

WORKMEN'S COMPENSATION (Continued)

DOMINIC FRANCISCO - MAAS MINE ACCIDENT REPORT #321

Francisco had an injury to his back on October 31st, 1922. He started to work but did not get along well and became mentally deranged and was sent to Newberry where he remained for several months.

He desired to return to Italy and was sent home on Sept. 9th, 1923.

We had regular monthly reports from his physician. He improved to quite an extent and returned to this country this summer and resumed his work and seems to be getting along all right, we paying him 60% of the difference in wages between his present rate and what he was earning as a miner at the time of the accident.

WORKMEN'S COMPENSATION (Continued)

FATALITIES:

There were two fatalities during the year:

RICHARD HOOPER - REPUBLIC MINE ACCIDENT REPORT #754

Hooper was accidentally killed on August 22nd by coming in contact with an electric wire at the 9th transformer station.

He was a single man, forty-nine years old and had no dependents. \$200.00 was paid for funeral expenses according to the provisions of the Compensation Law.

JOHN MOUNTJOY - MORRIS LLOYD MINE ACCIDENT REPORT #665

Mountjoy was accidentally killed on September 3rd in the measuring pocket. He was forty years old, married with a wife and three children. Funeral expenses to the amount of \$200.00 were paid and compensation payments are being made at the rate of \$14.00 per week for 300 weeks.

WORKMEN'S COMPENSATION (C continued)

The annual statement of Workmen's Compensation which is attached, shows the payments made during the year on account of accidents which occurred in 1924 and also those which occurred in the years 1915 to 1923.

In those cases for which a definite amount is still to be paid at the end of 1925, these amounts are set up in the column of the annual statement as "Compensation Still Pending."

In the case of some accidents, especially those 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 reports of the physicians and the corresponding amounts are included in "Compensation Still Pending". The number of such cases is small in comparison to the total so that the amount involved in these estimates does not affect the percentage of cost to a great extent.

The total amount of compensation to be paid after December 31st, 1925 is \$54,675.63, this being the total for all mines of the Company.

Of the above amount there is pending for the years 1919 to 1924, \$33,697.60, and for the year 1925, \$21,097.03.

The compensation payments for accidents which occurred in 1925 including medical payments for the year amount to a percentage of .01613 of the year's payroll.

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

<u>Year</u>	<u>Percentage of Payroll</u>
1912 - 4 months	.00648
1913	.01104
1914	.0160
1915	.01095
1916	.01903
1917	.01268
1918	.01214
1919	.00901
1920	.0079
1921	.01444
1922	.01570
1923	.01590
1924	.01885
1925	.01613

WORKMEN'S COMPENSATION (Continued)

The rate of payments for medical and hospital service on account of Workmen's Compensation which was adopted in 1918 has continued throughout the year 1925. This rate is 40¢ per man per month. In addition to this amount there are occasionally cases in which a man has to be sent to a specialist and this medical service is also included in the statement.

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 1925 inclusive.

<u>Year</u>	<u>Cleveland Cliffs Iron Company</u>	<u>Negaunee Mine</u>	<u>Athens Mining Company.</u>	<u>Total</u>
1912	1075.91	105.08	.30	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	655.07	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	61832.34	4709.80	5208.92	71751.06
1922	58847.02	5283.24	2048.23	66178.49
1923	62730.85	4142.00	5007.88	71880.73
1924	65744.48	5487.07	6394.01	77625.56
1925	49376.47	4464.79	8305.60	69463.41
	<u>576951.18</u>	<u>65493.93</u>	<u>36038.43</u>	<u>708223.37</u>

We have made a computation which shows the effect of the changes in the Michigan Compensation Law which went into effect on August 14th, 1919 and in the Minnesota Law which went into effect on April 26th, 1919. Up to that time both in Michigan and in Minnesota the law provided for a waiting period of two weeks. On the above dates the laws in both states were changed to provide for a waiting period of one week. The following table shows the percentage of all non-fatal accidents on which compensation payments were made.

	<u>Percentage receiving Compensation</u>
Of the accidents that occurred in 1913	42.88%
Of the accidents that occurred in 1914	42.49
Of the accidents that occurred in 1915	36.26
Of the accidents that occurred in 1916	43.76
Of the accidents that occurred in 1917	41.71
Of the accidents that occurred in 1918	37.61

WORKMEN'S COMPENSATION (Continued)

Of the accidents that occurred in 1919	48.71
Of the accidents that occurred in 1920	60.56
Of the accidents that occurred in 1921	64.53
Of the accidents that occurred in 1922	68.49
Of the accidents that occurred in 1923	61.67
Of the accidents that occurred in 1924	66.59
Of the accidents that occurred in 1925	69.61

The following table shows the percentage of cases in which compensation payments were made of the total number of men employed for the years 1913 to 1924 inclusive.

	<u>Percentage of men paid compensation</u>
For all accidents that occurred in 1913	8.06%
For all accidents that occurred in 1914	6.51
For all accidents that occurred in 1915	6.63
For all accidents that occurred in 1916	8.29
For all accidents that occurred in 1917	7.64
For all accidents that occurred in 1918	5.73
For all accidents that occurred in 1919	8.15
For all accidents that occurred in 1920	10.52
For all accidents that occurred in 1921	9.79
For all accidents that occurred in 1922	10.22
For all accidents that occurred in 1923	10.23
For all accidents that occurred in 1924	10.15
For all accidents that occurred in 1925	10.19

THE CLEVELAND-CLIFFS IRON COMPANY
STATEMENT OF COMPENSATION AND BENEFIT PAYMENTS FROM JANUARY 1ST, 1925 TO DECEMBER 31ST, 1925.

	No. of Employees	No. of Fatal Accidents	No. of Non-Fatal Accidents	Act'l Comp. Paid in 1925	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	Com-pensation Still Pending	Actual Payments To Physicians	Physicians Still Pending	Injury Cases Pending	Benefit Payments
Personal Injury Accounts Payable				8693.72					580.56	337.64	1456.00	1778.00	2877.80	1110.72	553.00	21342.95				
Maas	177		18 3 9	5163.70						728.00		956.68	65.52	1413.86	1999.64	7420.00		3	497.50	
Maas Crusher Plant													728.00							
Austin	2			728.00																
Gwinn	14		1	128.33																
Stephenson	237		22 9	5705.27						586.04	1247.17			3040.93	123.33	477.40	5.00	1	48.33	
Princeton	14		1	3122.06										728.00	2394.06	364.00		1	250.00	
Gardner-Mackinaw	2																			
Gwinn District Crusher																				
" " Laboratory																				
" " Office Expense																				
Francis				645.84									645.84							
Morris-Lloyd	198	1	25 13 21	2569.00			60.00						779.73	177.33	1571.94	210.00		1	221.82	
" " Laboratory																				
Barnes-Hecker	115		20 9 9	1566.49										205.33	1361.16	156.33		3	330.66	
Electric Generating Plant				205.33										205.33						
General Storehouse	32		1 3	13.68											13.68				8.33	
Miscellaneous	52																			
Lake			1	25.08											25.08				9.33	
Cliffs-Shaft	285		42 26 59	3478.25	40.32									1088.51	2349.42	604.32		5	993.68	
" " Laboratory																				
Holmes	157		17 7 20	1669.07		200.37							296.72	69.99	1101.99	57.00		1	383.50	
Republic	183	1	21 10	2747.60			181.66							816.66	1749.28	795.66				
Spies-Virgil	89		12 4	833.35										14.00	819.35				.83	
Central Office	230																			
Dead River Storage Dam				319.67										319.67						
" " McClure Plant				1043.00				1043.00												
Cascade Exploration																				
Ogden			2 3	168.00											168.00	25.67		1	50.67	
Salisbury																				
P.I.A.P. (Negaunee Mine)																				
Negaunee	243		22 13 21	3143.43								725.67	322.00	508.80	1588.96	3695.66	114.00	4		
P.I.A.P. (Athens Mine)				2912.00								728.00	728.00	1456.00		9408.00				
Athens	180		20 9 8	4448.40														4		
Pension Department																				
Purchasing Department																				
Total - Michigan Mines	2210	2	225 108 154	49349.27	40.32	200.37	241.66	1043.00	580.56	1651.68	2703.17	6826.13	6443.61	11153.13	18465.64	46117.99	12821.99	119.00	24	3043.00
Wade-Helmer	6																			
Boeing	165		24 1 50	2150.75										1071.47	1079.29	1373.66		7		
P.I.A.P. (Boeing Mine)				851.18										851.18		4817.98				
Hill-Trumbull	91		2 4	470.05											206.67					
P.I.A.P. (Hill-Trumbull)				946.40										946.40		2366.00				
Mesaba District Office Expense																				
Total - Minnesota Mines	262		26 1 54	4418.40										3132.44	1285.96	8557.64		7		
Total - All Mines	2472	2	251 109 208	53767.67	40.32	200.37	241.66	1043.00	580.56	1651.68	2703.17	6826.13	6443.61	14285.57	19751.60	54675.63	15695.74	119.00	31	3043.00

27676

THE CLEVELAND-CLIFFS IRON COMPANY
STATEMENT OF COMPENSATION AND BENEFIT PAYMENTS FROM
JANUARY 1ST, 1925 TO DECEMBER 31ST, 1925.

Compensation paid on 1925 accidents	19751.60	
Compensation still pending	54675.63	
Physicians still pending	119.00	
Cost of Medical and Hospital services	<u>15695.74</u>	90241.97
Less pending for years 1919, 1921, 1922, 1923 and 1924		<u>33697.60</u> 56544.37
Percentage of pay-roll		.01613441

Note: Number of accidents on which compensation payments were made	252
Number of Non-Compensable accidents	110
Number of slight accidents which caused one day's time lost	208

No. of Employees - Central office, 230. This includes men employed at Gwinn District Office, Morris-Lloyd Laboratory, Cliffs-Shaft Laboratory, Mesaba District Office and Superintendents, Office pay-roll.

WHK/GJ

WORKMEN'S COMPENSATION (Continued)

Fatalities occurring during the year 1925 and amount paid out in each case:

RICHARD HOOPER

Accident Report No. 754, Republic Mine
Date of Accident 8/22/25
Funeral Expense

\$ 200.00

JOHN MOUNTJOY

Accident Report No. 665, Morris Lloyd
Mine. Date of accident 9/3/25
Compensation for 300 weeks at \$14.00
per week
Funeral Expense
1/2 Day

4200.00

200.00

409.20

\$ 4809.20

WORKMEN'S COMPENSATION (Continued)

In the following cases of fatalities, payments ceased during the year 1925:

<u>Name</u>	<u>Year</u>	<u>Accident Report Number</u>	<u>Mine</u>
Henry Karkkainen	1919	505	Cliffs Shaft
Fred Johnson	1920	481	Republic
Alfred Franzen	1922	299	Maas.

WORKMEN'S COMPENSATION (Continued)

The following is a list of the more serious cases occurring during the year 1925:

<u>Mine</u>	<u>Name</u>	<u>Number of Accident Rep.</u>	<u>Nature of Injury</u>	<u>Compensation Paid</u>
<u>ATHENS</u>	Oral Remillard	233	Fracture of left femur in middle third	534.33
	John Rantala	237	Wrist (at wrist joint). Nearly severed on palmar surface all soft structures and articular ends of scaphoid & radius at arti- culation completely severed. Arteries ligated-ligaments and tendons and skin sutured	462.00*
	John Scanlon	248	Fracture right thigh be- tween middle & lower thigh	210.00*
<u>BARNES HECKER</u>	Aderion Trudell	101	Contusion of left ankle. Fracture 10th rib, left	239.40
<u>CLIFFS SHAFT</u>	Chris Hanson	861	Two scalp wounds, bruised left shoulder & right side one rib cracker, fracture 10th rib right. Multiple laceration scalp, general contusions & abrasions	376.00*
	Archie LaForest	876	Fracture of right little finger - distal phalanx	214.66
	Arvid Jernquist	879	Laceration on scalp. Contusions of back	238.00*
	William Anderson	902	Hernia - left	259.00
	August Larson	338	Fracture of 3rd meta- carpal, left hand	224.00
<u>NAAS</u>	Isaac Salmi	371	(Foreign particles pene-	518.00*
	John Kangas	372	(trated both eyes; abrasion & excoriation about face, (neck, chest and hands	518.00*
	Isaac Hill	377	Lacerated wound on head, bruised shoulder. Con- tusion of chest-Comminuted fracture of skull near centre at juncture of occipital & parietal bones. Fragments of bone removed. Several small scalp wounds.	434.00

WORKMEN'S COMPENSATION (Continued)

<u>Mine</u>	<u>Name</u>	<u>No. of Acc. Rep.</u>	<u>Nature of Injury</u>	<u>Compensation Paid</u>
<u>MORRIS LLOYD</u>	Dominic Baldino	634	Laceration middle finger left hand	207.67
	Alfred Anderson	650	Loss 1/2 index finger left hand	378.00*
	Thos. Hampton	669	Sprain - left ankle	112.00*
<u>NEGAUNEE</u>	Oliver LaCombe	471	Slifht marks of bruises & discoloration, left shoulder	686.00*
	Joseph Young	485	Infection right index finger - extending up fore- arm and arm	308.00
	Oscar Anttila	497	Dislocation left ankle with torn ligaments & much bruising.	224.00*
<u>REPUBLIC</u>	Peter Koskella	732	Double rupture	326.66
	Frank Voegtline	740	Small scalp wound at vertex extensive contusion & ab- rasion of area of right shoulder blade	434.00*
	Vertie Kerkella	755	Contusion of both ankles & wound of inner side of right ankle	224.00*
<u>SPIES-VIRGIL</u>	Gordon Carne	87	Ring finger of right hand severely lacerated & la- ceration on middle finger right hand. Middle finger amputated between 1st & 2nd joint	284.00
	Sam Soldo	89	Hernia - right side	196.00
	Joseph Pigeon	96	Middle finger left hand lacerated-Traumatic am- putation of distal half of middle finger of left hand	168.00*
<u>STEPHENSON</u>	Antonio Paris	713	Contusion head & leg, left	254.00*
	John P. Mattson	736	Fracture of four ribs, right side, laceration of lung	0.00*
<u>BOEING</u>	Sidney Kemp	115	Fracture of ulna & radius right arm	350.00*

WORKMEN'S COMPENSATION (Continued)

<u>Mine</u>	<u>Name</u>	<u>No. of Acc.Rep.</u>	<u>Nature of Injury</u>	<u>Compensation Paid</u>
<u>BOEING</u>	George Maurin	127	Right inguinal hernia	0.00*
<u>HILL TRUMBULL</u>	Dan Markovich	47	Lacerated wound of dorsum of right foot & 3rd toe	196.67

* Indicates incomplete payments.

WORKMEN'S COMPENSATION (Continued)

The following lump sum settlements were made during the year:

John Bignigni - Stephenson Mine Accident Report No. 673. Covers period from Feb. 17th, 1925 to October 2nd 1933, 450 weeks at \$7.77, Less interest charged at 5% per annum	\$ 2905.60
Matt Millimaki - Princeton Mine Accident Report No. 170. Covers period from July 10th, 1925 to March 5th, 1931, 295 weeks at \$7.71 - Less interest charged at rate of 5% per annum.	2002.06
Otto Laitinen - Athens Mine Accident Report No. 153. Covers period from March 23rd, 1925 to July 23rd, 1932, 383 weeks at \$7.66 prt week, less interest charged at 5% per annum.	2497.78
Otto Reichel - Dead River McClure Plant No. 11. Covering period from Jan. 17th, 1919 to Sept. 22nd, 1924, 298 weeks at \$3.50.	1043.00

WORKMEN'S COMPENSATION (Continued)

As arranged for and begun in 1913, all compensation due in fatal cases and compensation to be paid in cases of injury for which a definite total amount is to be paid in accordance with the provisions of the compensation law is credited to an account called "Personal Injury Accounts Payable" and a corresponding charge is made against the mine at which the accident occurred and in the month of occurrence whenever possible but if not, the charge is made in the following month. The compensation payments to men in these cases or to the dependents are made in the regular way weekly and charged to this account.

The following statement shows the balance due in different accident cases occurring during the years 1918 to 1925 inclusive.

THE CLEVELAND-CLIFFS IRON COMPANY

BALANCE DUE PERSONAL INJURY ACCOUNTS PAYABLE DECEMBER 31, 1925

- MINING DEPARTMENT -

Year of Account	Names of dependents to whom Compensation Payments are payable		
1919	Matt Eddy		1399.32
1921	Louis Farley	\$ 1002.00	
	Millicent Spencer-Trewhella	700.00	
	Ida Uitto-Rosten	<u>714.00</u>	2416.00
1922	Hilda Maki	<u>1428.00</u>	1428.00
1923	Juliana Bettineschi	2086.00	
	Annie Koski-Hakkala	2226.00	
	Oscar Ranta	646.30	
	Hilda S. Ritari-Niemi	<u>2156.00</u>	7114.30
1924	Mary Harrington	1472.00	
	Hama Salmi	<u>3276.00</u>	4748.00
1925	Alfred Anderson	219.33	
	Exilda Mountjoy	3976.00	
	Joseph Pigeon	<u>42.00</u>	4237.33
	THE CLEVELAND-CLIFFS IRON COMPANY -		\$ 21342.95
1924	Madelina Pavich		<u>4817.98</u>
	THE MESABA-CLIFFS IRON MINING CO.- BOEING MINE.		\$ 4817.98
1924	Harry A. Taylor		<u>2366.00</u>
	THE MESABA-CLIFFS IRON MINING CO.		2366.00
1922	Mary Vaughan		1974.00
1923	Evelyn Carlson		2618.00
1924	Rose Remillard	3038.00	
	Edith Prout	<u>1778.00</u>	4816.00
	THE ATHENS IRON MINING COMPANY		\$ 9408.00
	TOTAL ALL MINES		\$ 37934.93

WORKMEN'S COMPENSATION (Continued)

MICHIGAN STATE LAW

A determined effort was made by Governor Groesbeck to have the Compensation Law amended. The Commission appointed by him in 1924 made its report and bills were introduced making quite drastic changes covered in the Annual Report of 1924, the most serious being the taking the word "accidental" out of the law, thus making it apply to any personal injury.

There was much opposition to the suggested changes. A public hearing was held before the House Committee on Labor at Lansing on March 31st, which was attended by Mr. Clancey and myself.

The bills making the drastic changes in the Law were not reported out but later a bill was submitted increasing the number of Commissioners from three to four so that three could devote their time to compensation matters in place of two as formerly, one of whom is to be an attorney and the salaries of the Commissioners were increased. The employers of the State approved this bill and it was passed.

In June Governor Groesbeck appointed a new Commission consisting of the following:

Frank R. Senders, Chairman
Samuel H. Rhodes
Carl Young
Perry J. Ward

relieving from further service:

James A. Kennedy
Thomas B. Gloster.

The new Board apparently is getting along quite satisfactorily with no great changes in the methods of procedure.

The last changes in laws as affecting the Company went into effect on August 18th, 1921.

WORKMEN'S COMPENSATION (Continued)

The following table shows the principal items of the changes made at different periods as effecting our properties:

	When Law went into effect <u>Sept. 1, 1912</u>	As Amended in effect <u>Aug. 14, 1919</u>	In effect since <u>Aug. 18, 1921</u>
Percentage of weekly wages	50	60	60
Maximum weekly compensation	\$10.00	\$14.00	\$14.00
Minimum weekly compensation	4.00	7.00	7.00
Waiting period	2 weeks	1 week	1 week
Waiting period if picked up at end of	8 weeks	6 weeks	6 weeks
Maximum compensation for total disability	\$4,000.00	\$6,000.00	\$7,000.00

WORKMEN'S COMPENSATION (Continued)

There has been no considerable change in the Compensation Law of Minnesota since 1921.

Compensation matters since June 1st, 1921, have been handled by the Industrial Commission in a manner similar to the Michigan practice and it has been very satisfactory.

The Commission has more powers of settlement, than under the Michigan Law and it enables us more easily to settle contested cases as it is held that if a man can return to work at some occupation he can be settled with and not necessarily be considered a total disability case as is true under the Michigan Law if he cannot return to the identical occupation in which he was engaged at the time of the injury.

The following table shows the principal items of the law in which changes have been made at the idfferent periods.

	When Law went into effect <u>Oct. 1st, 1913</u>	As amended April 26th <u>1919</u>	In effect since <u>Oct. 1, 1923</u>
Percentage of weekly wages	50	66 2/3	66 2/3
Maximum weekly compensation	\$10.00	\$15.00	\$20.00
Minimum weekly compensation	6.00	6.50	8.00
Waiting period	2 weeks	1 week	1 week
Waiting period picked up at end of			4 weeks
Maximum compensation	\$4000.00	\$5000.00	\$10,000.00

BENEFIT FUND

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, 1925.

These payments being 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 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 1925, Benefit Payments were made to the following number

of men:

<u>Mine</u>	<u>Fatal Accident Benefit</u>	<u>Non-Fatal Accident Benefit</u>
Barnes Hecker		9
Cliffs Shaft		24
General Storehouse		1
Holmes		15
Maas		7
Lake		1
Morris Lloyd		10
Gwirm		1
Princeton		1
Stephenson		12
Ogden		<u>1</u>
		82

CONDENSED STATEMENT OF

BENEFIT FUNDS

ALL COMPANIES

* * * * *

CREDITS TO FUND

January 1st, 1912 Balance		65194.87
1912 Contributed by men		6182.50
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 Interest 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.	967.70	967.70
1923 " C. C. I. Co.	871.39	871.39
1924 " C. C. I. Co.	734.17	734.17
1925 " C. C. I. Co.	632.91	<u>632.91</u>
Total Credits		\$91429.91

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	3100.84
"	1923	3658.67
"	1924	4252.48
"	1925	<u>3043.00</u>
Total Debits		\$80258.29
Balance in Fund, December 31st, 1925		\$11,171.62

BENEFIT FUND DISBURSEMENTS FROM SEPTEMBER 1ST, 1912
TO DECEMBER 31ST, 1925. ALL COMPANIES

	1912	1913	1914	1915	1916	1917	1918	1919	1920	1921	1922	1923	1924	1925	
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	219 84	314 17		1255 46
Cliffs-Shaft	575 52	739 30	1074 85	1210 33	1128 14	640 99	1315 19	1216 86	563 34	570 00	199 67	63 83	1297 16	993 68	11460 90
Morris-Lloyd	98 59	920 41	996 18	1142 51	752 00	197 81	55 83	98 94	231 50	535 50	460 65	226 84	666 66	221 82	6405 14
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				9 33	9427 32
Jackson	9 52	194 67	24 67			69 17	29 33								327 36
Salisbury	65 84	292 50	1308 83	1 67	165 48	170 17	145 33	1195 33	113 66	95 84			86 00		3640 64
Maas	4 17	683 03	1272 16	90 01	908 00	373 00	390 65	354 18	800 98	813 34	50 67	16 67	197 16	497 50	6453 52
Stephenson	185 57	1010 66	739 66	1499 16	1653 51	849 18	102 50	147 66	160 83	1175 00	1323 50	856 66	983 19	248 35	10935 43
Princeton		99 83	23 33	67 51	6 67	7 33	1022 34	562 32	422 52	404 67	7 50	16 67	100 00	250 00	2990 69
Gwinn			397 18	154 68	356 50	277 47	165 33	667 91	35 83	259 17	82 50			48 33	2444 90
Chase			31 00	15 00											46 60
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 00	252 33	48 67	611 83	67 85	192 99	208 83	364 67	50 00		1937 67
Dead River Water Power					88 34										88 34
Holmes					1696 14	647 50	930 00	148 32	481 67	262 52	673 35	1817 81	327 81	383 50	7368 62
Angeline					10 00		10 00	16 67	278 50	193 34					508 51
Spies					40 49		6 84						2 50	83	50 66
Golf Club Exploration						4 67									4 67
Central Office					61 01	111 67	25 66								199 34
Barnes-Hecker						23 33		579 17	49 17	4 17	47 50	119 17	143 67	330 66	129 6 84
General Storehouse								18 00	65 50	30 00		84 17	84 16	8 33	290 16
Negaunee	112 83	958 48	1846 66	525 01	740 00	423 19	(d)								4606 17
Athens			(b) 23 61												23 61
Crosby			(c) 1712 74												1712 74
Ogden														50 67	50 67
	4713 97	6987 32	11081 75	6445 56	8855 94	5081 14	5854 69	6224 73	3879 85	4515 69	3100 84	3658 67	4252 48	3043 00	77,695 63

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
2921.78
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.

The credit shown for Cliffs-Shaft in 1923 is due to the following:
Payments made during year 1923 - \$436.17
Credited back to General Benefit Fund in the Oscar Kivinen case because no claim has been made by his relatives 500.00
63.83

#1912 column covers payments 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 Trestee 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 per cent.

When these funds were turned over to us, the Fatal Accident Fund had been reduced by \$200.00 which had been paid to Mrs. Anne 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 these 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 it's contribution to this Fund and the collections from the men ceased on December 31st, 1908.

PENSION DEPARTMENT

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 Relief 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 Company to cover the care of injured men under the provisions of the Compensation law.

Since 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 an accident.

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

First - \$1.10 to resident physician

Second - .50 to Relief and Sick Benefit Fund.

Formerly the contribution of the above paid \$.50 was divided into

PENSION DEPARTMENT

RELIEF FUND (Continued)

20¢ to the Sick Benefit Fund and 30¢ to the Relief Fund. On February 1st, 1922, the Sick Benefit Fund and the Relief Fund were combined into one fund called the Relief and Sick Benefit Fund, their purpose being so similar.

Following will be found a statement of these funds for the year 1925.

Deming
Bond
MADE IN U.S.A.

REPUBLIC MINE FUNDS

1925

RELIEF AND SICK BENEFIT FUNDS

Balance on hand January 1st, 1925	\$ 2708.11
Receipts during the year	<u>1218.59</u>
Total	\$ 3926.70
Disbursements during the year	<u>758.50</u>
Balance on hand December 31st, 1925	\$ 3168.20

FATAL ACCIDENT FUND

Balance on hand January 1st, 1925	\$ 6929.22
Receipts during the year	<u>279.96</u>
Total	\$ 7209.18
Disbursements during the year	<u>0.00</u>
Balance on hand December 31st, 1925	7209.18

The \$279.96 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 continued during 1925 with just as satisfactory results as in previous years. This work was begun by the Company in Ishpeming on May 1, 1908, at Gwinn September 1, 1910, and at Negaunee September 1, 1911.

The following nurses have been employed during the year:

Ishpeming:

Miss Myrtle V. Welander

Negaunee:

Miss Ina E. Atkin

Gwinn:

Miss Johanna L. Hirwas

Iron River:

Miss Laura N. Fisk - employed jointly with other companies.

The following statement shows the cost of Visiting Nurse work for the year 1925:

<u>Place</u>	<u>Total for Year</u>	<u>Average per Month</u>
Ishpeming	2400.94	200.08
Negaunee	2663.97	222.00
Gwinn	1952.21	162.68
Iron River - our proportion	190.95	15.91

VISITING NURSE - ISHPEMING

1 9 2 5

Miss Myrtle Welander.
Nurse.

Total number of patients cared for during year	427
Number of new cases cared for during year	277
Total number of visits to patients	2580
Number of families visited for the first time	72
Number of Rest Cottage calls	46
Number of Pension calls	1
Number of Social calls	51
Number died	6

Classification of new cases for the year:

Number of adults	133	Male	7	Female	126
Number of children	144	Male	60	Female	84

Nationalities of new cases for the year:

American	116	French	58	Norwegian	3
English	14	Irish	1	Swedish	5
Finnish	59	Italian	21		

Diseases and number of new cases:

Appendicitis	2	Infections	36	Pneumonia	7
Addison's Disease	1	Injury	12	Post Operative	15
Anemia	1	Indigestion	1	Prenatal	34
Bowel Trouble	4	Influenza	1	Rheumatism	3
Bronchitis	5	Lumbago	1	Rupture	3
Burns	10	Mal Nutrition	2	Sore Eyes	1
Baby Welfare	4	Measles	1	Stomach Trouble	1
Cold	13	Miscarriage	3	Stomatitis	1
Convulsions	1	Nephritis	2	Tonsilitis	5
Chicken Pox	1	Neuritis	2	Tuberculosis	1
Diabetes	1	Obstetrical	33	Tubercular Hip	1
Fracture	2	Otitis Media	3	Unclassified	17
Grippe	3	Phlebitis	1	Undiagnosed	2
Heart Trouble	2	Pleurisy	3	Var. Ulcer	1
Infants-newborn	34				

Number of families investigated 6

Number of investigation calls 7

VISITING NURSE - NEGAUNEE

1 9 2 5

Miss Ina E. Atkin,
Nurse.

Total number of cases cared for during year		475
Number of new cases cared for during year		305
Total number of visits to patients		2460
Number of families visited for the first time		12
Number of Pension calls	49	Number of Donation calls 36
Number of Social calls	966	Number died 9

Classification of new cases for the year:

Number of adults	133	Male	9	Female	124
Number of children	172	Male	70	Female	102

Nationalities of new cases for the year:

American	115	French	21	Italian	25
English	17	Irish	1	Swedish	23
Finnish	103				

Diseases and number of new cases:

Appendicitis	7	Injury	13	Rheumatism	7
Anemia	1	Kidney Trouble	1	Senility	1
Apoplexy	1	Laryngitis	1	Sore Eyes	2
Bowel Trouble	20	Lumbage	2	Stomach Trouble	1
Bronchitis	2	Mal Nutrition	1	Stomatitis	1
Burns	1	Measles	8	Scarlet Fever	3
Cold	10	Mumps	7	Siatica	1
Cholecystitis	2	Nephritis	1	Scabies	1
Chicken Pox	1	Obstetrical	51	Tonsilitis	9
Grippe	13	Otitis Media	1	Typhoid Fever	2
Gall Stones	1	Pneumonia	2	Unclassified	7
Gas Poisoning	2	Post Operative	18	Undiagnosed	1
Heart Trouble	1	Pregnancy	28	Whooping Cough	9
Infants-Newborn	48	Pul.Tuberculosis	10		
Infections	6				

Number of families investigated - C. C. I. Co.	28
" " " Woman's Welfare	27
Number of investigation calls - C. C. I. Co.	44
" " " Woman's Welfare	46

VISITING NURSE - GWINN

1 9 2 5

Miss Johanna L. Hirwas
Nurse.

Total number of patients cared for during year		711
Number of new cases cared for during year		623
Total number of visits to patients		2325
Number of families visited for the first time		11
Number of Pension calls	57	
Number of Social calls	195	Number died 14

Classification of new cases for the year:

Number of adults	272	Male	83	Female	189
Number of children	351	Male	183	Female	168

Nationalities of new cases for the year:

American	94	Finniah	163	Italian	175
Austrian	6	French	44	Swedish	93
English	37	Irish	11		

Diseases and number of new cases for the year:

Appendicitis	5	Gen. Deb.	1	Neurasthenia	2
Anemia	2	Grippe	156	Obstetrical	22
Asthma	5	Gastric Ulcer	1	Pleurisy	9
Bowel Trouble	39	Heart Trouble	7	Pneumonia	7
Bronchitis	5	Hysteria	2	Post Operative	15
Burns	2	Infants, newborn	23	Prenatal	21
Cold	75	Infections	37	Psoas Abscess	1
Colic	2	Injury	18	Pul. Tuberculosis	6
Chicken Pox	10	Idiocy	1	Quinsy	2
Chorea	1	Jaundice	4	Rheumatism	13
Cholecystitis	2	Kidney Trouble	3	Rupture	10
Croup	3	Mal Nutrition	12	Sore Eyes	3
Convulsions	2	Mastoditis	1	Stomach Trouble	11
Eezema	23	Measles	5	Sciatica	1
Enteritis	2	Melancholia	1	Scarlet Fever	1
Epileptic	1	Miscarriage	4	Tonsilitis	25
Erysipelas	2	Nephritis	8	Unclassified	2
Gastritis	4	Neuralgia	2	Var. Ulcer	1

Number of families investigated	71
Number of investigation calls	128

VISITING NURSE - IRON RIVER

Miss Laura N. Fisk.
Nurse.

1 9 2 5

Total Number of patients cared for during year	42
Number of new cases cared for during year	40
Total number of visits to patients	158

Classification of new cases for the year:

Number of adults	15	Male	Female	15	
Number of children	25	Male	13	Female	12

Nationalities of new cases for the year:

American	2	French	6
English	27	Polish	4
Finnish	1		

Diseases and number of new cases for the year:

Bowel Trouble	1	Infants newborn	6
Bronchitis	3	Miscarriage	1
Cold	5	Mumps	4
Golic	1	Obstetrical	6
Dietary	1	Prenatal	1
Enteritis	3	Tonsillitis	3
Influenza	2	Var. Viens	3

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	427	277	7	126	60	84
Negaunee	475	305	9	124	70	102
Gwinn	711	623	83	189	183	168
Iron River	42	40	0	15	13	12
Total -	1655	1245	99	454	326	366

	Total No. Visits	Total No. Patients Died	Social Calls.	Families Vis. First Time.	Pension Calls
Ishpeming	2580	6	51	72	1
Negaunee	2460	9	966	12	49
Gwinn	2325	14	195	11	57
Iron River	158	0	0		0
Total -	7523	29	1212	95	107

NATIONALITY OF CASES

	American	Austrian	English	Finnish	French
Ishpeming	116		14	59	58
Negaunee	115		17	103	21
Gwinn	94	6	37	163	44
Iron River	2		27	1	6
Total -	327	6	95	326	129

	Irish	Italian	Norwegian	Polish	Swedish
Ishpeming	1	21	3		5
Negaunee	1	25			23
Gwinn	11	175			93
Iron River				4	
Total -	13	221	3	4	121

PENSION DEPARTMENT

REST COTTAGE:

The Rest Cottage at Deer Lake was opened for guests on July 13th, and closed on September 2nd, a period of fifty two days. Mrs. Kate Goldsworthy, who had been cook and housekeeper for several years, died in 1925 before the season opened and her place was filled by Miss Johanna Steve with the aid of her sister Olga, and it was taken care of in a very satisfactory manner. The work of the Rest Cottage was taken care of by Miss Welander, the Ishpeming Visiting Nurse, assisted by Miss Atkin, the Negaunee nurse. We have kept close watch of the sanitary conditions and we had no trouble from Deer Lake, through which the Ishpeming sewage flows. It is possible that finally enough sewage may be deposited on the shores of the lake as to make this location objectionable.

The following table gives the number of guests and the cost of maintenance of the rest Cottage work for the past 18 years.

<u>Year</u>	<u>Place</u>	<u>Number of Guests</u>	<u>Cost of Operation</u>
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	" "	98	1005.83
1921	" "	68	646.80
1922	" "	108	774.16
1923	" "	87	625.80
1924	" "	72	744.51
1925	" "	95	653.10

Details of operation for the year 1925:

Number of meals furnished	2186
Total Guest days	614
Number of people at Rest Cottage	95
Average number of days per person	6.5
Number of days Cottage was open for guests	52
Average number of people at Cottage per day	11.8
Total cost of operation reduced to cost per guest per day	\$ 1.064

PENSION DEPARTMENT.

NORTH LAKE CLUB HOUSE:

Mr. Joseph Pope, one of our former mine clerks, has continued in charge of the actual work at the Club House during the year. Mr. W.H. Thomas, clerk of the North Lake mines, has acted as Treasurer. Since Mr. Bush went to Negaunee, Mr. Stakel has carefully supervised the work.

The Club House has been in active use throughout the year and has been very busy during the winter months, but not as active in the summer when the men are taking care of their gardens and making use of their automobiles.

The radio apparatus purchased in 1923 has continued as a source of much enjoyment to all of the people of the district.

The Ishpeming Sportsmen's Club held one meeting at the Club House showing pictures of wild life. The pictures were shown to the women and children in the afternoon without charge.

The Power Club also held one meeting at the Club House showing moving pictures of electrical installations and apparatus.

The following sheet shows the financial statement for the year 1925.

PENSION DEPARTMENT.

NORTH LAKE CLUB HOUSE

Ishpeming, Mich.

Balance on Hand January 1st, 1925	\$ 230.59
Receipts during year	<u>1918.53</u>
Total -	\$ 1909.62
Total Expenditures	<u>2024.69</u>
Balance on hand December 31st, 1925	\$ 124.43

RECEIPTS

Membership Fees - Men	\$ 474.75
Theatre	1123.05
Bowling Alleys	219.70
Pool and Billiards	48.30
Miscellaneous	<u>52.73</u>
Total	\$ 1918.53

EXPENDITURES

Building, Maintenance	46.50
Equipment	3.05
Lighting	248.64
Heating	113.24
Water	20.00
Bowling Alleys	164.69
Pool Room	1.59
Stationery and Printing	58.00
Office Expense	157.28
Theatre	1055.27
Reading Room	29.20
Miscellaneous	.75
Grounds	10.42
Internal Revenue Tax	65.00
Radio	<u>51.06</u>
Total	\$ 2024.69

GWINN ASSOCIATION:

The work of the Association has continued under the able direction of Mr. E. L. Miller, as Superintendent, the work being quite closely supervised by Mr. Graff. It has been as satisfactory in every way as in previous years. New cement walks have been put down in front of the building during the summer, the work being done entirely by the employees of the building with the voluntary assistance of a considerable number of the men, the work being done on Saturdays when the men were not at work at the mines.

The camp at Bass Lake was operated during the summer, the arrangements there permitting its daily use by any number of people, and the building is conveniently arranged for the care of a few people over night, and families have availed themselves of this opportunity, for several days at a time.

During the season two weeks were specially arranged for the care of those who were convalescing from some illness in much the same manner as the Rest Cottage at Ishpeming.

On the East Branch river a short distance from town the open air swimming pool, which has now been made a part of the County Park system, was in constant use throughout the summer. Certain days were reserved for women and children and on these days the pool is in direct charge of Mr. Miller and Miss Hirwas, or if they are obliged to be absent, some other capable persons. This swimming pool is frequently pronounced by the many visitors as the best swimming pool to be found anywhere.

On the following pages will be found a full report of the Association for the year, including the financial statement.

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	\$ 2940.75	\$ 2570.00	\$ 370.75
Pool and Billiards	135.95	22.40	113.55
Bowling alleys	278.00	212.81	65.19
Buffet	519.65	364.75	154.90
Camp	<u>106.00</u>	<u>34.87</u>	<u>71.13</u>
Total	3980.35	3204.83	775.52

PENSION DEPARTMENT.

GWINN ASSOCIATION

- 1925 -

The following report and summary of the activities of the Association has been compiled from the monthly reports issued during the year 1925.

In comparing the Annual Reports for the past five years, it is to be noted that the Association has been able to conduct many of the attractions as annual events and that the people attending are as interested as in previous years. This is true in almost all departments except the maintaining of the Band and the usual activities in Baseball.

ATTENDANCE:

As in other years an effort was made to estimate the number of persons making use of the building and attending the different events. The high attendance month was December; the lowest June.

Total estimated attendance at building	60710
Average monthly attendance	5059
Total estimated attendance for all outdoor recreations conducted by the Association; including Ice Skating, Playground and Tennis Court, Swimming, Pool, Baseball and Bass Lake Camp.	12514

MEMBERSHIP:

The membership cards are checked monthly and during the year showed the following:

Number members January First 1925	264
Number members January First 1926	299
Low membership for year February First	216
High membership for Year December	299
Average monthly membership	248

The members are separated into three groups; those paying on the mine pay roll groups; those paying on the mine pay roll represents about 60%; special members residing in the Gwinn District 35% and the members outside of the Gwinn District about 5%.

GENERAL ACTIVITIES AND ORGANIZATIONS USING BUILDING:

- 25 - Meetings and rehearsals by Band and Orchestra
- 10 - Rehearsals by Glee Club
- 6 - Sales of Fancy Work Articles by Church Organizations.
- 24 - Meetings by Episcopal Guild

PENSION DEPARTMENT.

- 5 - Meetings by St. Anthony's Guild
- 6 - Meetings by Methodist Ladies Aid
- 27 - Meetings - 6 by Board of Directors; 10 by Sportsmen's Association; 5 by Masonic Club; 6 by other organizations
- 12 - Nights play in Men's Cribbage League
- 2 - Card Parties
- 3 - Dancing Classes under supervision of High School
- 2 - Suppers by Church organizations.
- 3 - Parties by School Students (No Dancing)
- 19 - Dances held during year; including ordinary and those covering some special event
- 69 - Lunches served at different functions during year by the various organizations
- 250 - Visitors shown through the building during year

EVENTS OF SPECIAL INTEREST:

Card Party by Local Council Girl Scouts
 Annual Banquet by Sportsmen's Association
 Chicken Supper by St. Anthony's Guild
 Silver Tea by Episcopal Guild
 Annual Easter Ball by Basketball Team
 Hallowe'en Masquerade by Orchestra
 Barn Dance by Glee Club
 Annual Parent Teachers Reception and Dancy by School and Association
 Carnival by Scout Organization
 Demonstration of Life Saving by Red Cross Representative
 Rummage Sale by Local Council Girl Scouts
 Hallowe'en Party by High School
 Annual Junior Prom by Junior Class High School
 Annual Ceremonial Awarding Merit Badges by Local Scouts
 Annual Ball Proceeds for fund for Children's Christmas Treat
 Community Christmass Tree and Treat for Children by Entire Community
 Annual New Years Ball by Firemen

RADIO-PHONE:

The radio-phone presented to the Association in 1923 is still proving very interesting and results have been very satisfactory. The set remains in very good condition and proves to be one of the best in daylight reception.

During the winter months a regular schedule was in effect. Hours being from 7:00 until 10:00 P. M. Children were permitted to listen in until their hour of leaving the building. Tuesday night was set aside for ladies only and the usual attendance was about 30.

During the World Baseball Series very good results were obtained. Every game was received play by play and the same was true during the football season. Several radio dances were given Saturday nights but the attendance was not large and they were discontinued.

Number hours radio was used during year	352
Attendance	1850

This is a decrease over the number attending in other years, but many that were fans then have secured their own machines.

GWINN ASSOCIATION (Continued)

MOVING PICTURE THEATRE:

121 - Different Pictures shown	
259 - Evening shows held	
114 - Matinees held	
373 - Total number shows held during year	
21885 - Total Paid attendance -	Adults - 13975 Students - 7910

Special Free Shows:

1 show for Sportsmen's Banquet	100
1 show for Hercules Powder Company	65
1 show for fund for children's Christmas Candy	140
4 shows for Christmas treat for children	<u>620</u>

Grand total for year 22810

ADMISSION PRICES CHARGED DURING YEAR

11 - shows at 10 cents
52 - shows at 15 cents
53 - shows at 20 cents
5 - shows at 25 cents

An admission charge of 5 cents was made on all students over 7 years old; except on 4 occasions when 10 cents was the charge.

685 - Non-members paid an extra charge of 10 cents.

LIBRARY AND READING ROOM:

LIBRARY:

During February the library was closed for two weeks and all books were re-checked and those that were in bad condition were taken out.

Number of books listed in library	947
Number of books purchased during year	34
Number books donated during year	2
Number books withdrawn (Bad condition)	137
Number books loaned on cards	2328
Number books loaned per month	194

READING ROOM:

The following number of magazines and newspapers are received and placed on the racks and tables in the reading room.

Weekly Magazines	8	Weekly Newspapers	3
Monthly "	17	Daily "	3

PENSION DEPARTMENT.

GWINN ASSOCIATION (Continued)

INTER CLUB CRIBBAGE LEAGUE:

The inter-club cribbage league completed it's third successful season. Four teams made up the league and all games were played at the Association Building.

All teams completed their 12 nights play;- matches being held weekly. It makes a fine social evening for those who enjoy card playing.

MUSICAL ORGANIZATIONS:

ASSOCIATION GLEE CLUB:

The Glee Club is still one of the most active organizations of the Association. Their plans for the coming season not only include the concert for which they are now rehearsing but also several social events.

They also continue to sponsor the Entertainment Course and Contract through the Redpath Bureau for four numbers each year. This season two were given in the fall and the remaining numbers will be put on during the winter. The course last year was a decided success, all numbers were very high class and they were well attended. The entertainment fund showed a balance of about \$80.00 before the start of the present season and it is expected that this year will be as successful.

GLEE CLUB ACTIVITIES FOR THE YEAR:

4 - Entertainment numbers at the High School Auditorium - Attendance	1450
1 - Barn Dance	
1 - Card Party	
10 - Rehearsals	

The first concert for 1926 will be put on early in February.

BOWLING LEAGUE

Men:

The seventh season of the bowling league proved that it is one of the best liked of the Association's activities; not only for the members taking part but for the spectators as well. Six teams of four men each completed the league schedule of 45 games. All games were interesting and brought out a number of fans to cheer each team on.

Team number four were the champions; 36 men participated in the league games.

Ladies:

The ladies entered their third year of league games and their bowling ability has greatly improved. Some very fine scores were made. They were able to use the alleys two evenings and two afternoons each week.

GWINN ASSOCIATION (Continued.)

27 games completed the regular schedule and 27 different members competed.

The alleys although used quite steadily the past few years were in good condition.
Two new balls of light weight were purchased during the year.

PHYSICAL AND ATHLETIC DEPARTMENT

Including all work conducted in the gymnasium, swimming pool and all outdoor recreations; such as Baseball, Track, Tennis and Playground Courts, Ice Skating Rink and Outdoor Swimming Pool.

As in other years the Association handled all of the athletic work for the local high school; including use of gymnasium and locker rooms for boys and girls, lady assistant for girls and the coaching of the high school basketball squad.

The high school work from January first until the weather permitted was held indoors, after which it was held at the high school athletic field.

Senior members, both men and women used the gymnasium during the winter for basketball, handball, volley-ball, cage ball and regular class work.

SUMMARY OF THE ACTIVITIES OF THE PHYSICAL DEPARTMENT

	Periods	Attendance
Boys (High School)		
Physical Training Classes	56	1103
Girls (High School)		
Physical Training Classes	73	1694
Boys and Girls Basketball		
Practice Periods	55	652
Boy Scouts Play Periods	11	210
Young Ladies Classes	7	98
Supervised Swimming (Girls)	19	278
Supervised Swimming (Boys)	26	530
Seniors using gym for Basketball, cageball, handball, volley-ball, Class work or other forms of recreation	52	<u>368</u>
Total attendance of those taking part		4933
Number baths taken (estimated)		4800
Basketball games during the year;- 14 games between local teams; 7 games at home with visiting teams; 8 games away from home.		
Total attendance at home games		2850

The Gwinn High School team made a creditable showing at the district tournament and for the second time captured third place. Defeating Newberry in the first game, losing to Michigamme in the second and defeating Normal High of Marquette in the final.
Eight teams were competing.

GWINN ASSOCIATION (Continued)

ICE SKATING RINK:

The Ice Skating Rink operating under a regular schedule so all would get a chance to use the rink was in good condition 37 days during the season. A record run of 24 days was made in January. If the attendance continues to increase the rink will be overcrowded and it will be necessary to enlarge the present one or plan on a rink elsewhere.

Attendance (estimated) 4010

TENNIS COURT:

The tennis court opened for play on June 15th and it was in good playing condition 78 days during the season. The entire season was ideal for tennis. It was noted that very few of the older members participated, but more of the younger boys and girls made much use of the courts. The season was not quite as long as other years and play was stopped in September.

The playground in the rear of the club was very popular with the boys for a baseball field.

Attendance on tennis court and playground 1784

OUTDOOR SWIMMING POOL:

The swimming pool taken over by the Tourist Park in 1924 was very popular during the summer. The Association had an attendant at the pool to assist the caretaker of the park in looking after the smaller children while they were bathing. The pool was opened June first and good swimming weather was enjoyed 67 days.

Attendance (estimated) 67 days 3500

BASS LAKE CAMP

Opened June 1st,

Closed October 1st.

Owing to the demand for the use of the cottage it was necessary to limit the time to 3 days to each family.

Number families using cottage from 2 to 4 days	17
Parties using camp overnight	4
All day picnics	8
Parties by Young Ladies (Supervised)	4
Girl Scouts had use of camp (Days)	8
Basket Picnics	108
Receipts for boat hire for season	\$106.00

The use of the camp and grounds by local people continues to increase and many make a practice of taking their evening meal there, and enjoy the boating and fishing afterwards.

The grounds about the camp were in a very orderly condition, much of the underbrush and weeds having been cleared away and the ground leveled off the previous year.

The cottage, outside stoves and tables are all in good condition. All boats were painted and slide for the children shellaced.

GWINN ASSOCIATION (Continued.)

It is planned to erect two bath houses during the coming summer with lumber donated by the Cleveland Cliffs Iron Company. This no doubt will increase the attendance at the beach.

The bass fishing during the early part of the summer was very good but it did nothold up the entire season. The conduct of all persons making use of the camp cottage and grounds was above reproach.

SCOUT ACTIVITIES

GIRLS:

The girl scout organization is now in its fifth year and from reports it ranks as one of the best trained and instructed in the upper-peninsula. Two troops are now registered with the National Council and are under the direction of one of the Association employees who acts as supervisor for both troops and captain of one. The local council consisting of five women from the community are to be congratulated on their work of raising funds and looking after the welfare of the girls.

The two troops meet weekly in the gymnasium of the Association. The following summary covers the work and play of both troops.

Class meetings	101	Attendance	1792
12 - Socials and parties including entertainments for mothers of the scouts.			
17 - Hikes; including supper, lunch or marshmallow roasts in the woods or tourist park.			
1 - Merit badge ceremonial and exhibit			
1 - Golden Eaglet ceremonial			
1 - Play given at local high school			
1 - Meeting (Both Troops) with National Council representatives.			
3 - Addresses were given to the scouts by outside parties.			
- Annual camp at Bass Lake was attended by 37 scouts.			

As in other years the scouts were active during the holiday season; when they visited and presented flowers to the sick and donated baskets to the needy. They also assisted at the community tree by singing carols.

Funds for their camping trip are raised annually by holding a Rummage Sale; this is under the direction of the local council.

BUILDING MAINTENANCE

The usual supply of material and equipment necessary to have all departments in good working order were purchased. This covers bowling, pool and billiards, all athletic equipment for Association and high school paints, varnishes, janitor supplies, library supplies (including new books and subscriptions to magazines and newspapers,) office and theatre supplies.

CONSTRUCTION AND REPAIR WORK

Outdoor stove at Bass Lake remodeled
All boats repainted and cars purchased
Tennis court and wire netting put in first class condition
Skating rink constructed and flooded 34 times.
Moving picture machine overhauled twice and new parts purchased.

GWINN ASSOCIATION (Continued)

Floors throughout building oiled
Bowling alleys sandpapered and shellaced
New lights for office and new glass for counter added
Entire lower floor including; lobby, library, office
and billiard room re-decorated.
Cement sidewalks leading from all gates were constructed
New tubes and batteries for radio purchased
Gymnasium thoroughly cleaned and floor repaired
Hot water tank thoroughly cleaned and new pipes connected
Much care was given to the lawn and shrubbery and some
repair work on fence.

GWINN ASSOCIATION

FINANCIAL STATEMENT FOR THE YEAR 1925

Balance on hand January 1st	\$ 112.79
Receipts during the year	<u>5068.41</u>
Total	\$ 5181.20
Total Expenditures	<u>5046.16</u>
Balance on hand December 31st, 1925	\$ 135.04

RECEIPTS

Membership fees - Men	\$ 759.75
Theatre	2940.75
Bowling alley	278.00
Pool and Billiards	135.95
Lockers	2.50
Buffet and Pop	519.65
Towels and soap	57.50
Camp	106.00
Discount	2.76
Athletics	250.00
Miscellaneous - telephone, library	<u>15.55</u>
Total	\$ 5068.41

EXPENDITURES

Building, maintenance	170.67
Equipment	17.58
Education	14.86
Lighting	473.24
Heating	312.26
Water	15.60
Bowling alleys	212.81
Pool and billiards	22.40
Buffet and pop	364.75
Stationery and printing	22.40
Entertainments	41.76
Towels and soap	14.20
Laundry	41.45
Office expense	10.15
Camp	34.87
Salaries	288.00
Theatre	2570.00
Library	34.67
Reading room	84.55
Athletics	169.48
Telephone	77.50
Radio	<u>52.96</u>
Total	\$ 5046.16

ISHPEMING Y.M.C.A.

Mr. J. G. Odgers, who had been in charge of the local work since August 1st, 1923, severed his connection with the Association on August 1st, his place being taken by Mr. L. W. Upshaw, he coming here from Grand Forks, North Dakota. He is a very able Secretary and the Association is in much better shape than it has been at any time since Mr. Wise left, and in many respects he is fully the equal of Mr. Wise.

The people are very much interested and under the direction of Mr. F.C. Stanford, who is President, the Y. is rapidly becoming more and more serviceable.

In December a Women's Department has been organized, and every room in the building is being kept in constant daily use, it being a real center for all community activities. The present officers are :

F. C. Stanford	President
K. I. Sawyer	Vice President
R. J. Chenneour	Recording Secretary
Judge Wm. St. John	Treasurer

A campaign for funds was very successfully carried on in April but still more funds are required to maintain it so that it will most satisfactorily supply the needs of our people.

Early in the summer a camp was established at Ross Lake, about eight miles south of Ishpeming. A lease was secured of the Ford Motor Company for the forty acres surrounding the lake for \$1.00 per year, and a very good building was erected. Groups of boys and girls made use of the camp during the summer under careful supervision.

This work was made possible by contributions made by the City Council, the School Department, and the Lions Club, so that the financial cost did not devolve upon the Y.M.C.A. It was a very successful and serviceable camp and should become more valuable from year to year.

On the following sheet will be found the financial statement for the year.

PENSION DEPARTMENT.

ISHPEMING Y.M.C.A.

Financial Statement for Year

1925.

RECEIPTS:

Membership Fees:			
	Sustaining	75.00	
	Seniors	292.50	
	Boys	<u>141.20</u>	
	Total		508.70
	Subscriptions		4914.45
	Miscellaneous		<u>188.85</u>
	Total Local		5617.00
	Mining Company contributions		<u>3303.00</u>
	Total Fees & Contributions		8920.00
	Dormitory Rentals	2717.17	
	Gymnasium Fees	18.75	
	Lockers	188.00	
	Bowling	26.19	
	Billiards	<u>118.00</u>	
	Athletic Games & Goods	180.78	
	Baseball	200.00	
	Baths & Bath supplies	275.04	
	Spa	497.48	
	Socials and entertainments	76.64	
	Note	400.00	
	Summer Camp	537.25	
	House	<u>25.00</u>	
	Total Other Income		<u>5260.30</u>
	Total All Receipts		\$ 14180.30

PENSION DEPARTMENT.

ISHPEMING Y.M.C.A.

Financial Statement for Year

1925.

EXPENSE INCURRED.

Miscellaneous & Advertising	\$ 323.33	
Building:		
Equipment	473.34	
Repairs	389.61	
Fuel	850.34	
Electricity & Gas	558.49	
Water	155.21	
Supplies	67.91	
Insurance	571.75	
Salaries	7043.24	
Stationery & Printing	89.40	
Telephone	99.79	
Postage	141.59	
Office Supplies	48.05	
Reading Room supplies	<u>10.40</u>	
Total Regular Expense		10822.45
Dormitory maintenance & Expense	314.35	
Gymnasium " "	579.21	
Gymnasium Equipment	253.93	
Billiard maintenance & Expense	69.10	
Bowling " "	0.00	
Athletic Games	508.21	
Athletic Goods	78.60	
Tennis	11.25	
Bath Expense	163.38	
Spa	521.71	
Laundry	68.27	
Socials and entertainments	84.20	
Educational	25.90	
Kitchen and house supplies	28.70	
Band	2.85	
Summer Camp	869.93	
State & National Y.	117.00	
Interest	50.00	
Note	1100.00	
Moving Expense	150.59	
Campaign Expense	<u>328.37</u>	
		<u>5325.55</u>
		\$16148.00

SAFETY WORK:

The Central Safety Committee has held its regular meetings on the last Saturday of each month, with the exception of December, this meeting being held on January 2nd. The Committee is as follows:

Mr. G. R. Jackson, Chairman
Mr. M.M. Duncan
Mr. S. R. Elliott
Mr. J.H. Rough
Mr. O. D. McClure
Mr. Lucien Eaton
Mr. C. J. Stake
Mr. W. W. Graff
Mr. Wm. R. Meyers
Mr. Wm. Conibear
Mr. W. H. Moulton, Secretary.

The regular work of the Committee and 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 low percentage in spite of the increased cost in compensation, which has occurred by changes in the Compensation Laws since they went into effect in Michigan on September 1st, 1912 and in Minnesota on October 1, 1913.

On the following sheet is shown the average frequency rate of accidents for an eight year period from 1917 to 1924. It is impossible to get these figures for the full year of 1925 until too late to be made a part of this report. The accident frequency and severity sheets are furnished to each Superintendent each month and by him to every captain and foreman. The calling attention of these men to the comparative records of all properties has had a very beneficial effect.

We have made two trips to the different mines in Michigan for the examination of some of the men regarding the safety rules and the mining

SAFETY WORK (Continued)

practices of the Company. These examinations have been made with Mr. Coni-
bear and Captain Rough, and we believe that they have brought forcibly to the
attention of the men the need of continued vigilance in matters of their
safety while at work.

ACCIDENT FREQUENCY RATE

FOR AN EIGHT YEAR PERIOD FROM 1917 to 1924.

	RANK	DAYS OF LABOR	- ACCIDENTS -		Rate per 1000 days
			Non-Fatal	Fatal	
Miscellaneous	1	54833	5		.091
Hill Trumbull	2	175474	40	2	.239
Electric Generating Plants	3	122454	28	2	.245
General Storehouse	4	94333	26		.276
Wade-Helmer	5	219990	63	2	.295
Angeline	6	76101	29		.381
Negaunee	7	667611	276	4	.419
Salisbury	8	192287	79	2	.421
Maas	9	595700	251	5	.430
Spies-Virgil	10	141691	59	2	.430
South Jackson	11	26068	12		.460
Austin	12	63508	33		.520
Dead River Storage Dam	13	37223	20		.537
Boeing	14	158294	87	2	.562
Gardner-Mackinaw	15	129324	74	1	.580
Athens	16	347537	201	6	.596
AVERAGE					.602
Lake	17	327835	196	3	.607
Princeton	18	233988	146	1	.628
Holmes	19	435291	285	2	.659
Gwinn	20	202394	135	2	.677
Francis	21	201849	138	2	.693
Morris Lloyd	22	548223	402	1	.735
Barnes Heckor	23	118679	88	1	.750
Stephenson	24	420411	343	5	.828
Cliffs Shaft	25	658700	548	6	.841
Republic	26	500375	451	1	.903
TOTAL		6750170	4015	52	

ACCIDENT FREQUENCY

RANK AND RATE FROM JANUARY TO NOVEMBER 1925

	<u>Rank</u>	<u>Days of Labor</u>	<u>Number of Accidents</u>	<u>Rate per 1000 days</u>	<u>1924</u>
Electric Generating Plants	1	6865	0	.000	.289
General Storehouse	2	9026	1	.111	.315
Hill Trumbull	3	27537	4	.145	.347
Gwinn	4	3452	1	.290	.000
Ogden	5	4687	2	.427	---
Maas	6	46104	21	.455	.473
Stephenson	7	58856	27	.459	.719
Boeing	8	45612	22	.482	.853
Negaunee	9	62201	33	.531	.361
AVERAGE				.583	.613
Holmes	10	37053	22	.594	.500
Athens	11	44146	27	.612	.632
Spies-Virgil	12	25500	16	.627	.397
Republic	13	43949	29	.660	.962
Morris Lloyd	14	49122	39	.794	.848
Barnes Hecker	15	30749	28	.911	.831
Cliffs Shaft	16	69707	64	.918	.670

TOTAL ALL PROPERTIES

574445

335

ACCIDENT SEVERITY

RANK AND RATE FROM JANUARY TO NOVEMBER 1925

	<u>Rank</u>	<u>Days of Labor</u>	<u>Number of Accidents</u>	<u>Rate per 1000 days</u>	<u>1924</u>
Electric Generating Plants	1	6865	0	.000	19.908
General Storehouse	2	9026	12	1.329	16.467
Hill Trumbull	3	27537	79 $\frac{1}{2}$	2.887	6.427
Stephenson	4	58856	460 $\frac{1}{2}$	7.824	19.039
Boeing	5	45612	469 $\frac{1}{2}$	10.293	21.137
Negaunee	6	62201	788	12.669	13.854
Ogden	7	4687	60	12.801	---
Holmes	8	37053	507 $\frac{1}{2}$	13.697	10.120
AVERAGE				13.887	14.816
Spies Virgil	9	25500	370 $\frac{1}{2}$	14.530	13.930
Morris Lloyd	10	49122	767	15.614	14.611
Gwinn	11	3452	58	16.802	.000
Cliffs Shaft	12	69707	1212 $\frac{1}{2}$	17.394	17.375
Athens	13	44146	814	18.439	17.257
Maas	14	46104	882	19.131	14.393
Republic	15	43949	842 $\frac{1}{2}$	19.170	15.494
Barnes Hecker	16	30749	637	20.716	13.334

TOTAL ALL PROPERTIES

574445

7977 $\frac{1}{2}$

HOSPITALS:

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

ISHPEMING HOSPITAL:

The new building completed in 1918 and opened on the last day of October of that year has continued to be very serviceable and efficient in every way. During the year we have had many visitors with wide experience in hospital service and all have been unanimous in their praise of the building and its various facilities.

The American College of Physicians and Surgeons make a yearly examination of all the principal hospitals in the United States and our hospital is on their accredited list, in the division of thirty-five to fifty bed hospitals. The Committee is very strict in its inspection and in their requirements in operation and it is only in meeting them fully that we are included on their accredited list.

Miss Victoria White, the present Superintendent, has been in charge of the hospital since December 14, 1920, and it is through her work that the hospital has been brought up to and maintained at its high standard. Early in the year her health was not good and she left for the south on January 5th, returning the first of May, since which time her health has been much better and she is able to take care of the work in a very satisfactory manner.

Dr. H.S. Smith left Ishpeming at the end of January to take up work at Cudahy, Wisconsin, and the services of Dr. W.A. Corcoran were secured the first of April. The medical staff is as follows:

Dr. V. H. Vandeventer, Chief of staff.

Dr. J. D. Crane

Dr. P. P. Hartt

Dr. A. W. Erickson

Dr. W. A. Corcoran.

PENSION DEPARTMENT.

ISHPEMING HOSPITAL: (Continued)

The Hospital is doing most excellent work and is of the greatest service in the community. Many people have had very necessary operations and have received hospital care who would not have been able to go away from the city for such service.

On the following sheets will be found a statement showing the number of consultations taken care of by each of the physicians and the number of house calls made by them, these consultations and calls being classified according to the employers of the men and their families. This includes the cases of The Cleveland-Cliffs Iron Company, the Oliver Iron Mining Company, the Hercules Powder Company, and the private cases of the different physicians. These sheets show the percentage of work done for the people belonging to the families of our own Company.

During the year the staff meetings of the physicians, superintendent, bacteriologist, dietitian, and nurses have been held regularly each month. Miss Marie S. Brown has acted as secretary and these staff meetings and the reports are part of the hospital work on which the American College of Physicians and Surgeons base their conclusions in putting the hospital on the accredited list. Dr. Vandeventer is the presiding officer at these staff meetings.

ISHPEMING HOSPITAL
STATISTICAL REPORT FOR THE YEAR

1 9 2 5

* * * * *

Number of patients remaining in Hospital at beginning of year		16
Number of adult patients	427	
Number of child patients	85	
Number of births	<u>102</u>	
Total new patients admitted during the year		<u>614</u>
Total of all patients during the year		630
Number of deaths	31	
Number discharged during the year	<u>585</u>	
Total number leaving hospital during the year		<u>616</u>
Number patients remaining in hospital Dec. 31, 1925		14

CLASSIFICATION OF NEW CASES

Surgical		270
Medical		120
Obstetrical		<u>224</u>
TOTAL		614
Number of operations		200
Number of emergency room operations		46
Number of patients, days		7278
Number of meals for patients	21744	
Number of meals for nurse, superintendent and dietitian	12862	
Number of meals for physicians and guests	120	
Number of meals for help	<u>4414</u>	
Total number of meals served		39140

The report shows an average of 19.9 patients per day as compared with 20.5 in 1924; 20.1 in 1923; 16.5 in 1922; 15.9 in 1921; 17.6 in 1920 and 12.2 in 1919

PENSION DEPARTMENT

ISHPEMING HOSPITAL
1925
OFFICE AND HOUSE CALLS OF
THE DIFFERENT PHYSICIANS.

	<u>C.C.I.Co.</u>	<u>O.I.M.Co.</u>	<u>Hercules Expl.Co.</u>	<u>Private</u>	<u>Total</u>	<u>C.C.I.Co. Percent.</u>
<u>OFFICE CALLS</u>						
Vandeventer	2262	507	30	434	3233	70.0
Crane	5029	1448	70	160	6707	75.0
Hartt	2834	974	69	198	4075	69.5
Erickson	3154	1503	217	450	5324	59.2
Corcoran	637	848	99	150	1734	36.7
Smith	189	92		8	289	65.4
Total -	14105	5372	485	1400	21362	66.0

HOUSE CALLS:

Vandeventer	1857	574	1	588	3020	61.5
Crane	3180	1094	64	513	4851	65.5
Hartt	3678	513	27	310	4528	81.2
Erickson	3643	1684	225	363	5915	61.6
Corcoran	608	1392	217	231	2448	24.8
Smith	126	62		29	217	58.1
Total -	13092	5319	534	2034	20979	62.4

TOTAL CALLS

Vandeventer	4119	1081	31	1022	6253	65.9
Crane	8209	2542	134	673	11558	71.0
Hartt	6512	1487	96	508	8603	75.7
Erickson	6797	3187	442	813	11239	60.5
Corcoran	1245	2240	316	381	4182	29.8
Smith	315	154		37	506	62.3
Total -	27197	10691	1019	3434	42341	64.2

NEGAUNEE HOSPITAL

The Negaunee Hospital has been in regular operation throughout the year in a satisfactory manner. Occasionally a patient is sent by them to the Ishpeming Hospital when the case is such as to require facilities for treatment which they do not have.

The staff is the same as it has been for a number of years:

Dr. H.W. Sheldon

Dr. J.H. Andrus

Dr. William A. Mudge

Since the death of Dr. Larson, Dr. Mudge has been City Health Officer part of the time and was in charge of that work for 1925, the office being on a half-time basis.

The statistical report for the year is on the following sheet.

NEGAUNEE HOSPITAL
STATISTICAL REPORT FOR THE YEAR 1925

Patients in hospital on January 1st, 1925	3
Number of C.C.I.Co. Injury cases admitted during year	11
Number of other cases admitted during year	78
Number of births during year	9
Number of deaths during year	5
Number discharged during year	95
Patients in hospital on Dec. 31, 1925 - C. C. I. Co. injury cases	0
Patients in hospital on Dec. 31, 1925 - other cases	1
Number of operations during year	35
Number of hospital calls - all cases	29407
Number of visits - C. C. I. families	16473
Number of visits - outside cases	3820
Number of nurses employed during year	2
Number of meals served to patients	3597
Number of meals served to nurses, help, etc.	6477
Total number of meals served	10062
Total number of days of patients	1199

REPUBLIC HOSPITAL:

Dr. Loveland has been in good health and the medical service has been very satisfactory.

A number of serious cases have been brought by him to the Ishpeming Hospital

The following sheet shows the financial statement for the year.

PENSION DEPARTMENT.

REFUBLIC HOSPITAL
FINANCIAL REPORT FOR THE YEAR

1 9 2 5

RECEIPTS:

From The Cleveland-Cliffs Iron Co.	\$3646.40
From other sources	<u>1732.02</u>
Total Receipts	\$5378.42

EXPENDITURES:

Salaries - Physicians	200.00
Salaries - Nurses	22.00
Wages - Help	140.00
Electricity and Lamps	37.05
Fuel	198.56
Water	12.00
Telephone	61.05
Drugs	596.53
Insurance and Taxes	180.60
Equipment	17.50
Kitchen Supplies	2.77
Hospital Supplies	218.35
Miscellaneous	82.01
Barn	<u>245.37</u>
Total Expenditures	<u>\$2013.79</u>
Net Income	\$3364.63

GWINN HOSPITAL:

In December of 1924 a new arrangement was entered into with Dr. MacIntyre as the receipts were inadequate under the reduced number of men employed in the district. Careful inventory was made on December 31st, 1924 and others made on June 30th and December 31st, 1925.

The following sheet shows the payments that have been made by the Company during the year, which is very much less than we thought it might possibly be.

Dr. MacIntyre has looked after the work without any regular assistant, we sending down a physician from Ishpeming when it was necessary for him to be away. Dr. Felch was also secured to look after the work when he was absent for about a week.

A sheet is also attached showing the statistical report for the year.

GWINN HOSPITAL
FINANCIAL REPORT FOR YEAR

1 9 2 5

RECEIPTS

From the Cleveland-Cliffs Iron Company	\$5296.25
From Hospital service	2984.41
From Hospital cash sales	636.91
From Board	626.00
From sundries	9.40
From other sources	<u>200.00</u>

Total Receipts \$ 9752.97

EXPENDITURES

Salaries-Physicians	124.50
Salaries-Nurses	1621.55
Wages-Help	1508.64
Office expense	195.68
Drugs	269.64
Provisions	2251.07
Kitchen supplies	17.90
Fuel	631.77
Water and ice	105.62
Electricity and lamps	92.23
Hospital supplies	957.01
Laundry	510.07
Telephone	73.70
Repairs	63.88
Automobile expense	124.00
Barn	381.89
Insurance and taxes	350.88
Freight and express	20.96
Miscellaneous	<u>26.17</u>

Total expenditures 9327.16

Operating profit	\$425.81
Increase in hospital inventory	151.05
Payments made to Doctor by C. C. I.Co.	<u>4423.14</u>
 Guaranteed income	 \$5000.00

GWINN HOSPITAL
STATISTICAL REPORT FOR YEAR

1 9 2 5

Number of patients in Hospital on January 1st, 1925	2
Number of C.C.I.Co. injury cases admitted during the year	3
Number of other cases admitted during the year	174
Number of births during the year	12
Number of deaths during the year	7
Number discharged during the year	181
Patients remaining in Hospital Dec. 31, 1925-C.C.I. injury cases	1
Patients remaining in Hospital Dec. 31, 1925 - other cases	2
Number of operations during the year	71
Number of Hospital calls - C. C. I. Co. families	4921
Number of Hospital calls - outside cases	1090
Number of visits - C. C. I. families	1847
Number of visits - outside cases	95
Number of nurses employed during the year	3
Number of meals served to patients	3477
Number of meals served to nurses, help, etc.	6776
Total number of meals served	10253
Total number of days of patients	1470

HEALTH:

Early in the year we had some recurrence of influenza but it was not of a very serious character although the physicians were quite busy.

Dr. Barnett has continued as Health Officer for Ishpeming.

Dr. Mudge succeeded Dr. Robbins as Health Officer for Negaunee on half-time basis, following the spring election.

Dr. L.S. Youngquist has continued as Health Officer for Marquette.

In Ishpeming, we have had much sickness of an influenza character and considerable pneumonia, during the month of December. In Negaunee and our other cities and towns conditions were about the same.

We have also had quite a little diphtheria but it has not become serious.

Several clinics have been held in the County during the year for tuberculosis patients and for children

RED CROSS:

The annual meeting was held in Marquette in November and the following officers selected:

Chairman	R. S. Archibald	Negaunee
Vice Chairman	W. H. Moulton	Ishpeming
Secretary	T. M. Redmond	Marquette
Treasurer	E. L. Bice	Marquette

The annual roll call for members was conducted throughout the County during November and December. The report of total receipts has not as yet been made.

In December we lost the valued assistance in Red Cross work in Ishpeming by the death of John G. Welsh, Cashier of the Peninsula Bank, who had been Treasurer of the Ishpeming branch for a number of years.

The Nursing Activities Committee has continued its regular work throughout the year under the direction of Mr. Simon Anderson, County Superintendent of Schools.

Mrs. A. L. Johnson has continued as County Nurse under the direction of the above Committee, her salary and expenses being taken care of from County Funds, by action of the County Board of Supervisors.

Quite a little tonsil work has been done and dental clinics were held outside of our three principal cities.

The work done is shown by Mrs. Johnson's annual report made to the Board of Supervisors, a copy of which is attached.

PENSION DEPARTMENT.

ANNUAL REPORT OF MRS. A. L. JOHNSON, COUNTY NURSE
 WORKING UNDER DIRECTION OF THE NURSING ACTIVITIES COMMITTEE
 OF THE MARQUETTE COUNTY RED CROSS CHAPTER

SEPT. 1, 1924 - SEPT. 1, 1925.

* * * * *

Examinations in Schools, Rural

Number of schools in County	74
Number of schools examined	74
Number of children examined	2599

Number of defects found from Sept. 1st, 1924 to Sept. 1st, 1925:

Eyes	74
Teeth	1753
Tonsils	537
Orthopedic conditions	5
Pediculosis	52
Goiter	67
Malnutrition	537
Ears	9
Overweight	<u>2</u>

Total 5783

Number of defects corrected by parents from Sept. 1, 1924 to Sept. 1st, 1925:

Eyes	28
Teeth	316
Tonsils	<u>24</u>

Total 368

Home visits and investigations	439
Number of patients taken to Ann Arbor	21
Number of patients taken to County House	1
Number of patients taken to Adrian Industrial Home	1
Number of investigations made and reported for Grand Rapids Welfare Association	8
Number of investigations made and reported for Detroit Police Department	3
Number of investigations made and reported for Bureau of Naval Affairs	2
Number of investigations made and reported for Veterans Bureau	47

PENSION DEPARTMENT.

Number of investigations made and reported for Welfare Department,
Ann Arbor,

6

Spent one day at Chatham after fire with Red Cross State Worker
Assisted State Nurse for three days outlining schedule for Mother League
Classes which were held in rural districts in County.

Tonsil and Adenoid Clinics Paid by the Red Cross.

Number of Clinics	2
Number of children having tonsils and Adenoids removed	22

DENTAL CLINICS PAID BY THE RED CROSS.

Number of clinics	9
Number of children treated	621
Number of teeth filled	1251
Number of teeth extracted	998
Number of prophylactic treatments	<u>236</u>
	2485

The above clinics were held at Marquette, Ishpeming, Negaunee, Big Bay, and
Wells and Being Townships.

Number of indigent children receiving glasses paid for by Red Cross	29
Total number of corrections made from September 1, 1924 to September 1, 1925	2927

Tubercular patients having special attention being paid for by the Christmas Seal Fund	2
---	---

Number of rural schools furnishing milk for children	1
--	---

The total number of corrections made from September 1st, 1924 to
September 1st, 1925 include the dental clinics at Marquette, Negaunee,
and Ishpeming, that were paid by the Red Cross. A card index has been
made covering each child examined, showing defects found, corrections made, etc.,

PENSION DEPARTMENT.

RELIEF WORK:

There have been some payments made during the year for relief to those families in special need because of sickness or disability.

The attached sheet shows the expenditures and families helped.

COST OF RELIEF

FOR THE YEAR 1 9 2 5

	<u>Ishpeming</u>	<u>Negaunee</u>	<u>North Lake</u>	<u>Total</u>
January	178.58	57.44	50.08	286.10
February	375.32	50.07	21.96	447.35
March	219.56	152.87	33.38	405.81
April	317.66	76.72	12.57	406.95
May	167.64	34.43		202.07
June	135.57			135.57
July	127.67		8.88	136.55
August	135.93			135.93
September	345.55		29.74	375.29
October	256.44	3.00	17.88	277.32
November	237.95	17.50	22.98	278.43
December	387.60		28.88	416.48
TOTAL	\$ 2885.47	392.03	226.35	3503.85

Number of families assisted 30 2 2 34

Average amount of relief per family-----\$ 103.05

EMPLOYMENT:

All applications and records of employment have been handled through this Department and we have made careful investigation throughout the year of all new employees by correspondence with their former employers.

While there has not been a large number of men employed there have been continual changes, and we also furnish records to the new employers of the men leaving our service.

PENSION DEPARTMENT.

INCAPACITATED EMPLOYEES:

During the year payments have been continued to certain men whose years of service do not bring them within the provisions of the Pension System. These are men who have become incapacitated after a considerable number of years' service, and some with large families, who have been injured and for whom the regular Workmen's Compensation payments were not sufficient to provide the necessities of life. There are also several widows included in this list.

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

DONATIONS - 1925

		<u>Monthly Payments</u>	<u>Total</u>
John Beale	Ishpeming	\$ 15.00	\$ 180.00
Mrs. Rose Bertucci	"	15.00	180.00
Mrs. Cecilia Brandt	"	12.00	144.00
Mrs. Matilda Carlson	"	15.00	180.00
Otto Dann	"	18.00	216.00
Fred Fredette	"	25.00	300.00
Mrs. Henry Hill	"	15.00	180.00
William Holman	Negaunee	15.00	180.00
Mrs. Henry Karkkainen	Ishpeming	15.00	180.00
Mrs. John Mackela	Negaunee	25.00	300.00
Mrs. Wilhelmina Marjamaa	"	15.00	180.00
Sam Metherell	Marquette	18.00	216.00
John Salson	Detroit	15.00	180.00
August Samuelson	Ishpeming	25.00	300.00
Myllimaki children	North Lake	15.00	<u>135.00</u> Apr-Dec.
			\$ 3051.00

COST OF LIVING

On the 15th of each month we receive prices of forty-six principal items of food from dealers in our different cities. These are checked frequently with prices in other localities and also with prices given in the U. S. Government reports. Since June 1920, there has been a considerable reduction but not a great deal of change during the year 1925.

Our cost of living has been based on the original computations made by the U. S. Government for a family of five people, the final comparison being with 887 families of working men in the state of Michigan which agrees very closely with the computations for the entire number of investigations made through the whole United States. Their estimates were based on the principal food items, this list and quantities being revised in 1919 and since that period we have used the revised list but the total relative cost has been continued on the basis of computations made for the year 1913, which is considered in all cases as 100%.

On the following sheets will be found the cost of living in Ishpeming at different periods from 1913 to December 1925. 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 June 1920, to the present time, December, 15th, 1925, the cost of living in Ishpeming has decreased 25.5%. The cost on December 15th, 1925, was however, 51.4% higher than it was in 1913.

The cost of food for an Ishpeming family on December 15th, 1925, was 30.7% lower than on June 15th, 1920 but it is still 49.6% higher than it was in 1913.

The cost of fuel on December 15th, 1925 was 4.2% higher than in June 1920 and 143.4% higher than it was in 1913.

The cost of clothing, drygoods, bedding, etc. is 29.8% lower than it was in June 1920 but is still 55.0% higher than it was in 1913.

The following sheet shows the average yearly earnings of the men employed each year from 1913 to 1925. On this sheet is also shown the cost of living at some of the different periods during these years.

PENSION DEPARTMENT

COMPARISON OF WAGES AND COST OF

LIVING IN ISHPEMING IN

1913 - 1925

	<u>Average wages</u> <u>For year</u>	<u>Earnings</u> <u>Per year</u>	<u>Cost of Living</u>	
1913	2.74	723.36	June	692.56
1914	2.72	718.08	June	706.17
1915	2.64	696.96		
1916	3.09	815.76	Feb.	738.00
			Nov.	866.31
1917	3.82	1008.48	June	1006.79
1918	4.91	1296.24	Jan.	998.55
			Nov.	1143.72
1919	5.73	1512.72	July	1235.97
1920	6.26	1652.64	June	1408.65
1921 June-Dec. Half Time Basis	5.20	975.92	June	1054.28
1922 Jan.to June, 1, 5 & 25 on half time basis	4.14	1121.66	June	973.80
1923	4.70	1240.80	June	1006.01
			Dec.	1017.40
1924 Full time 264 days	4.89	1290.96	June	1015.83
			Dec.	1055.00
1925 - 5 days per week average 254 days	4.89*	1142.06	Dec.	1049.16

* The final figures for the average daily wage for 1925 have not as yet been made up but we have used a figure based on average wages from January to November which will approximate very closely to the actual.

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

	<u>Year</u> <u>1913</u>	<u>June</u> <u>1920</u>	<u>June</u> <u>1923</u>	<u>June</u> <u>1924</u>	<u>June</u> <u>1925</u>	<u>October</u> <u>1925</u>
<u>Ishpeming:</u>						
	430.75	929.37	571.28	567.78	624.62	641.25
Percentage of 1913	100	215.7	132.6	131.8	145.0	148.9
<u>U. S. Reports</u>						
Percentage of 1913	100	219.0	144.0	142.4	155.0	161.6

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 U. S. COSTS FOR 1913 AS A BASIS, at 100%.

	U.S.Reports 1913	U.S.Reports June 1920	Ishpeming June 1920	U.S.Reports October 1925	Ishpeming October 1925
Sirloin Steak	100	182	197	162.2	136.2
Round Steak	100	191	188	158.7	129.9
Rib Roast	100	177	177	151.0	130.0
Chuck Roast	100	174	188	137.5	134.1
Plate Beef	100	157	165	116.5	81.3
Pork Chops	100	194	181	186.2	168.1
Bacon	100	200	204	183.7	169.1
Ham	100	215	225	201.9	181.2
Lard	100	185	177	152.5	143.8
Hens	100	216	197	171.4	165.1
Eggs	100	155	145	174.8	115.4
Butter	100	175	164	155.1	148.3
Cheese	100	189	204	168.3	156.2
Milk	100	182	169	160.7	133.3
Bread	100	211	320	167.9	223.2
Flour	100	267	264	178.8	175.8
Corn Meal	100	230	266	176.7	129.0
Rice	100	215	230	129.9	114.9
Potatoes	100	606	490	217.6	147.7
Sugar	100	485	546	123.6	145.4
Coffee	100	165	184	171.5	176.7
Tea	100	136	152	139.2	155.9

(The last column is Ishpeming cost based on U. S. prices given in their reports for 1913.)

COST OF LIVING (Continued)

Following will be found a graphis chart which shows the average yearly wage for the years 1913 to 1925 inclusive.

Investigation was made some years ago at our largest mines and for a period of several years it was found that the men averaged to work 22 days per month and the average annual earnings are based on the average daily wage for 12 months at 22 days per month. For the years 1921 exact calculations were made taking into account the periods worked full time and those worked half time. For the year 1925 an average of 254 days worked is used as a basis for computation.

This sheet also shows graphically the cost of living during the years 1913 to 1925 at the periods upon which the cost estimates were made. The cost of clothing, bedding, etc., and the cost of fuel at these same dates is also shown.

The charts show clearly the trend of prices during these 13 years and also the present cost as compared with 1913 which is used as a basis by the Government for all computations.

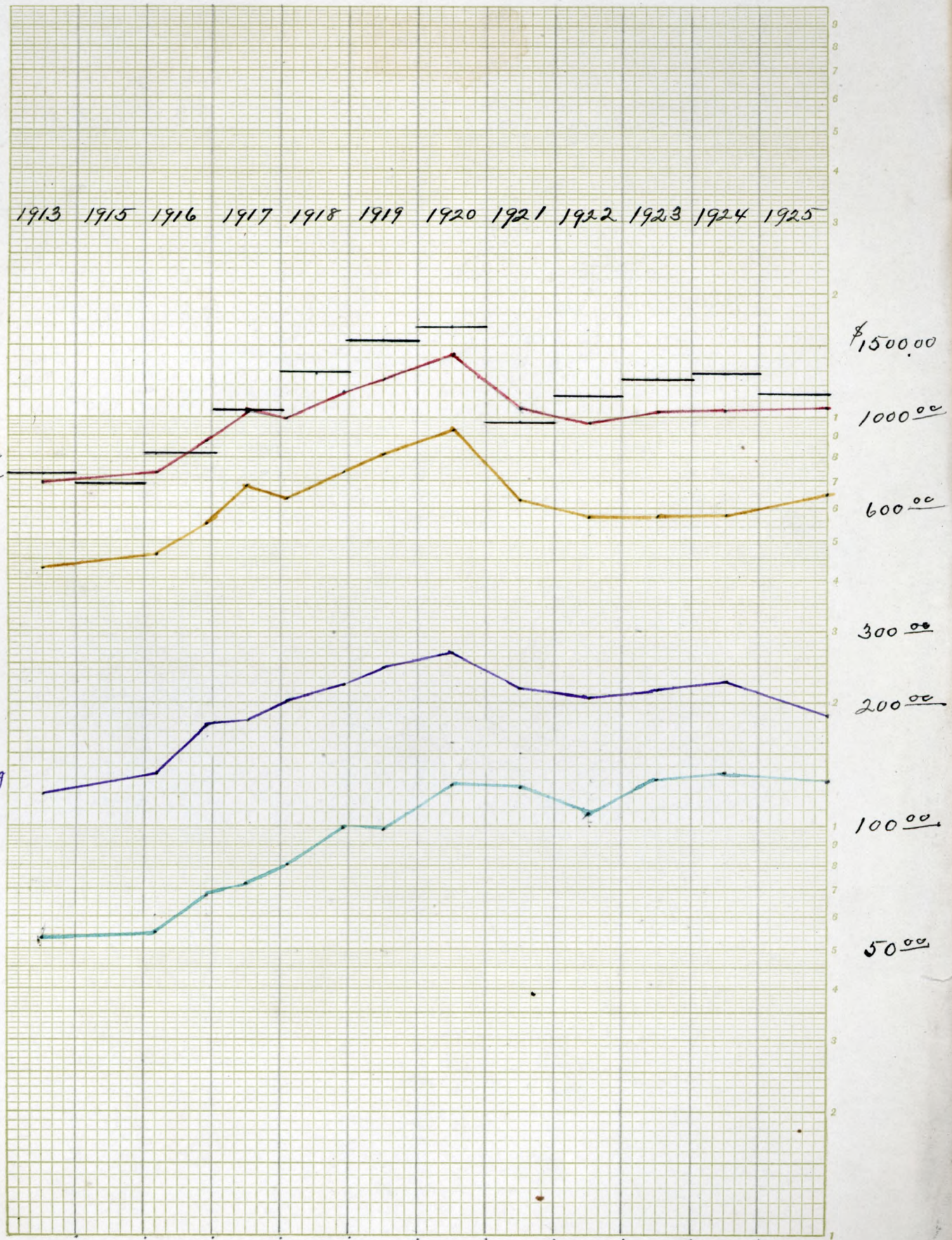
CODEx BOOK CO., INC., NEW YORK, N.Y.

Average yearly wage
Cost of Living

Cost of Food

Cost of Clothing
Bedding etc.

Cost of Fuel



IMPROVEMENT WORK:

Mr. Warren H. Manning made two visits to this district during the year, the first being from April 29th to May 2nd, and the second from July 12th to 16th.

The inspection covered all the properties of this district, including Gwinn, and the Furnace and Railroad Departments at Marquette.

Practically no new work was undertaken during the year. The work of protecting the earth portion of the Dead River Storage Dam was continued and a very satisfactory showing of vegetation was in evidence at the end of the season.

The following statement shows the cost of the regular work through the year.

COST OF IMPROVEMENT WORK AND
CARE OF ALL GROUNDS FOR 1925

	#1 Regular Labor	#2 Regular Materials	#3 New con- struction Labor	#4 New con- struction Materials	#5 W.H. Manning Services	#6 J. Payen Services & Expenses	Total Charges
Athens Mine	638.61	21.67	27.37		40.00	17.75	745.00
F. B. Baker	3.80					.88	4.68
Barn-General	1.60	20.80			6.00	7.04	35.44
Central Office	132.35	39.86			40.00	22.71	234.92
Cleveland Hill. Field	11.40	6.70					18.10
Cliffs Cottage	1563.51	128.38			70.00	154.52	1916.41
" Cot. Grove	54.80	10.81				2.08	67.69
Cliffs Shaft	414.20	7.35			28.00	22.34	471.89
E. L. Derby	1.60	1.08			11.00	1.92	15.60
Division Street	19.00					.35	19.35
M. M. Duncan	970.90	95.39			34.00	25.95	1126.24
L. Eaton	18.05	2.25			6.00	2.65	28.95
S. R. Elliott		65.58			24.00	4.71	94.29
Gwinn Dist. Office	338.18	2.25	7.68		14.00		362.11
Gwinn Townsite	243.61				75.00	1.32	319.93
Holmes Mine	457.90	29.93			34.00	18.96	540.79
Ishpeming Hospital	987.76	176.61			70.00	54.11	1288.48
G. R. Jackson					6.00	6.11	12.11
Jasper Street	29.65	15.39					45.04
Maas Mine	521.04	8.85			34.00	17.53	581.42
Machine Shop	180.50	12.98				7.23	200.71
O. D. McClure	38.00	13.08			10.00	15.66	76.74
Mechanical Office	284.05	16.58			14.00	9.45	324.08
Morris Lloyd Mine	172.28	6.04	1.69		34.00	13.01	227.02
Negaunee Mine	428.51	44.50			34.00	16.88	523.89
No. Lake Club					6.00	8.74	14.74
No. Lake Location	235.36				20.00	12.17	267.53
No. Lake Supt.	26.79				10.00	7.11	43.90
Seventh St.	19.00						19.00
C. J. Shaddick	15.60	7.58			9.00	1.65	33.83
Storehouse & Blkshop	66.50	22.55				5.16	94.21
A. J. Youngbluth	25.40	3.65			11.00	2.58	42.63
Dead River Dam					160.00	22.17	182.17
Charged to other							
Departments & Schools						79.76	79.76
	7899.95	759.86	36.74		800.00	562.50	10059.05

PRIZE PREMISES:

The first prizes for Best Kept Premises, Vine Planting, and vegetable gardens were offered in 1894 and thus 1925 is the thirty second year during which this work has continued. It is difficult to estimate the actual value of this effort which has so greatly added to the improved conditions throughout our different cities and towns.

The following is the distribution of prizes made just before Christmas:

	<u>Best Kept Premises</u>	<u>Vegetable Gardens</u>	<u>School Gardens</u>	<u>Total Prizes</u>
Ishpeming	100.00	100.00	<u>68.50</u>	268.50
North Lake	50.00	50.00		100.00
Negaunee	50.00	50.00		100.00
Republic	50.00	50.00		100.00
Gwinn	50.00	50.00		100.00
Iron River	<u>12.50</u>	<u>12.50</u>	<u> </u>	<u>25.00</u>
	312.50	312.50	68.50	\$693.50

.. COMMUNITY SERVICE WORK :

The Legion Building in Ishpeming secured by the remodeling of the old hospital in December 1924 has worked out very well and is one of the most active places in Ishpeming, serving the different groups and activities frequently throughout the year.

In the fall a group of associate members were taken in when the old Ishpeming Club ceased its existence and this is proving very popular and is of some considerable financial assistance to the Legion.

It is serving a very useful purpose.

At Negaunee an effort was made to secure a Community Building but the Bonding of the City for this purpose was voted down at the election.

The cities of Ishpeming and Negaunee had their usual Christmas Trees at which candy and oranges were distributed to the young children on the afternoon before Christmas.

At both cities ice rinks were maintained during the winter of 1924-25 and have now been put in condition for this winter.

CLUBS:

The Mining Club continued its meetings during the winter and has resumed its sessions this fall. Some principal speaker has been secured for each meeting and all of the members take a great interest.

One of the very best outings was held at Grand Island August 8th on the invitation of Mr. Bush, one hundred and nineteen being present for lunch held out under the trees near the point.

The Power Club has held its regular meetings principally for the study of electrical problems which has been supplemented by papers presented by the different members and guests of the Club.

These gatherings have been very helpful in the work of these men at the different properties.

OUTDOOR SPORTS:

The Annual Ski Tournament was held on February 21st, the 22nd being on Sunday.

The ski jumping was held on one of the smaller hills as it was not thought advisable to rebuild the old trestle at Union Park.

A committee was appointed to investigate the matter of available hills and a new location has been found near the Cliffs Drive where the natural ground conditions are almost ideal and at which it is necessary to build only a very small trestle. This location has been secured from the Company and considerable work has been already done and the small trestle will soon be erected.

The sanction of the National Ski Commission has been secured for the holding of our tournament on Washington's Birthday and preparations are being made for a real tournament.

It is thought that any jumps made in Ishpeming can be excelled on the new hill.

All of the conditions there are fine in every way and it is thought to be by far the best hill to be found anywhere.

VARIOUS DEPARTMENTS:

Throughout the year the Secretary has co-operated with the managers of the different Departments in matters of safety and compensation, making frequent visits to Marquette in connection with this work. We have taken up matters relating to medical or other services.

With Mr. Manning we visited the Furnace and Railroad grounds on both of his visits and looked after the improvement work at the Furnace office and inspected and helped award the prizes for the grounds and gardens at the Furnace Location.

Owing to press of work at the different Departments all of the reports have not as yet been received but will be included with this report if received in time.

PENSION DEPARTMENT.

STATEMENT OF EXPENSES OF PENSION DEPARTMENT
FOR FIVE YEAR PERIOD FROM JANUARY 1ST, 1921 TO DECEMBER 31ST, 1925.

ACCT. NO.		1921	1922	1923	1924	1925
A-1	Salaries of Superintendent of Pension Department and assistants	8622 50	7817 58	9168 29	9240 40	9348 00
B	Prizes to tenants and employees for Best Kept Premises, gardens, etc.	620 50	676 00	690 00	970 00	781 43
C	All expenses of Supt. of Pension Department including travelling expenses and livery	277 13	356 61	576 75	355 00	444 26
D	Salary and expenses of Visiting Nurse - Ishpeming	2995 06	2538 85	2790 61	2301 50	2400 94
	Rest Cottage - Deadr Lake	646 60	774 16	625 80	744 51	653 10
	Expense of Erecting Garage and Stable - North Lake	272 24				
	Salary and expenses of Visiting Nurse - Negaunee	2632 72	3124 97	2939 79	2650 04	2663 97
	Salary and expenses of Visiting Nurse - Gwinn	2220 62	2159 91	2073 47	1966 71	1952 21
	Rest Cottage - Bass Lake	316 80	337 00	385 60	401 80	361 60
	Our proportion of Visiting Nurse Expense - Iron River	103 25	60 24	63 48	159 00	190 95
E	Apparatus, Express and Freight	19 47	17 41	23 64	65 73	20 42
F	Miscellaneous Expense					
	Books, cuts, magazines, papers, etc.	75 00	92 94	115 00	250 46	272 61
	Incidental Expenses - Mining Department	2 84	32 79	58 00	21 58	64 77
	Incidental Expenses - To Treasurer	5 25		50 42	57 50	
	Donations to Incapacitated Employees	2195 96	2343 96	2335 98	1855 00	2052 00
	Other Donations	2159 98	1860 48	1722 48	1615 80	1663 64
	Membership in Associations	164 09	230 00	305 00	125 00	115 00
	Food Preparedness - Including parcels of Land used by Employees for Gardens	94 01	66 00	20 00	20 00	
	Relief rendered during curtailment of forces at the Mines		8806 29	1520 25	1957 73	3503 85
	Installing New Bowling Alleys and purchase of Pin Spotters				2939 87	
G	Employees Clubs					
	Bowling Alley and Club Work	137 87	228 16	187 16	277 68	498 60
	Superintendents Lunches and Incidentals	144 30	86 01	98 11	79 05	183 64
	Gwinn Club House	6355 08	7096 54	7619 48	6092 77	5761 09
	Ishpeming Y. M. C. A.	2412 00	2412 00	2412 00	2412 00	2412 00
	North Lake Club House	3325 86	2513 34	3286 93	3488 97	3180 35
	Electric Power Club		27 54	126 02	52 63	52 40
H	Office Expense					
	Stationery, Office Supplies and Expenses - To Treasurer	361 19	327 18	421 71	376 60	501 13
	Stationery, Office Supplies and Expenses - Mining Department	48 62	34 80	76 85	42 29	25 74
	Office Furniture and Equipment	3 00	22 50	110 84	170 22	44 60
	Postage	163 00	164 91	192 96	193 80	179 80
		36375 14	44208 17	39997 42	40883 64	39328 10

DISTRIBUTION

Mining Department	25491 58	31831 21	26044 13	28669 15	27679 68
Land Department	505 00	849 38	719 69	909 69	894 28
Furnace Department	892 93	1176 70	1806 84	1517 77	1611 54
Lumbering Department	593 13	757 43	1348 21	1325 75	1067 70
Gwinn District Office Expense	8892 50	9593 45	10078 55	8461 28	8074 90
	36375 14	44208 17	39997 42	40883 64	39328 10

THE CLEVELAND CLIFFS IRON COMPANY

LUMBERING DEPARTMENT

COMPARATIVE STATEMENT OF GENERAL WELFARE EXPENSES

FOR THE YEARS 1921 to 1925 INCLUSIVE

	<u>1921</u>	<u>1922</u>	<u>1923</u>	<u>1924</u>	<u>1925</u>
General Welfare Acct. #11					
Prop. charged by Treasurer	593.13	757.43	1348.21	1325.75	1067.70
General Welfare					
f. Miscellaneous		10.06	10.00		
Donations:					
Various Societies	55.00	15.00	55.00	5.00	5.00
Red Cross			5.00		10.00
Persons			62.04		
Munising Hospital	<u>1550.00</u>	<u>1000.00</u>	<u>1500.00</u>	<u>1000.00</u>	<u>2500.00</u>
	2198.13	1782.49	2980.25	2330.75	3582.70
Safety Work:					
Equipment		58.00	41.20		
Supplies			56.00	55.43	68.98
Compensation:					
Medical and Hospital	3877.57	6647.27	9682.36	7191.13	5703.65
Compensation payments	4080.28	5296.51	6958.69	8044.84	14462.11
Percentage of payrolls	.0332	.0457	.0257	.0272	.0533

THE CLEVELAND CLIFFS IRON COMPANY

RAILROAD DEPARTMENT

COMPARATIVE STATEMENT OF GENERAL WELFARE EXPENSES

FOR THE YEARS 1921 to 1925 INCLUSIVE

	<u>1921</u>	<u>1922</u>	<u>1923</u>	<u>1924</u>	<u>1925</u>
Donations:					
Fire Department	33.75	35.00	35.00	35.00	35.00
Societies		100.00		35.00	10.00
Celebrations			10.00	35.00	
Visiting Nurse-Marquette			120.00	120.00	120.00
Munising Hospital		900.00	600.00	600.00	600.00
St. Luke's Hospital	400.00	400.00	400.00	400.00	400.00
To employees and families		371.71	582.00	540.00	540.00
Pensions			558.00	486.00	432.00
Totals	433.75	1806.71	2305.00	2251.00	2137.00

Safety Work:

Equipment and work

Compensation:

Compensation paid	3409.23	5212.27	5126.53	3501.46	3798.47
Medical Expense	2742.10	1605.19	1737.42	1611.98	858.60
Percentage of payrolls	.0099	.0122	.0056	.0037	.0045

THE CLEVELAND CLIFFS IRON COMPANY

LAND DEPARTMENT

COMPARATIVE STATEMENT OF GENERAL WELFARE

EXPENSES

FOR THE YEARS 1921 to 1925 INCLUSIVE

	1921	1922	1923	1924	1925
General Welfare Acct. #11					
A-2 Prop. Charged by Treas.	505.00	849.38	719.69	909.69	894.28
Donations:					
Fire Department	10.00	10.00	10.00	20.00	10.00
Munising Hospital		2000.00	2000.00	2000.00	1000.00
Munising Y-Alger Co. Club				75.00	300.00
Playground - Negaunee		10.00			
American Red Cross (seals)	10.00			15.00	
Munising Civic Betterments		64.00			
Munising City Band					10.00
Munising Baseball grounds			75.00	50.00	50.00
Munising Fire Department		10.00		10.00	10.00
U.P. Development Bureau	1000.00	750.00	750.00	562.50	937.50
Munising 4th of July Celebration			25.00	25.00	
TOTALS	1525.00	3693.38	3579.69	3667.19	3211.78
Safety Work:					
Charges for work and Equipment					
Compensation:					
a. funeral expenses					
d. legal expense		28.96			
g. medical expense	1219.37	1405.07	991.44	1415.70	915.45
h. compensation payments	6175.61	799.64	1190.20	3199.19	2041.76
l. monthly payment to doctors	25.60	28.80	29.90	31.20	30.40
Compensation payments percentage of payrolls	.027211	.000929	.004084	.01464	.00735

THE CLEVELAND CLIFFS IRON COMPANY
PIONEER IRON COMPANY - FURNACE DEPARTMENT
COMPARATIVE STATEMENT OF GENERAL WELFARE EXPENSES
FOR THE YEARS 1921 to 1925 INCLUSIVE

	1921	1922	1923	1924	1925
General Welfare Acct #11					
A-2 Prop.Charged by Treas.	892.93	1176.70	1806.84	1517.77	1613.32
B.Prizes to tenants					100.00
C. Visiting Nurse	300.00	300.00	300.00	300.00	300.00
Gladstone Club:					
Total cost of operation	(993.69)	(271.77)			
Net Loss or Gain	283.93	66.11	Not operating		
Boarding House					
Total cost of operation	(621.53)	(889.73)	(2375.64)		
Net loss or gain	57.32	299.73	299.64	Not operating	
Donations:					
Churches	115.00				
Salvation Army			25.00	25.00	25.00
Fire Department	15.00	35.00	10.00	10.00	10.00
Societies	95.00	80.00	90.00	20.00	10.00
Celebrations				4.50	
Persons					220.00
House rents				37.50	7.50
Institutions					
St. Luke's Hospital	300.00	400.00	400.00	400.00	400.00
Young mens reading room					
Gladstone	150.00				
Red Cross	10.00			25.00	
Tubercular Stamps				10.00	
	1651.32	2357.54	2332.20	2349.77	2685.82
Pensions:					
Pensions paid	925.63	1118.04	1179.38	2085.82	2833.39
TOTAL	2576.95	3475.58	3511.58	4435.59	5519.21
Safety Work					
Charges for work & equipment	16.91	10.13	30.24	198.16	64.68
Compensation					
Medical & hospital expense	1997.93	1503.43	910.45	1615.83	1598.33
Compensation paid	2440.33	3548.66	12597.30	5779.66	2407.65
Compensation payments- percentages of payrolls					
Marquette Plant	.0068	.0132	.0114	.01369	.007962
Gladstone plant	.0074	.0106	.0405	None	None

PENSION DEPARTMENT

THE CLEVELAND-CLIFFS IRON COMPANY
MINE DEPARTMENT
COMPARATIVE STATEMENT OF PRODUCTION AND WAGES FOR YEARS 1925, 1924, 1923 AND 1922
INCLUDING OVERRUNS AS REPORTED BY THE SHIPPING DEPARTMENT.

	NEGAUNEE	MORRIS- LLOYD	MAAS	ATHENS	BARNES-HECKER	HOLMES	CLIFFS-SHAFT	REPUBLIC	STEPHENSON	SPIES- VIRGIL	BOREING
TOTAL PRODUCT											
Year 1925	350,346	265,829	149,879	210,144	136,582	186,500	374,356	72,314	253,193	62,098	207,413
" 1924	323,128	246,366	226,167	247,869	75,957	154,700	296,508	75,611	249,428	27,159	191,250
" 1923	361,915	260,335	227,792	245,545	36,228	276,672	290,615	105,863	247,212	-	140,663
" 1922	299,061	221,979	215,600	193,259	20,526	218,066	131,502	98,173	213,223	7,500	10,761
Average per Month 1925	29,187	22,152	17,633	17,512	11,549	15,708	31,196	6,026	21,099	5,175	17,284
" " 1924	26,930	20,530	18,850	20,655	6,221	12,860	24,715	6,292	20,785	2,263	15,927
" " 1923	31,826	21,695	18,983	20,462	3,019	23,056	24,218	8,822	20,601	-	11,722
" " 1922	24,918	18,500	18,050	16,103	3,508	18,170	21,967	8,181	17,770	-	-
AVERAGE DAILY PRODUCT											
Year 1925	1,347	1,022	806	808	481	725	1,434	293	981	206	678
" 1924	1,238	940	865	950	258	591	1,070	293	956	144	633
" 1923	1,286	882	759	818	122	919	972	266	830	-	457
" 1922	990	737	715	638	146	722	865	411	728	-	-
TONS PER MAN PER DAY											
Surface Year 1925	29.99	20.45	18.84	20.58	17.29	15.48	21.53	5.07	23.54	8.54	25.73
" " 1924	27.21	19.08	21.80	22.49	11.76	13.19	17.62	4.97	20.05	7.67	24.08
" " 1923	28.32	18.48	19.65	20.56	6.10	16.88	17.32	5.74	20.73	-	17.42
" " 1922	29.71	17.46	22.11	22.28	6.60	15.68	14.47	6.91	17.84	-	-
Underground Year 1925	6.52	6.85	5.20	5.82	5.50	6.68	6.94	2.30	5.77	3.76	7.63
" " 1924	6.04	6.42	5.69	5.78	3.98	5.64	5.68	1.85	5.83	4.63	6.76
" " 1923	6.76	5.58	5.40	5.82	3.17	5.53	5.15	2.32	5.90	-	5.78
" " 1922	6.37	5.33	5.46	6.40	2.64	5.51	4.23	3.10	6.00	-	-
Total " 1925	5.76	5.13	4.07	4.54	4.17	4.67	5.25	1.53	4.54	2.61	5.88
" " 1924	5.47	4.80	4.61	4.60	2.98	3.95	4.30	1.35	4.52	2.88	5.28
" " 1923	5.46	4.29	4.23	4.54	2.09	4.17	3.97	1.65	4.59	-	4.34
" " 1922	5.25	4.08	4.39	4.37	1.88	4.08	3.30	2.14	4.49	-	-
Stoping " 1925	12.87	17.10	11.88	14.83	11.65	11.32	23.23	7.02	14.37	13.01	10.48
" " 1924	12.87	15.67	11.02	12.82	8.37	9.71	16.30	5.68	13.59	9.68	10.06
" " 1923	12.87	15.54	10.42	12.12	9.33	8.57	17.26	5.79	13.70	-	8.64
" " 1922	12.01	12.85	10.54	12.19	-	9.83	16.49	9.61	12.92	-	-
RATE PER DAY - SURFACE											
Year 1925	4.32	4.34	4.37	4.48	4.33	4.43	4.40	4.64	4.37	4.19	4.94
" 1924	4.31	4.29	4.37	4.44	4.38	4.39	4.34	4.63	4.43	4.07	4.79
" 1923	4.17	4.12	4.15	4.24	4.20	4.17	4.18	4.44	4.29	3.98	4.60
" 1922	3.73	3.72	3.71	3.81	3.86	3.75	3.61	4.04	3.88	3.02	-
RATE PER DAY - UNDERGROUND											
Year 1925	5.13	5.02	5.01	5.00	4.98	5.32	5.10	4.63	5.03	4.89	5.73
" 1924	5.12	4.94	4.97	4.96	4.82	5.31	5.12	4.76	5.02	4.75	5.91
" 1923	4.91	4.65	4.71	4.75	4.68	5.02	4.91	4.63	4.91	4.32	5.69
" 1922	4.32	4.19	4.19	4.25	4.46	4.29	4.28	4.14	4.30	3.99	-
RATE PER DAY - TOTAL											
Year 1925	4.99	4.85	4.87	4.88	4.82	5.05	4.93	4.77	4.90	4.67	5.55
" 1924	4.96	4.78	4.84	4.86	4.71	5.08	4.93	4.73	4.89	4.50	5.27
" 1923	4.75	4.53	4.59	4.64	4.52	4.81	4.74	4.58	4.78	4.12	5.42
" 1922	4.22	4.08	4.10	4.15	4.29	4.16	4.17	4.11	4.19	3.69	-
MEMORANDUM:-											
Stockpile Overrun 1925	-	-	-	-	-	17,795	55,755	980	-	637	5,610
" " 1924	-	19,166	-	-	2,258	-	-	-	5,002	-	3,814
" " 1923	797	-	-	-	-	-	-	13,326	981	-	3,196
" " 1922	-	-	-	-	-	490	-	415	14,000	7,500	2,007

Negaunee, Morris-Lloyd, Maas, Athens, Holmes, Cliffs-Shaft, Stephenson - In 1925 operated 1-8 hr. shift 5 days per week.

Maas closed for shaft alterations from July 1st to Oct. 15th, 1925.

Barnes-Hecker - 2-8 hr. 6 days per week to August 29th, when they operated 2-8 hr. 5 days per week balance of year.

Republic - Operated 2-8 hr. 5 days per week during 1925. Closed Oct. 15th to Nov. 9th account of cave in.

Spies-Virgil - Combined basis April 1st, Operating 2-8 hr. shift, 6 days per week.

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.

	1925	1924	1923	1922	Percentage of Increase or Decrease			
Average Rate per Day	4.94	4.86	4.68	4.15	1925 over 1924 - 1.65	1924 over 1923 - 3.85	1923 over 1922 - 12.77	1925 over 1922 - 19.04
Tons per man per day	4.49	4.07	4.08	4.10	1925 over 1924 -10.3	1924 over 1923 - .002	1923 over 1922 - .005	1925 over 1922 - 9.51
Labor Cost per ton	1.099	1.194	1.147	1.019	1925 over 1924 7.96	1924 over 1923 - 4.1	1923 over 1922 - 12.56	1925 over 1922 - 7.65
Supply Cost per ton	.587	.620	.591	.600	1925 over 1924 5.32	1924 over 1923 - 4.9	1923 over 1922 - .015	1925 over 1922 - 2.17

HB:MF-3,
1/22/26.

