of a study of Dudley's Connecting Induction Motors, this work being directed by Mr. R. K. Durland. Mr. Ernest Keast is the President of the Club at the present time.

The men have shown a keen interest in the educational work of the Club and much credit is due to Mr. Stanford and the men for continuing this work in the very satisfactory manner in which it has been conducted.

CLUBS:

The Mining Club has continued its meetings during the winter with a supper at each meeting and some speaker usually from outside its membership. The annual outing was held at Little Lake, at the camp formerly owned by Jos. Richardson, on August 26th.

The Power Club, which is made up principally of the Electricians and Mechanics employed in the Mechanical Department, with the Engineers and some of the office men, have met every two weeks except during the summer season, for the study of problems relating to their work and also for the reading of papers upon various topics, some of them by members of the Club and some by people from the outside. This work has been very satisfactory and a very good record of attendance has been maintained. Special attention has been paid to the matter concerning electrical development and the men have been very much benefitted by the instructions given by Mr. Stanford and Mr. Durland.

On the following sheet is found a report of the Power Club for the year as submitted by Mr. Stanford.

OUTDOOR SPORTS:

The annual Ski Tournament on Washington's Birthday was given up on account of the business conditions and especially owing to the fact that the old ski slide was entirely out of repair and could be put in condition only at considerable expense. The usual dog races were held on Main Street, with a large crowd of interested people witnessing the events.

There was very little snow on the slide at Negaunee and it was not found possible to hold the regular event as planned, but some smaller contests were run off during the winter.

VARIOUS DEPARTMENTS:

The Secretary has cooperated throughout the year with the various departments, especially in the matter of Safety and in the matter of Compensation Settlements, frequently visiting Marquette and on two occasions going to Escanaba and Gladstone.

With Mr. Manning we visited the Furnace and Railroad Grounds at Marquette and also looked over different properties at Munising, which included the new High School and Hospital Grounds.

On account of press of work in the closing of accounts, for the year, not all of the regular Welfare Statements have as yet been received from the different departments, but they are expected within a few days and if received in time will be made a part of this report.

THE CLEVELAND-CLIFFS IRON COMPANY

RAILROAD DEPARTMENT

COMPARATIVE STATEMENT OF GENERAL WELFARE EXPENSES

FOR THE YEARS 1918 TO 1922 INCLUSIVE

	1918	1919	1920	1921	1922
Prizes to Tenants:					
Donations:					
Fire Department	10 00	25 00	35 00	33 75	35 00
Societies					100 00
Celebrations					
Visiting Nurse - Marquette	120 00	120 00			
Munising Hospital	150 00	150 00	412 50		900 00
St. Luke's Hospital	200 00	175 00	400 00	400 00	400 00
To Employes & Families					371 71
Safety Work:					
Equipment and Work					
Compensation:					
Compensation Paid	3788 40	2364 34	13745 64	3409 23	5212 27 *
Medical Expense	1422 22	1469 02	5498 69	2742 10	1605 19
Total	5690 62	4303 36	20091 83	6585 08	8624 17

Compensation Payments:
 Percentage of Pay Rolls .0063 .0049 .0171 .0099 .0122

* \$728.00 of the above amount is Federal. In addition to this \$150.00 was paid for injuries to persons other than employes.

THE CLEVELAND-CLIFFS IRON COMPANY

PIONEER IRON COMPANY - FURNACE DEPARTMENT

COMPARATIVE STATEMENT OF GENERAL WELFARE EXPENSES

FOR THE YEARS 1918 TO 1922 INCLUSIVE

	1918	1919	1920	1921	1922
General Welfare Acct. #11					
A-2 Prop. Charged by Treasurer	1271 18	1209 14	1575 61	892 93	1176 70
b. Prizes to Tenants, etc.	50 00	50 00	50 00		
c. Visiting Nurse	550 00	550 00	600 00	300 00	300 00
f. Miscellaneous Expenses	66 67		243 84		
Gladstone Club:					
Total Cost of Operation	(2618 17)	(1677 94)	(3173 54)	(993 69)	(271 77)
Net Loss or Gain	734 47	502 02	1715 89	283 93	66 11
Boarding House:					
Total Cost of Operation			(5058 28)	(621 53)	(889 73)
Net Loss or Gain			2525 90	57 32	299 73
Donations:					
Churches				115 00	
Salvation Army		25 00	25 00		
Fire Department		40 00	65 00	15 00	35 00
Societies	151 00	16 50	80 00	95 00	80 00
Celebrations	10 00	125 00			
Persons			257 28		
Institutions:					
St. Luke's Hospital	300 00	300 00	350 00	300 00	400 00
Young Men's Reading Room - Gladstone				150 00	
Red Cross		10 00	10 00	10 00	
Marquette County War Fund	5249 34				
Delta County War Fund	3029 30				
Pensions:					
Pensions Paid	268 20	130 55	223 80	925 63	1118 04
Safety Work:					
Charges for Safety Work & Equipment	310 36		51 18	16 91	10 13
Compensation:					
Medical & Hospital Expense				1997 93	1503 43
Compensation Paid	3510 86	3953 44	4985 27	2440 33	3548 66
Total	15501 38	6911 65	12758 77	7032 12	8537 80

Compensation payments - Percentages of Pay-Rolls

Pioneer Iron Company	.0015	.0028	.0030	.0068	.0132
The C. C. I. Company	.0003	.0056	.0008	.0074	.0106

Gladstone Club & Boarding House - Red figures show a gain.

STATEMENT OF EXPENSES OF PENSION DEPARTMENT
FOR FIVE YEAR PERIOD FROM JANUARY 1ST, 1918 TO DECEMBER 31ST, 1922.

ACCT. NO.		1918	1919	1920	1921	1922
A-1	Salaries of Superintendent of Pension Department and assistants	6805 83	8962 01	10396 82	8622 50	7817 58
B	Prizes to tenants and employees for Best Kept Premises, gardens, etc.		584 50	713 50	620 50	676 00
C	All expenses of Supt. of Pension Department including travelling expenses and livery	321 72	323 46	459 37	277 13	356 61
D	Salary and expenses of Visiting Nurse - Ishpeming	1653 27	1535 50	2378 64	2995 06	2538 85
	Rest Cottage - Deer Lake	720 20	797 69	1005 83	646 80	774 16
	Expense of Erecting Garage and Stable - North Lake				272 24	
	Salary and expenses of Visiting Nurse - Negaunee	1605 60	2164 20	2697 24	2632 72	3124 97
	Salary and expenses of Visiting Nurse - Gwinn	1280 79	1258 30	1820 46	2220 62	2159 91
	Rest Cottage - Bass Lake		285 76	314 76	316 80	337 00
	Our proportion of Visiting Nurse Expense - Iron River	265 39	83 43	56 38	103 25	60 24
E	Apparatus, Express and Freight	15 13	18 12	50 92	19 47	17 41
F	Miscellaneous Expense					
	Books, cuts, magazines, papers, etc.	57 90	80 02	234 12	75 00	92 94
	Incidental Expenses - Mining Department	6 78	40 26	103 29	2 84	32 79
	Incidental Expenses - To Treasurer	19 50	4 50	39 50	5 25	
	Donations to Incapacitated Employees	1820 00	2205 00	1986 65	2195 96	2343 96
	Other Donations	547 10	415 79	1041 59	2159 98	1860 48
	Membership in Associations	220 00	281 00	350 00	164 09	230 00
	Spanish Influenza Epidemic - Gwinn	1357 02	255 11			
	Expense of Vaccine in connection with Spanish Influenza Epidemic	1161 70	381 19			
	Food Preparedness - Including parcels of Land used by Employees for Gardens		351 59	83 40	94 01	66 00
	Expenses incurred during Spanish Influenza Epidemic - Kinney			30 79		
	Relief rendered during curtailment of forces at the Mines					8806 29
G	Employees Clubs					
	Bowling Alley and Club Work	383 65	374 19	158 60	137 87	228 16
	Our proportion of expenses on account of repairs at Union Park			133 10		
	Superintendents Lunches and Incidentals	88 16	86 50	179 51	144 30	86 01
	Gwinn Club House	5226 54	4082 47	5608 81	6355 08	7096 54
	Ishpeming Y. M. C. A.	2412 00	2412 00	2412 00	2412 00	2412 00
	North Lake Club House	1957 71	3643 33	4075 64	3325 86	2513 34
H	Office Expense					
	Stationery, Office Supplies and Expenses - To Treasurer	616 49	557 80	874 39	361 19	327 18
	Stationery, Office Supplies and Expenses - Mining Department	23 73	57 03	257 27	48 62	34 80
	Office Furniture and Equipment	255 81	144 36	54 50	3 00	22 50
	Postage	194 25	187 75	222 00	163 00	164 91
	<u>ELECTRIC POWER CLUB</u>					
I-2	Miscellaneous expenses in connection with Electrician's Classes		41 56	34 75		27 54
		29016 27	30752 06	37773 83	36375 14	44208 17
	<u>DISTRIBUTION</u>					
	Mining Department	18923 64	22475 84	27291 07	25491 58	31831 21
	Land Department	281 74	380 19	497 34	505 00	849 38
	Furnace Department	1271 18	1296 26	1575 61	892 93	1176 70
	Lumbering Department	675 36	718 13	665 78	593 13	757 43
	Gwinn District Office Expense	7864 35	5881 64	7744 03	8892 50	9593 45
		29016 27	30752 06	37773 83	36375 14	44208 17

THE CLEVELAND-CLIFFS IRON COMPANY
MINE DEPARTMENT
COMPARATIVE STATEMENT OF PRODUCTION AND WAGES FOR YEARS 1922, 1921, 1920 and 1919
INCLUDING OVERRUNS AS REPORTED BY THE SHIPPING DEPARTMENT

	LAKE	NEG-AUNEE	MORRIS LLOYD	MAAS	SALIS-BURY	HOLMES	CLIFFS-SHAFT	REPUB-LIC	GWINN	STEPH-ENSON	SPIES	MEADOW	CROSBY CRUDE	ATHENS
TOTAL PRODUCT:-														
Year 1922	-	299,051	221,979	216,600	7,249	218,068	131,502	98,173	20,095	213,223	7,500	14,250	5,756	193,259
" 1921	54,497	256,635	209,054	208,288	20,106	178,000	66,470	73,014	63,501	196,539	44,514	34,671	59,133	176,077
" 1920	154,000	554,509	261,772	335,221	108,257	225,292	319,151	153,951	96,595	174,782	100,705	76,496	200,443	199,909
" 1919	315,119	498,162	232,493	337,030	107,148	133,131	366,773	155,315	137,947	-	70,914	100,081	209,850	140,733
Average per Month 1922	-	24,913	18,500	18,050	-	18,170	21,967	8,181	-	17,770	-	-	-	16,103
" " 1921	6,900	21,890	17,420	17,355	6,702	14,835	13,294	6,084	12,700	16,375	8,903	6,934	11,827	14,667
" " 1920	13,000	45,217	21,814	27,935	9,021	18,774	26,596	12,830	8,050	14,565	14,386	6,373	16,704	16,591
" " 1919	25,260	41,510	23,540	28,085	8,930	11,095	30,565	12,945	11,490	-	11,819	8,334	26,233	11,740
AVERAGE DAILY PRODUCT:-														
Year 1922	-	990	737	715	-	722	865	411	-	729	-	-	-	638
" 1921	278	873	723	713	379	616	583	365	433	671	353	267	548	599
" 1920	522	1,349	873	1,106	361	753	1,071	518	321	575	563	248	649	657
" 1919	1,057	1,666	945	1,127	361	445	1,231	518	459	-	473	326	1,009	472
TONS PER MAN PER DAY:-														
Surface Year 1922														
" 1921	8.54	30.94	18.78	20.70	8.05	12.81	9.29	5.95	15.28	18.18	15.49	10.70	20.81	23.69
" 1920	11.77	33.50	17.65	20.50	12.45	11.98	11.52	7.70	10.60	13.13	24.76	11.32	17.65	18.61
" 1919	15.18	23.09	19.30	18.75	12.02	10.07	11.13	8.20	12.33	-	20.26	14.10	21.23	12.55
Underground 1922														
" 1921	3.47	6.59	4.22	5.32	3.09	5.29	4.73	2.54	6.04	5.14	5.32	5.10	5.53	6.41
" 1920	4.72	6.63	4.32	4.91	3.51	4.38	4.71	2.87	4.27	4.43	3.05	5.21	9.40	4.88
" 1919	5.91	5.64	4.45	4.69	3.69	2.88	4.90	2.92	4.65	-	6.97	5.63	14.34	4.20
Total 1922														
" 1921	2.47	5.43	3.44	4.23	2.23	3.74	3.13	1.78	4.33	3.96	3.46	4.37	4.37	5.05
" 1920	3.37	5.53	3.47	3.90	2.60	3.21	3.34	2.09	3.05	3.31	6.08	3.57	6.15	3.86
" 1919	4.26	4.72	3.58	3.75	2.62	2.24	3.40	2.16	3.38	-	5.13	4.02	8.57	3.15
Stopping 1922														
" 1921	11.48	10.67	10.20	10.20	7.21	9.79	15.26	9.36	11.50	12.52	15.37	8.08	12.56	12.39
" 1920	9.63	11.69	9.24	8.89	6.44	8.15	13.95	8.02	10.91	12.73	18.14	8.54	14.62	9.57
" 1919	9.38	10.41	9.60	8.52	7.17	5.46	14.23	7.47	10.66	-	15.92	8.77	7.92	6.64
RATE PER DAY - SURFACE														
Year 1922	-	3.73	3.72	3.71	3.70	3.75	3.81	4.04	4.04	3.88	3.02	-	-	3.81
" 1921	5.12	4.49	4.54	4.53	4.99	4.38	4.75	5.02	4.74	4.54	4.75	5.07	5.33	4.81
" 1920	5.48	5.42	5.46	5.50	5.44	5.34	5.42	5.86	5.43	5.54	5.51	5.92	6.24	5.55
" 1919	5.00	4.92	5.18	4.95	4.98	4.96	4.95	5.35	5.09	-	4.88	5.42	5.92	5.00
RATE PER DAY - UNDERGROUND														
Year 1922	-	4.32	4.19	4.19	4.27	4.29	4.28	4.14	4.44	4.30	3.99	-	-	4.25
" 1921	5.66	5.45	5.26	5.21	5.68	5.28	5.87	5.29	5.53	5.29	5.64	6.21	5.98	5.42
" 1920	6.57	6.53	6.42	6.27	6.26	6.36	6.78	6.47	6.81	6.51	6.43	6.96	6.77	6.65
" 1919	5.98	5.85	6.00	5.75	5.74	5.78	5.96	5.93	6.25	-	5.72	6.42	6.24	6.20
RATE PER DAY - TOTAL														
Year 1922	-	4.22	4.08	4.10	4.05	4.15	4.17	4.11	4.27	4.19	3.69	-	-	4.15
" 1921	5.50	5.28	5.13	5.07	5.49	5.02	5.50	5.21	5.31	5.14	5.42	5.84	5.85	5.25
" 1920	5.25	6.34	6.23	5.12	6.08	6.08	6.33	6.31	6.42	6.27	6.20	6.63	6.59	5.43
" 1919	5.71	5.70	5.84	5.60	5.56	5.60	5.65	5.78	5.93	-	5.51	6.14	6.11	5.90
MEMORANDUM:-														
Stockpile Overrun 1922	-	-	-	-	7,249	490	-	415	20,064	14,000	7,500	14,250	5,756	-
" " 1921	-	-	-	-	-	489	-	-	20,502	-	-	-	-	-
" " 1920	-	-	326	-	-	947	-	-	-	-	8,276	-	5,621	1,699
" " 1919	-	-	-	-	-	1,390	-	-	449	-	-	-	-	-

Lake and Meadow Mines:- Abandoned May 31st, 1921.

Negaunee, Morris-Lloyd, Maas, Athens Mines:- In 1922 operated 1-4hr. shift 6 days per week to June 4th, 1-8hr. shift 6 days per week balance of year.

Holmes Mine:- In 1922 operated 1-8 hr. shift 6 days per week to June 4th, 2-8 hr. shifts 6 days per week balance of year.

Cliffs Shaft Mine:- Closed May 31st, 1921. Production resumed in July 1922, 1-8 hr. shift 6 days per week.

Republic Mine:- In 1922 operated 1-8 hr. shift 3 days per week to June 4th, 2-8 hr. shifts 6 days per week balance of year.

Salisbury Mine closed March 5th 1921. Crosby Mine closed May 7th, 1921. Gwinn Mine closed May 31st, 1921. Neither of these mines operated since closing dates noted.

Spies Mine:- Closed June 30th, 1919. Resumed operating May 28th, 1920 and closed again May 31st, 1921. Still idle.

Stephenson Mine:- In 1922 operated 2-4 hr. shifts 6 days per week to June 4th, 1-8 hr. 6 days per week balance of year.

The following average rates per day, tons per man per day, unit cost per ton and per cent of increase or decrease based on labor as per labor statement and supplies as per Supply distribution sheets at above Mines only:

	1922	1921	1920	1919	Percentage of Increase or Decrease							
Average Rate per Day	4.15	5.24	6.28	5.73	1922 over 1921,	20.8	1921 over 1920,	16.6	1920 over 1919,	9.5	1922 over 1919	27.6
Tons per Man per Day	4.10	3.83	3.73	3.72	" " "	7.0	" " "	2.6	" " "	.3	" " "	10.2
Labor Cost per Ton	1.019	1.369	1.683	1.541	" " "	25.6	" " "	18.7	" " "	9.2	" " "	33.9
Supply Cost per Ton	.600	.742	.653	.639	" " "	19.1	" " "	1.4	" " "	2.2	" " "	6.1

Decrease in wages effective June 5th, 1922 approximately 10%.
 Increase in wages effective Sept. 1st, 1922 approximately 13%.

