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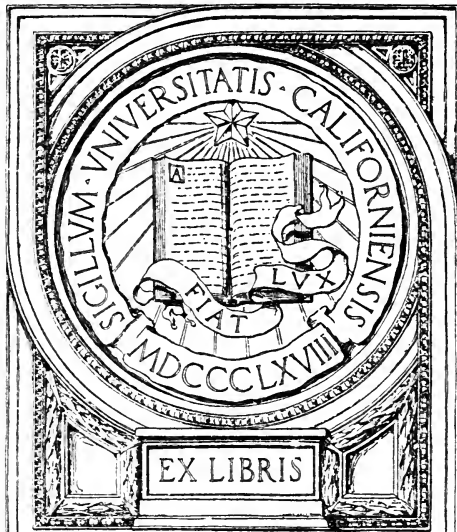
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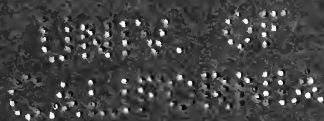


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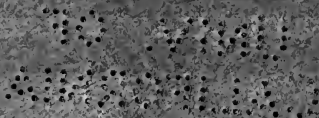
STRIKE INVESTIGATION

BY THE COMMITTEE
OF THE COPPER
COUNTRY COM-
MERCIAL CLUB OF
MICHIGAN 1913



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*His Excellency, Woodbridge N. Ferris, Governor of Michigan,
Lansing, Mich.*

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Dear Sir: Herewith the Special Committee, appointed by the Copper Country Commercial Club to investigate strike conditions in the Copper Mining District of Michigan, begs leave to present to you its report. This committee was appointed at a meeting of the Board of Directors of the Commercial Club, held on the thirteenth day of September, 1913, for purposes as stated in the following resolution, which was adopted at that time:

Resolution. The Copper Country Commercial Club is an organization of 500 business men and others of Houghton and Keweenaw counties, whose purposes, as stated in the constitution of the club, are as follows:

"To instill, cultivate and develop a spirit of civic pride among the people of the Copper Country, and an abiding confidence in the business and future greatness of the locality.

To upbuild, develop and improve manufacturing, mercantile, agricultural and other economic conditions.

To cooperate in and centralize all our efforts for general publicity.

To induce people to come to the Copper Country and make their homes among us, and

To take every possible means to promote the welfare of all of the people of this community."

For upwards of seven weeks a condition of affairs has existed and today exists in the copper country which is nullifying every effort and every purpose of this organization.

On July 23 the Western Federation of Miners called a general strike of all of its members employed in the mines of this district, and within a few hours, by forcible means and otherwise, every man employed in or about the mines, whether a member of the federation or not, was deprived of his work, thus throwing out of employment an immense body of men.

From the day of its inception the strike has been attended with rioting and bloodshed. Every day riotous mobs roam through the

streets of our communities and are held in check only by the force of the National Guard of the state. Attacks on workingmen are of daily occurrence; our jails are filled with persons awaiting trial for violent acts during the strike; our children daily have before their eyes the spectacle of men acting in absolute disregard of law and order; all of which creates a deplorable and disgraceful condition which should not be tolerated in a civilized community.

The expense already incurred for maintaining the troops and the augmented civil authorities is enormous.

The mine managers have refused to recognize the Western Federation of Miners and have refused to treat with them; mediation and arbitration have been offered from various sources and refused.

The press has been filled with the claims and counter-claims of the opposing parties, none of which have been verified.

Reports of working conditions, wages and hours of labor in the mines of the copper country have been spread broadcast throughout the land, which, if taken for true, are a lasting shame and disgrace to the community.

To avoid above conditions, many of our best people have left the copper country—some permanently, others to await the end of the struggle; business is demoralized; the enormous loss in wages to the men can never be regained; the damage to the copper country in its reputation for prosperity and well-being cannot be estimated.

In view of the above, therefore, we believe that the time has come when this organization, whose every purpose is thus being destroyed, should rise up and demand that violence, rioting and bloodshed must cease in this community, and that the rights of the thousands of people who are not directly involved in this strike must be recognized and respected.

We believe that the Copper Country Commercial Club should, through a committee of its members, conduct an investigation to ascertain the facts and truth as to wages, hours and labor and working conditions in general in the copper country, and when the truth has been ascertained, should publish it to the people of this county, of this state and of the nation.

We believe that inasmuch as every attempt to bring about a cessation of strike conditions has failed, this organization should, through such committee, offer its services to both employer and

employee so that order may be restored and a resumption of work brought about.

It is therefore resolved, That the chairman of this meeting be authorized to appoint a committee of three members of the commercial club, which committee is hereby instructed to take every means to carry out the purposes herein mentioned with all possible speed.

That such committee may employ clerical help, and incur such expense in connection with their work as may be necessary.

That such committee report the result of its work, and that it be authorized to make such report public by publishing the same in the press of this community and of the state.

The Committee's Procedure. The committee felt that in order to make this report of any value whatever it should preserve throughout its entire investigation an unbiased attitude, and should harbor no prejudice for or against any of the parties involved in the strike. The committee recognized from the beginning that in this dispute, as in every other industrial dispute, there were many sides and factions to be considered. There were the men who were on strike, who were supposedly members of the Western Federation of Miners; there were the mine operators; there were the men, if any, who did not belong to the Western Federation of Miners, but who were not at work; there were the men who had either remained at work or had gone to work after the strike was declared, and there were the interests of the general public of Houghton and Keweenaw counties. In order to obtain the fullest information from every source and to get all the facts that were available, the committee decided to place itself at the disposal of all of these parties, to hear all complaints, to investigate every fact in connection with the strike that might be brought to its attention, to familiarize itself with the actual labor and living conditions in the district, and to assemble these facts, if possible, in such a manner that they might be easily comprehended by the general public.

The work has been of considerable magnitude because of the length of the territory to be covered, the number of mining companies operating, and the varying conditions in the different mines.

Within a day or two after its appointment, the committee waited upon the managers of the various mines in the district, with the request that they throw open to the committee all the informa-

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tion that they might have relative to working conditions in their mines, and with the further request that the committee might have free access to the books and documents, the plants and underground workings of the various companies, so that it might verify and prove for itself any statements that it might embody in its report. These requests were at once cheerfully granted by every manager in the district.

The committee then located an office at Calumet, that being understood to be the center of the strike zone and being the place where the Western Federation of Miners had established its headquarters. Notices were inserted in the various newspapers in the county, calling attention to the general public, to the strikers, and to workingmen of all conditions, that the committee would be in attendance at its offices for the purpose of hearing the statements and complaints of the various parties. This notice was inserted in six newspapers printed in the following languages: English, Finnish and Austrian.

NOTICE.**COPPER COUNTRY COMMERCIAL CLUB INVESTIGATING COMMITTEE.**

In order to get the fullest information in the shortest time from all parties interested in the present strike, we have decided to select certain places convenient to all parties interested that they may appear before the committee.

Our first meeting place will be on the second floor, Quello Block, Red Jacket, Michigan. The office will be open on September 19 from 10 o'clock a. m. till 4 o'clock p. m., and thereafter until further notice.

EDWARD ULSETH,
HENRY L. BAER,
JOHN W. BLACK,

Committee.

In addition to the publication of this notice an invitation was personally extended by the committee, through one of its members, to the Vice-President of the Western Federation of Miners, Mr. C. E. Mahoney, who has been in Calumet in charge of the strike since its inception, to present by himself or through any of the members of his organization, all the facts and grievances and demands upon which were based the calling of the strike. Later on a second invitation was personally extended to Mr. Mahoney

to furnish to the committee the above data and a statement of conditions in the Copper Country, which the Western Federation of Miners was seeking to better. This information has not been furnished to the committee and the particular reason for refusing, as given by Mr. Mahoney, was his objection to the wording of the resolution by which the committee was appointed.

The committee, during its investigation, visited the plants and mine locations of the various companies; the entire committee, with its secretary, went underground in the Calumet & Hecla Mines, both the Amygdaloid and Conglomerate workings, in the Quincy Mine and in the Trimountain Mine, one of the mines of the Copper Range Consolidated Mining Company. On its trips underground the committee inspected the various appliances used by miners and trammers, made such study of the one-man drill, which was one of the alleged grievances, as was possible within the limited time, interviewed many men who were at work in the various mines at their working places, and gathered much valuable data, which it has tried to embody in the following report.

In its visits to the various mining locations the committee has interviewed a great many men belonging to the various factions, some of them being members of the Western Federation of Miners, some of them being non-union men. The committee took occasion to examine the pay rolls of the various companies and to check over and verify the wage statements and the other data, which are included in this report, in order that any statements made herein could be relied upon as being absolutely correct.

In all of its proceedings the committee has tried to act with exact fairness to all parties, and in its report to set out the facts as they exist in the Copper Country of Michigan today, without coloring the same in the interest of any of the parties.

SOME DATA IN REGARD TO THE DISTRICT INVOLVED IN THE STRIKE.

Inasmuch as the committee has felt that its report in this matter would be of interest and of value, not only to the contending parties in the strike now pending in the Copper Country, but to the general public of the state as well, it is thought wise to embody a very brief history of the district in order that a clearer comprehension may be had of the conditions now existing and of the atmosphere of this particular mining community, which is peculiar in many respects.

The copper mining industry of Michigan has existed from an early date. In Keweenaw county it has been carried on since 1844. A great many companies since that time have operated in the district. Most of them have made no success and have been a source of loss to those who had invested their money in the enterprise. Few of the companies have paid dividends and at the present time, of all of the mines that are operating, seven have paid dividends regularly within recent years.

The copper deposits of the Keweenaw Peninsula lie in well defined veins or lodes, dipping at different angles in the various mines, from 35 degrees from the horizontal at the north end of the Mohawk Mine to 70-72 degrees from the horizontal in the mines of the Copper Range Consolidated Company. The copper rock is mined by means of shafts, some of which are sunk on the vein, and some vertically, and which are of varying depths in the different mines, the deepest shafts in vertical depth in the district being those of the Tamarack Mining Company, which have reached a distance of about 5,500 feet. From these shafts, drifts or levels are run, which also vary in length at the different mines and in the different shafts. On account of the difference in the conditions in the different mines, it is, therefore, impossible to treat the questions involved in the controversy in a general way as applying to all of them, and it will be necessary to consider these questions in some instances with particular reference to the peculiar conditions of each mine.

Attitude Toward Organized Labor. During the time that mining operations have been carried on in this district, the industry has been singularly free from strike troubles. The entire district has been carried on on the open shop principle, as nearly as the committee has been able to ascertain. At no time has any part of the district been thoroughly unionized, and at no time during the history of the district has any mining company treated directly with any labor organization. At the same time, men have been employed by the various companies without discrimination on account of union affiliations. At the present time there are employed by the various mining companies on surface, machinists, molders, railway engineers, brakemen and others who belong to the various unions or labor organizations of their particular crafts. Up to the time of the present strike men were not discriminated against because of their membership in the Western Federation of

Miners or any other miners' union, and many men, undoubtedly, were at work in the district, underground, who belonged to the Western Federation of Miners. Since the beginning of the present strike, however, every one of the managers of the mining companies operating in the district has announced that hereafter no member of the Western Federation will be employed, and it may be stated at this point that each of the managers of the various companies has also stated, both to this committee and to representatives of the Federal Department of Labor and the Governor of the State, that they will under no circumstances recognize in any manner that particular organization.

When requested by this committee to give their reasons for this arbitrary attitude, the mining managers stated as their reason the record of the Western Federation, as they understood it, in other camps previous to the trouble in this district. They pointed out in particular the record of the Federation in the strike carried on by it in the Cœur d'Alene district in Idaho in 1894, the strike carried on by it in the Cripple Creek and other mining districts of Colorado from 1894 to 1904, and took the stand that in their refusal to recognize or treat with the Federation they were justified by the fact, as stated by them, that every labor dispute in which the Western Federation had taken a part was accompanied by bloodshed and violence.

The District Involved in This Strike. The district involved in the present strike extends from the Mohawk mine, which is situated in Keweenaw county, south for a distance of approximately twenty-eight miles to the mines of the Copper Range Consolidated Company in Houghton county. The mining companies involved, commencing at the north end of the district with the Mohawk mine, are as follows:

The Mohawk Mining Company,
The Ahmeek Mining Company,
The Allouez Mining Company,

all of which are located in Keweenaw county.

The Osceola Consolidated Mining Company, which operates the North Kearsarge Mine, the South Kearsarge Mine and the Osceola Mine,

The Wolverine Copper Mining Company,
The Centennial Copper Mining Company,
The Calumet & Hecla Mining Company,

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The Tamarack Mining Company,
 The Laurium Mining Company,
 The La Salle Copper Company,
 The Oneco Copper Company,
 The Franklin Mining Company,
 The Quincy Mining Company,
 The Hancock Consolidated Mining Company,
 The Isle Royale Copper Company,
 The Superior Copper Company,
 The Copper Range Consolidated Company,
 which controls the Baltic Mining Company, the Trimountain Mining Company and the Champion Copper Company,

The Winona Copper Company.

The following table gives the number of employees of all classes, surface and underground, of each company on July 22, 1913, the day before the strike:

| | |
|--|-------|
| The Mohawk Mining Company..... | 851 |
| The Ahmeek Mining Company..... | 830 |
| The Allouez Mining Company..... | 308 |
| The Osceola Consolidated Mining Company..... | 1,143 |
| The Wolverine Copper Mining Company..... | 387 |
| The Centennial Copper Mining Company..... | 118 |
| The Calumet & Hecla Mining Company..... | 4,107 |
| The Tamarack Mining Company..... | 610 |
| The Laurium Mining Company..... | 25 |
| The La Salle Copper Company..... | 43 |
| The Oneco Copper Company..... | 25 |
| The Franklin Mining Company..... | 322 |
| The Quincy Mining Company..... | 1,483 |
| The Hancock Consolidated Mining Company..... | 161 |
| The Isle Royale Copper Company..... | 709 |
| The Superior Copper Company..... | 162 |
| The Copper Range Consolidated Company..... | 2,716 |
| The Winona Copper Company..... | 300 |

Total14,300

The men employed in the various mines reside partly at the mining locations, which are unincorporated villages having only the township government, and partly in the several incorporated

villages in the two counties, and in the city of Hancock. The accompanying map shows in detail the location of the various mines and mining locations, incorporated villages and the city of Hancock.

The entire population of the county of Keweenaw, according to the last census, was 7,156; that of Houghton county 88,098. The district depends entirely upon the mining industry for its existence, there being no other industry of importance carried on, and therefore the entire population of the two counties above mentioned are directly affected by the present strike.

The following tables (as far as the committee has been able to complete them) show in detail the average copper contents per ton of rock, of the rock mined by the various companies during the year 1912, the number of pounds of refined copper produced in 1912, the amount of money paid out in wages to employees, and the average cost per pound of copper produced:

| Name. | 1912. Average copper contents per ton of rock mined. | 1912. Pounds of refined copper produced. | 1912. Amount paid in wages. | 1912. Cost of production per pound of copper. |
|---|---|---|--------------------------------------|---|
| Mohawk Mining Company.. | 13.81 lbs. | 11,995,598 | \$ 765,820.06 | \$1061 |
| Ahmeek Mining Co..... | 25.229 lbs. | 16,455,769 | 543,817.37 | \$.0785 |
| Allouez Mining Co..... | 16.56 lbs. | 5,525,455 | 163,615.68 | \$.1352 |
| Osceola Consolidated Mining Company..... | | | | \$.1036 |
| Osceola Mine | 12.8 lbs. | 1,479,642 | 135,097.27 | |
| North Kearsarge Mine... | 12.8 lbs. | 8,611,720 | 468,226.13 | |
| South Kearsarge Mine.... | 18.2 lbs. | 8,322,025 | 255,585.54 | |
| Stamp Mill | | | 142,659.68 | |
| Wolverine Copper Mng. Co. | 21.86 lbs. | 9,120,485 | 378,875.75 | \$.08665 |
| Centennial Copper Mng. Co. | 16.36 lbs. | 1,742,338 | 60,591.70 | \$.1346 |
| Calumet & Hecla Mng. Co.. | 24.18 lbs. | 67,856,429 | 3,983,013.05 | \$.0986 |
| Tamarack Mining Co..... | 18.76 lbs. | 7,908,745 | 633,842.19 | \$.1315 |
| La Salle Copper Co..... | | | 3,614.71 | B |
| Laurium Mining Co..... | | | 27,183.49 | B |
| Franklin Mining Co..... | 9.8 lbs. | 1,710,651 | 219,724.95 | |
| Oneco Copper Mining Co... | | | 21,501.76 | B |
| Hancock Consol. Mng. Co.. | | | 141,123.34 | B |
| Quincy Mining Co..... | 15.73 lbs. | 20,634,800 | 1,436,781.90 | \$.1148 |
| Isle Royale Copper Co.... | 15.43 lbs. | 8,186,957 | 555,205.55 | \$.1189 |
| Superior Copper Co..... | 22.76 lbs. | 3,921,974 | 164,220.57 | \$.1275 |
| Copper Range Cons. Co.... | | | 2,208,537.62 | |
| Baltic Mining Co..... | 20.50 lbs. | 13,373,961 | | |
| Trimountain Mining Co.. | 19.04 lbs. | 6,980,713 | | |
| Champion Copper Co..... | 22.50 lbs. | 17,225,508 | | |
| Winona Copper Co..... | 12.73 lbs. | 2,307,237 | 297,371.03 | |
| Totals | | 213,360,007 | 12,606,409.34 | |

B—No copper production during 1912. Exploratory and development work only.

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The average copper contents for the district per ton of rock mined is 19.33 lbs.

The average copper contents for the Butte district per ton of rock mined is 61.75 lbs.

The average copper contents for the Bisbee district per ton of rock mined is 74.5 lbs.

The average price of copper per pound, over a period of 20 years, from 1891 to 1910, as given by Stevens Copper Handbook, is \$0.13768 per pound.

Of the above mining companies in the district, seven paid dividends during the year 1912, namely: Mohawk Mining Company, Ahmeek Mining Company, Wolverine Copper Mining Company, Calumet & Hecla Mining Company, Osceola Consolidated Mining Company, Quincy Mining Company and Copper Range Consolidated Mining Company. The Isle Royale Copper Company in 1913 paid one dividend of one dollar per share, being the first dividend since its operation, which commenced previous to 1860.

Dividends and Assessments of Lake Superior Mines. In view of the claim that has been made that the Lake Superior Copper District is the richest in the world, the following table, taken from Stevens' Copper Handbook, will be of interest. The table lists something over seventy mining companies that have operated in the Lake Superior Copper District from 1849 to 1910. Of the entire list only fourteen mines have paid back the money invested. If the Calumet & Hecla Mining Company is taken from the list the table will show that, in all those years, the copper industry has just about paid back the money invested in it:

| Company. | Assessments. | 1849-1910 | |
|------------------------|--------------|-------------|--------------------------|
| | | Dividends. | Dr. Balance. Cr. Balance |
| Adventure Cons. | \$ 2,450,000 | \$ | \$ 2,450,000 \$ |
| Ahmeek | 850,000 | | 850,000 |
| Albany & Boston..... | 840,000 | | 840,000 |
| Allouez | 2,225,000 | | 2,225,000 |
| Atlantic | 1,180,000 | 990,000 | 190,000 |
| Arcadian | 1,800,000 | | 1,800,000 |
| Arnold | 810,000 | | 810,000 |
| Ashbed | 40,000 | | 40,000 |
| Aztec | 150,000 | | 150,000 |
| Baltic | 1,800,000 | 6,550,000 | 4,750,000 |
| Belt | 1,300,000 | | 1,300,000 |
| Bohemian | 180,000 | | 180,000 |
| Caledonia | 140,000 | | 140,000 |
| Calumet & Hecla..... | 1,200,000 | 112,500,000 | 111,300,000 |
| Centennial (Old)..... | 1,135,000 | | 1,135,000 |
| Centennial (New) | 1,755,000 | | 1,755,000 |
| Central | 100,000 | 2,130,000 | 2,030,000 |
| Champion | 2,500,000 | 6,600,000 | 4,100,000 |

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| Company. | Assessments | 1849-1910 Dividends | Dr. Balance. | Cr. Balance |
|------------------------|---------------------|------------------------|---------------------|----------------------|
| Cliff (Old) | \$ 111,000 | \$ 2,518,620 | \$ | \$ 2,407,620 |
| Conglomerate | 1,300,000 | | 1,300,000 | |
| Copper Falls | 1,000,000 | 100,000 | 900,000 | |
| Copper Range Cons..... | 2,300,000 | 10,756,526 | | 8,456,526 |
| Delaware | 2,000,000 | | 2,000,000 | |
| Elm River | 1,200,000 | | 1,200,000 | |
| Evergreen Bluff | 225,000 | | 225,000 | |
| Flint Steel | 264,000 | | 264,000 | |
| Forrest | 180,000 | | 180,000 | |
| Franklin | 1,020,000 | 1,240,000 | | 220,000 |
| Hancock | 1,800,000 | | 1,800,000 | |
| Humbolt | 120,000 | | 120,000 | |
| Huron | 240,000 | | 240,000 | |
| Indiana (Old) | 200,000 | | 200,000 | |
| Isle Royale | 2,750,000 | | 2,750,000 | |
| Kearsarge | 180,000 | 160,000 | 20,000 | |
| Keweenaw | 2,800,000 | | 2,800,000 | |
| King Philip | 800,000 | | 800,000 | |
| Lake | 300,000 | | 300,000 | |
| La Salle | 1,000,000 | | 1,000,000 | |
| Mass. Cons | 2,100,000 | | 2,100,000 | |
| Mayflower | 800,000 | | 800,000 | |
| Michigan | 2,000,000 | | 2,000,000 | |
| Miners | 2,000,000 | | 2,000,000 | |
| Minnesota | 456,000 | 1,820,000 | | 1,364,000 |
| Mohawk | 1,800,000 | 2,150,000 | | 350,000 |
| National | 350,000 | 320,000 | 30,000 | |
| New Arcadian | 75,000 | | 75,000 | |
| Nonesuch | 400,000 | | 400,000 | |
| Northwest | 283,000 | | 283,000 | |
| Norwich | 230,000 | | 230,000 | |
| Ohio Trap Rock..... | 150,000 | | 150,000 | |
| Ojibway | 1,008,000 | | 1,008,000 | |
| Old Colony | 1,100,000 | | 1,100,000 | |
| Osceola | 1,700,000 | 9,343,250 | | 7,643,250 |
| Pennsylvania | 126,000 | | 126,000 | |
| Peninsula | 400,000 | | 400,000 | |
| Pewabic | 585,200 | 1,000,000 | | 414,800 |
| Phoenix (Old) | 1,037,500 | 20,000 | 1,017,500 | |
| Phoenix Cons. | 1,350,000 | | 1,350,000 | |
| Quincy | 200,000 | 19,302,500 | | 19,102,500 |
| Ridge | 470,000 | 100,000 | 370,000 | |
| Rhode Island | 1,000,000 | | 1,000,000 | |
| Superior | 100,000 | | 100,000 | |
| Tamarack | 780,000 | 9,420,000 | | 8,640,000 |
| Tamarack Junior | 640,000 | | 640,000 | |
| Tecumseh | 500,000 | | 500,000 | |
| Trimountain | 2,000,000 | 800,000 | 1,200,000 | |
| Toltec | 500,000 | | 500,000 | |
| Victoria | 1,200,000 | | 1,200,000 | |
| Winona | 2,200,000 | | 2,200,000 | |
| Wolverine | 780,000 | 6,300,000 | | 5,520,000 |
| Wyandot | 1,000,000 | | 1,000,000 | |
| Miscellaneous | 10,000,000 | | 10,000,000 | |
| Totals..... | \$79,565,700 | \$194,120,896 | \$61,843,500 | \$176,298,696 |

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Blacklists. The committee has investigated, as thoroughly as was possible, the question as to whether or not the mining companies in the Michigan district or the mine operators had formed any combination or had acted with any concerted plan previous to the present strike, and from such investigation the committee is convinced that, previous to the present strike, there has been no concerted action or combination among the mine managers or operators at any time until after the strike had commenced. Since the strike has been in progress the committee finds that the mine operators have adopted a uniform policy in regard to the recognition of the Western Federation of Miners, and the re-employment of members of that organization.

The committee has also investigated thoroughly the question as to whether or not there existed in the Copper District of Michigan a "blacklist" of any kind, and whether discharge from one company would affect the possibility of obtaining re-employment with some other company. On this point the committee finds that, beyond any question, there has never existed, in recent years at least, any agreement of any kind between the various companies, nor has there existed any blacklist of employees. The committee has found, as a matter of fact, that employees discharged by one company have found ready employment with the other companies, and in one instance found that an employee discharged by a mining captain in one shaft of a mine, within a few days was re-employed by a captain of another shaft of the same mine.

Living Conditions in the Michigan Copper District. Inasmuch as the present strike has brought about a discussion of living conditions in the Michigan Copper District, and various reports, some of which have been grossly exaggerated, have been published, the committee deems it essential to the completeness of its report that it present some of the facts as to the living conditions in Houghton and Keweenaw counties. A number of the statements hereinafter made are statements of facts known to the members of the committee from their own residence in the district, while, in order to obtain other facts, it was necessary to make a thorough investigation, both from the standpoint of the mine operators and the mine workers. The illustrations included in this report of miners' dwelling houses are pictures of typical houses, as far as the committee was able to obtain them.

Housing. In the Michigan Copper District, as in most other

mining camps, whenever a company begins to operate, one of the problems that presents itself is the housing of its men, in most cases the mine location being situated some distance away from any village or city. It has been the policy of the mining companies operating in the Michigan Copper District to build whatever houses were necessary upon their own land and to lease or rent the houses to their employees. In no case is an employee compelled to live in a company house,—on the contrary, because of the very moderate rents that are charged in the Copper Country, company houses are in such great demand that the mining companies have a great many applications for each house. On account of the severity of the winters in the Lake Superior District, dwelling houses are built substantially and with a view toward comfort in extremely cold weather. The type of houses, the rent charged, and the accommodations afforded to the tenants are about the same in all the mining locations. In the early days of the mining industry many of the houses built were log houses, a few of which may still be seen in the various mining locations. Of late years the log houses have gradually disappeared and have been replaced by frame dwelling houses, similar to those in the illustrations. In some instances, where the company has not a sufficient number of houses to accommodate all of its employees and in some instances where employees have desired to own their own homes, the companies have rented lots to employees who have built their own houses thereon.

The following is a table showing the number of houses owned by employees paying ground rent to the company, the usual size of the lots and the annual ground rent for the various companies.

| Name. | No. of Houses Owned. | Size of Lots. | Rent Per Year. |
|-----------------------------------|----------------------|------------------|----------------|
| Mohawk Mining Company..... | 120 | 100x125 | \$6.00 |
| Ahmeek Mining Company..... | None | | |
| Allouez Mining Company..... | 15 | 75x100 | 5.00 |
| Osceola Cons. Mining Company..... | 81 | 50x100 | 5.00 |
| Wolverine Copper Mining Co..... | 64 | 100x100 | 6.00 to 10. |
| Centennial Copper Mining Co..... | 27 | 75x150 | 5.00 |
| Calumet & Hecla Mining Co..... | About 1000 | 60x120 | 5.00 |
| Tamarack Mining Company..... | 30 | 5300 sq. ft. | 5.00 |
| LaSalle Copper Company..... | None | | |
| Laurium Mining Company..... | None | | |
| Franklin Mining Company..... | 30 | 50x125 | 5.00 |
| Oneco Copper Mining Company..... | None | | |
| Quincy Mining Company..... | 202 | 50x100 and up | 5.00 |
| Hancock Cons. Mining Co..... | 2 | 50x100 | 5.00 |
| Isle Royale Copper Company..... | None | | |
| The Superior Copper Company..... | None | | |
| Copper Range Consolidated Co..... | 144 | 50x100 75x100 | 5.00 6.00 |
| Winona Copper Company..... | 36 | 50x100 | 1.00 |

STRIKE INVESTIGATION

Rents. The following is some data with reference to each company as to the houses rented, the size, the rents charged, and the improvements and accommodations to tenants.

The Mohawk Mining Company rents 53 single frame houses, with 5 and 6 rooms and a barn, for \$5.50 per month. It rents 63 double frame houses with ten rooms and a barn for \$5.50 for each side of the house. Water is supplied to the location by wells.

The Ahmeek Mining Company has

- 7—4 room frame dwelling houses at \$4.00 per month.
- 2—4 room frame dwelling houses at \$3.50 per month.
- 20—5 room frame dwelling houses at \$5.00 per month.
- 1—7 room frame dwelling house at \$4.00 per month.
- 28—7 room frame dwelling houses at \$6.00 per month.

Each house has a 12 by 12 barn. There is no water system under pressure but most of the families have piped water from wells to force pumps in their kitchens. The company charges five cents per kilowatt per hour for electric light, and the rent includes the removal of garbage whenever necessary. The company has supplied its employees with fuel, when requested, at the following prices: Pittsburg soft coal in lump, delivered to house, five dollars per ton; four foot hard wood, delivered to house, five dollars per cord. All houses are kept in repair by the company.

The Allouez Mining Company owns 17 log houses for which charges are made as follows:

- 4—5 room log houses at \$2.00 per month.
- 10—5 room log houses at \$2.50 per month.
- 3—6 room log houses at \$4.00 per month.

This company has 66 frame houses which it rents at the following rates:

- 4—4 room frame dwelling houses at \$4.00 per month.
- 8—4 room frame dwelling houses at \$5.00 per month.
- 2—5 room frame dwelling houses at \$4.00 per month.
- 18—5 room frame dwelling houses at \$5.00 per month.
- 2—5 room frame dwelling houses at \$6.00 per month.
- 2—6 room frame dwelling houses at \$5.00 per month.
- 2—6 room frame dwelling houses at \$6.00 per month.
- 2—7 room frame dwelling houses at \$7.00 per month.
- 26—7 room frame dwelling houses at \$7.50 per month.

The rent includes the weekly removal of garbage and the repair of the house. Water is supplied from wells and the company has supplied its employees with soft coal, when requested, at \$5.25 per ton, delivered.

The Osceola Consolidated Mining Company owns 79 log houses for which it charges rent as follows:

- 1— 4 room log dwelling house at \$3.00 per month.
- 61— 5 room log dwelling houses at \$3.00 to \$4.00 per month.
- 12— 6 room log dwelling houses at \$4.00 per month.
- 3— 8 room log dwelling houses at \$5.00 per month.
- 2— 10 room log dwelling houses at \$6.00 per month.

This company owns 267 frame houses which it rents as follows:

- 3— 3 room frame dwelling houses at \$3.00 per month.
- 29— 4 room frame dwelling houses at \$4.00 per month.
- 129— 5 room frame dwelling houses at \$4.00 to \$5.00 per month.
- 65— 6 room frame dwelling houses at \$5.00 per month.
- 41— 7 room frame dwelling houses at \$6.00 per month.

Sixty-five of the above houses are supplied with Lake Superior water from the Calumet Water System, for which a charge of fifty cents per month is made. The other houses are supplied from wells. The rent includes removal of garbage, whenever necessary, and the repair of the house. The company sells to its employees, when requested, scrap wood at two dollars per wagon load, delivered, and steam coal at five dollars per ton, delivered. Wherever electric light is used the charge is ten cents per kilowatt per hour.

The Wolverine Copper Mining Company. This company has one log house of three rooms which it rents at \$3.00 per month. This company has 65 frame houses, from 3 rooms up to 7 rooms in each house, which it rents from \$3.50 per month for the 3-room house up to \$7.00 per month for the 7-room house, or an average of one dollar per room per month. Water is supplied from wells, and the rent includes the removal of garbage and the general repair of the house. This company supplies its employees, when requested, with fuel at the following rates: hard wood at six dollars per cord, soft coal at five dollars per ton.

The Centennial Copper Mining Company owns 4 4-room log houses which it rents at \$2.50 per month and one 5-room log house which it rents at \$5.00 per month. It owns 44 frame houses which it rents to employees at an average rent of one dollar per room, per month. Water is supplied from wells and the company has supplied employees, when requested, with soft coal at five dollars per ton.

The Calumet & Hecla Mining Company. This company owns 40 log houses of 4 and 5 rooms each, which it rents at from fifty cents to \$3.00 per month. The company owns 764 frame houses for

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which it charges an average rent of \$6.74 per month. None of the houses have less than 4 rooms; 425 of the houses have stone foundations and cement floors in the basements. Lake Superior water is piped to each house by the Calumet & Hecla water system, for which there is no charge, and the rent includes the removal of garbage, and the entire repair of the house. This company sells no fuel to its employees except in charity cases, when it is free. The employees who own their own houses, located on lots rented from the company, pay five dollars per year, rental, for the lot, which includes water, taxes and garbage removal.

The Tamarack Mining Company. This company owns 78 log houses and 327 frame houses for which it charges a rental of one dollar per room per month. Most of its houses are supplied with Lake Superior water for which a charge is made of fifty cents per family, per month. Rent includes removal of garbage, and wherever electric light is furnished, a charge of six cents per kilowatt hour is made. This company does not supply its employees with fuel.

The La Salle Copper Company owns 4 log houses for which it charges \$3.00 per month for a 5-room house, and 6 frame houses for which it charges as follows:

- 1—8 room frame dwelling house at \$5.00 per month.
- 2—4 room frame dwelling houses at \$3.00 per month.
- 3—6 room frame dwelling houses at \$6.00 per month.

Water is supplied from wells and the company keeps the houses in repair. The company has furnished to employees, when requested, coal at five dollars per ton, delivered.

The Laurium Mining Company. This company owns no dwelling houses.

The Franklin Mining Company. This company owns 13 log houses for which no rent is charged. It owns frame houses for which it charges as follows:

- 2—3 room frame dwelling houses at \$3.00 per month.
- 12—4 room frame dwelling houses at \$3.00 per month.
- 13—5 room frame dwelling houses at \$4.00 per month.
- 2—6 room frame dwelling houses at \$4.00 per month.
- 19—6 room frame dwelling houses at \$5.00 per month.
- 2—8 room frame dwelling houses at \$5.00 per month.

Rent includes removal of garbage and the general repair of the house. This company has supplied its workmen, whenever requested, with soft coal at \$4.50 per ton.

The Oneco Copper Mining Company. This company has 8 frame houses which it rents as follows:

- 7—5 room frame dwelling houses at \$4.00 per month.
- 1—8 room frame dwelling house at \$5.00 per month.

Water is supplied from wells and rent includes the removal of garbage, when required. Fuel is supplied to employees at cost to the company.

The Quincy Mining Company. This company owns 25 log houses which it rents at \$1.00 to \$2.00 per month. It owns 443 frame houses with 4 to 10 rooms. The latest constructed houses rent at \$1.00 per room per month. The average of all houses is 80c per room per month.

The Hancock Consolidated Mining Company. This company owns no houses. This company is located within the city of Hancock, where most of its employees live. The city has an adequate water system and the company has supplied to its employees, when requested, fuel at cost to the company.

The Isle Royale Copper Company. This company owns 11 4-room log houses which it rents at three dollars per month. It owns 109 frame houses which it rents at an average of one dollar per room, per month. Water is supplied from wells and the rent includes removal of garbage and the general repair of the house. This company has supplied soft coal to its employees, when requested, at five dollars per ton, delivered.

The Superior Copper Company. This company owns no log houses. It owns 16 frame houses which it rents as follows:

- 2—5 room frame dwelling houses at \$6.00 per month.
- 2—6 room frame dwelling houses at \$5.00 per month.
- 12—7 room frame dwelling houses at \$6.00 per month.

All repairs are made at the expense of the company and the water supply is from wells. The company has supplied soft coal to its employees, when requested, at \$4.50 per ton.

The Copper Range Consolidated Company. This company owns no log houses. It owns 607 frame houses, which it rents as follows:

- 4—2 room frame dwelling houses at \$1.50 to \$2.00 per month.
- 14—3 room frame dwelling houses at \$2.00 per month.
- 101—4 room frame dwelling houses at \$2.25 to \$4.00 per month.
- 182—5 room frame dwelling houses at \$3.50 per month.
- 112—6 room frame dwelling houses at \$5.00 to \$7.00 per month.



COMPANY HOUSES RENTED TO EMPLOYEES, KEARSARGE MINE.



LOG HOUSES RENTED TO EMPLOYEES, AHMEEK MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, AHMEEK MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, OSCEOLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, OSCEOLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



LOG HOUSES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, CALUMET & HECLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, AHMEEK MINE.



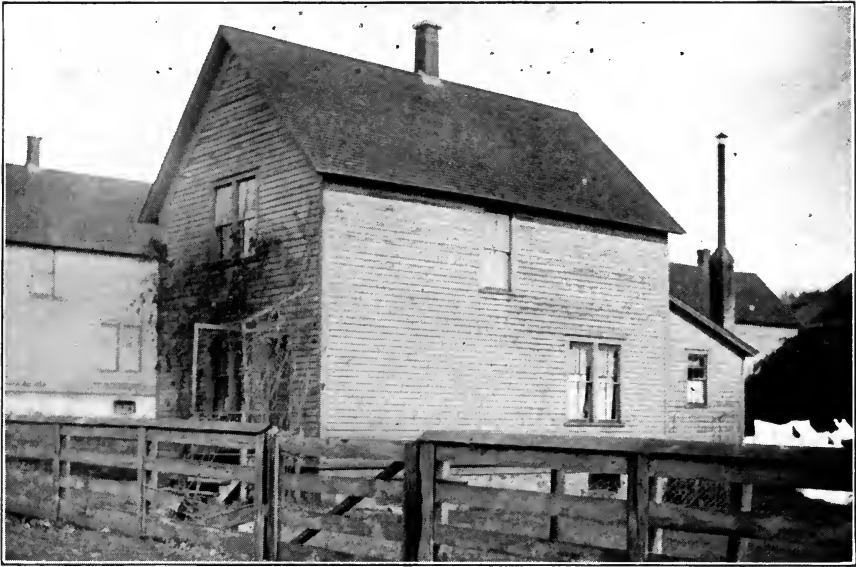
COMPANY HOUSES RENTED TO EMPLOYEES, SOUTH KEARSARGE MINE.



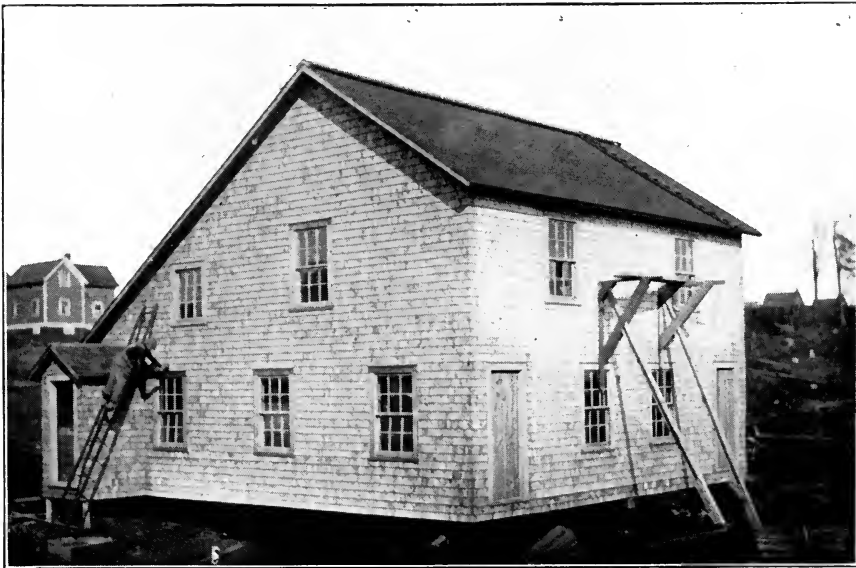
COMPANY HOUSES RENTED TO EMPLOYEES, ALLOUEZ MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, OSCEOLA MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, COPPER RANGE
CONSOLIDATED MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, COPPER RANGE
CONSOLIDATED MINE.



COMPANY HOUSES RENTED TO EMPLOYEES, COPPER RANGE
CONSOLIDATED MINE.

- 93—7 room frame dwelling houses at \$4.00 to \$6.00 per month.
- 89—8 room frame dwelling houses at \$4.00 to \$12.00 per month.
- 1—9 room frame dwelling house at \$12.00 per month.
- 5—10 room frame dwelling houses at \$6.00 to \$10.00 per month.
- 1—11 room frame dwelling house at \$6.00 per month.
- 5—12 room frame dwelling houses at \$15.00 per month.

All houses are supplied with water faucets for which no charge is made. Rent also includes the removal of garbage and the general repair of the house. Where electric light is used a charge of twelve cents per kilowatt hour is made. This company has supplied to its employees, when requested, wood at four dollars per cord and soft coal at \$4.50 per ton.

The Winona Copper Company. This company has five log houses of three rooms each, which it rents at \$2.00 per month. It owns 115 frame houses which it rents as follows:

- 38—3 room frame dwelling houses at an average \$3.30 per month.
- 9—4 room frame dwelling houses at an average \$3.90 per month.
- 11—5 room frame dwelling houses at an average \$4.00 per month.
- 45—6 room frame dwelling houses at an average \$5.95 per month.
- 9—7 room frame dwelling houses at an average \$7.45 per month.
- 3—8 room frame dwelling houses at an average \$15.00 per month.

Water is piped to most of the houses for which a charge of fifty cents per month is made. Electricity is supplied on a sliding scale of ten cents to seven cents per kilowatt hour. Rent includes removal of garbage, whenever necessary, and the general repair of the house. This company has supplied to its employees, when requested, four foot hardwood at \$4.50 per cord.

Company Boarding Houses. None of the companies operate boarding houses.

Company Stores. With the exception of one of the smaller companies, none of the companies operate stores.

The Question of Evictions. During the first month or six weeks of the strike no attempt was made by any of the companies to evict any of the tenants residing in company houses. The first move in this direction was made by one of the companies when it became apparent that the strike was going to last for a considerable time and when the houses were necessary for the men who were working or desired to go to work. At some of the locations men came to the companies who said they were willing to go to work if they could be located within the company lines where they would not be subject to interference or danger, and in order to provide

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places for such men, some of the striking occupants of company houses were notified that they would have to vacate. At the date of this report no attempt has been made to evict with the exception of three or four companies who have taken this step for the reasons above stated. At the present time no workman has actually been evicted.

Comparative Table of Rents Charged in the Michigan and Butte, Montana, Districts.

| Type of House. | Butte. On the flat, one to two miles from city. | In the city. | Michigan. |
|---|--|---|--|
| Four rooms with small or no cellars. These are almost the sole type of houses available for families of miners. | \$15.00 to \$20.00 Includes water. The few that exist are occupied by bosses, \$28.00. | \$17.00 to \$24.00 Includes water. \$30.00 and higher. | \$3.00 for single houses with cel- lars. \$2.50 for 4 room double houses with cellars. Wa- ter included. \$5.00 with cellars includes water. |
| Six room houses. | | | |

Food Costs. Under the heading of living conditions in the Michigan Copper District and of value when considering the wages paid in the Michigan Copper District, will be the following table giving the prices of various food stuffs and staple articles. Inasmuch as the scale of wages that is demanded by the Western Federation of Miners is the scale which is in vogue in the Butte District, Montana, a comparison of prices between the Michigan District and the Butte District is given.

Meats.

| Articles. | Mich. Price Mich. Price. | Butte Price Butte Price. | Butte Price Per Cent. Excess. |
|-------------------------|-----------------------------|-----------------------------|----------------------------------|
| Steak, round | 22c | 28c | 27 |
| Steak, sirloin | 24c | 30c | 25 |
| Steak, porterhouse | 25c | 30c | 20 |
| Pork chops | 22c | 25c | 13½ |
| Veal steak, leg..... | 30c | 35c | 16⅔ |
| Lamb steak | 25c | 35c | 40 |
| Roast beef | 24c | 28c | 16⅔ |
| Legs lamb | 25c | 25c | 0 |
| Hamburger steak | 20c | 25c | 25 |
| Pork sausage | 18c | 25c | 38½ |
| Mutton chops | 20c | 25c | 25 |
| Rib roast beef..... | 22c | 28c | 27 |

Groceries. Actual prices of Michigan Copper District, compared with Butte, Montana, as of late summer and fall of 1913:

| Articles. | Mich. Price. | Butte Price. | Butte Price Per Cent. Excess. |
|---------------------------------|--------------|--------------|----------------------------------|
| Flour, 100 lbs. best..... | \$3.00 | \$3.75 | 25 |
| 60 lbs. potatoes (1 bu.)..... | .75 | 1.05 | 40 |
| Eggs, per dozen..... | .28 | .40 | 43 |
| 100 lb. sack gran. sugar..... | 5.40 | 6.80 | 26 |
| Kerosene oil, per gal..... | .15 | .30 | 100 |
| Lard, 5 lbs. (Silver Leaf)..... | .75 | .90 | 20 |
| Karo syrup, 5 lbs..... | .25 | .35 | 40 |
| Baked beans, best..... | .10 | .12½ | 25 |
| Navy beans, per lb..... | .06 | .08⅓ | 39 |
| Red Kidney beans, lb..... | .06 | .08⅓ | 39 |
| Premium butter, per lb..... | .41 | .45 | 9¼ |
| Barley (Pearl) | .05 | .08⅓ | 66.67 |
| Bran, 100 lbs..... | 1.40 | 1.50 | 7.14 |
| Codfish, per lb..... | .10 | .12½ | 25 |
| Cottolene, 4 lb. tin..... | .60 | .70 | 16⅔ |
| Salmon, 1 lb. can..... | .15 | .20 | 33⅓ |
| American cheese, per lb..... | .22 | .26 | 18.18 |
| Molasses, per gal..... | .45 | .65 | 44.44 |
| English Breakfast Tea, per lb. | .50 | .60 | 20 |
| 1 bu. beets..... | 1.00 | 2.00 | 100 |
| Cabbage, 100 lbs..... | 2.75 | 3.25 | 18 |
| Standard Cereals, per pkg.... | .10 | .12½ | 25 |
| Rolled Oats, 5 lb. pkg..... | .25 | .35 | 40 |
| Tomatoes, 24 cans..... | 2.35 | 2.75 | 17 |
| Standard canned fruits..... | .20 | .25 | 25 |
| Dry raisins, per lb..... | .10 | .12½ | 25 |
| Prunes, per lb..... | .10 | .12½ | 25 |
| Currents, per lb..... | .12½ | .15 | 20 |
| Dates, per 2 lbs..... | .25 | .35 | 40 |
| Bananas, per dozen..... | .25 | .35 | 40 |
| Apples, 1 bu..... | 2.00 | 3.25 | 62½ |
| Chocolate, Baker's, per lb.... | .40 | .50 | 25 |
| Pepper, 16 czs..... | .30 | .40 | 33⅓ |
| Bluing, 1 qt. bottle..... | .10 | .15 | 50 |
| Average Excess..... | | | 34.82 |

Note.—In Michigan a discount of 2 to 3 per cent. on the prices listed above is given when bill is paid. The Butte prices are taken from a store that gives no such discount.

Fuel.

| Articles. | Butte Price. Per Ton. | Mich. Price. Per Ton. |
|----------------|--------------------------|--------------------------|
| Hard coal..... | \$16.00 | \$8.00 to \$8.50 |
| Soft coal..... | 7.00 to 7.50 | 4.50 to 5.00 |

From the above tables it would appear that on a grocery and meat bill of thirty-five dollars, which is fairly approximate for an average miner's bill, there is a saving in Michigan of twenty-five per cent over the Butte prices; in other words, the same articles in Butte would cost \$8.75 more.

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The excess in rent of a four room house in Butte over that of the Michigan District is about fourteen dollars, or a total difference of \$22.75, which in an average month of twenty-four shifts amounts to a difference of almost one dollar per shift.

While the charge for medical service in Butte is the same as that made by the companies in Michigan, the charge in Michigan covers attendance to the family of the miner while the charge in Butte does not.

Welfare Work. The copper mining companies of the Michigan Copper District have uniformly pursued the policy of attempting to look after the welfare of their employees along certain well-defined lines. This committee recognizes the fact that there are two methods of paying wages used by employers of labor. One method, to pay the employee for his day's work, an adequate amount of cash and to assume no responsibility whatever for his living conditions or his welfare when not at work; the other method is to pay the employee for his day's work in cash and in addition thereto to assume the responsibility of looking after his well-being and supplying him and his family with certain conveniences and necessities which assist in promoting his health and happiness. This committee has nothing whatever to say as to the wisdom of either course. The companies operating in the Michigan Copper District have uniformly adopted the second policy, that of trying to do more or less for the welfare of the employees and their families, and, inasmuch as this must all be taken into consideration when estimating the wages to employees, the committee has prepared the following data on the welfare work of the various companies.

Medical Attendance and Hospital Service. All of the companies operating undertake to provide medical attendance and hospital service for their employees and their families. A charge of one dollar per month for married men and fifty cents per month for single men is made for this service. This service includes the attendance of physicians upon the employee and any member of his family, as required, the supplying of all medicines and prescriptions free of charge, and the use of a company hospital when required. This charge also pays for surgical operations for employees or members of their families, whenever necessary. Charges are made by the various companies for hospital service after a certain period of time at moderate rates. The companies have built and equipped

splendid hospitals and have supplied corps of physicians against whom no complaint or charge has been made as far as the committee has been able to ascertain. Without exception the medical attendance and hospital service has gone on to the men on strike during the entire time the strike has been on, without charge. At the present time a new hospital is being erected at Calumet by the Calumet & Hecla Mining Company at an estimated cost of \$250,000. This hospital is to be equipped with every modern appliance conducive to efficiency and the comfort of the patients.

Employees' Aid Fund. At almost all of the mines there have been established Employees' Aid Funds, the purpose being to assist employees in cases of injury or sickness. Employees become members by contributing to the fund monthly. The usual charge is fifty cents per month. The company administers the fund, usually through a committee of the members elected by the members themselves. In some instances, the mining company has donated to the fund an amount equal to that contributed by the men. In case of disability through sickness or accident, the aid fund pays the member a stated amount, usually one dollar per day, during disability, and in case of death, a stated amount is paid to the widow or dependents.

In the case of the Calumet & Hecla Mining Company and its subsidiary companies, the Ahmeek, Allouez, Osceola, Centennial, Tamarack, Laurium, La Salle, Isle Royale and Superior Companies, the aid fund rules were revised on September 1, 1912 (when the Michigan Workmen's Compensation Act went into effect), so as to apply only to cases of sickness or injury incurred not in the course of employment, and all these companies at that time also incorporated a rule that in case of death from sickness or such injuries, the Company would donate two hundred and fifty dollars to the widow or dependents of the deceased.

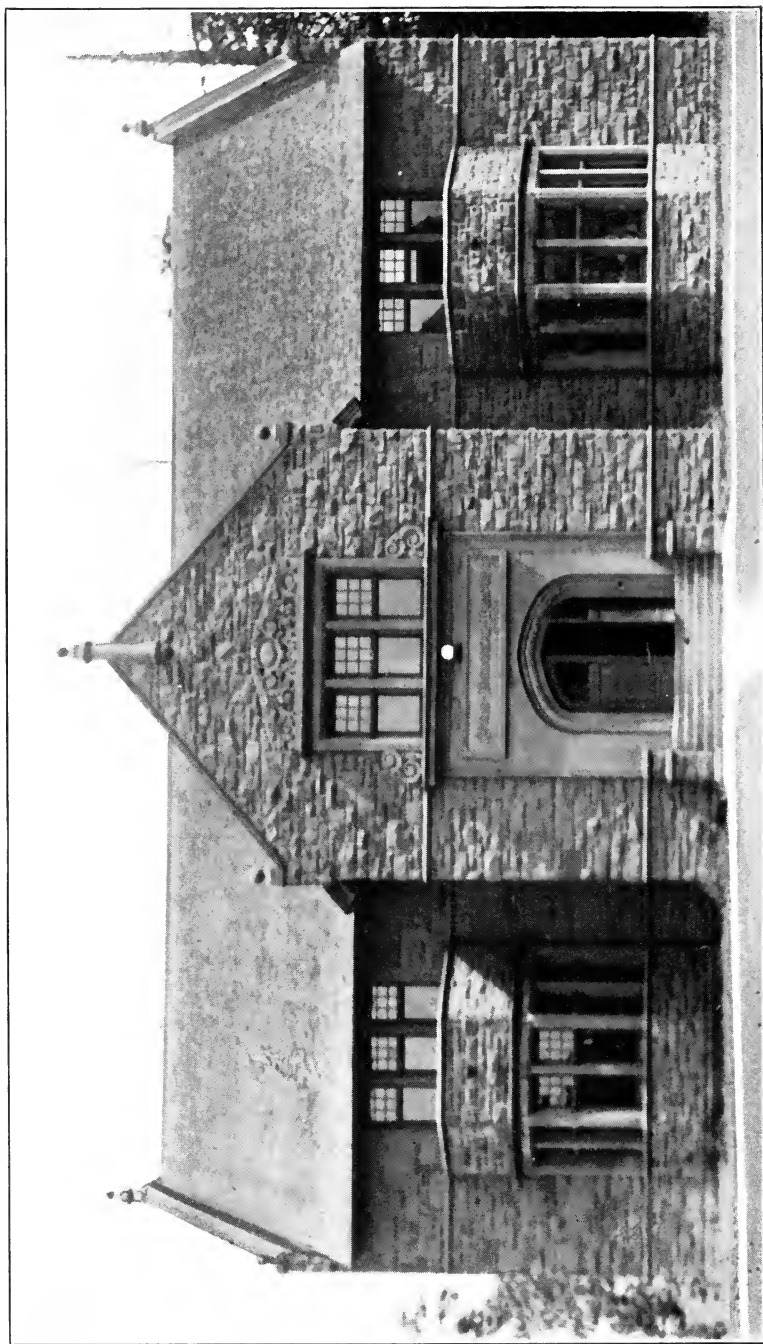
The Calumet & Hecla Mining Company is one of the oldest companies operating in the district and employs more men than any other company. The mine, itself, has been the richest that has ever operated in the Michigan district. For these reasons the Calumet & Hecla Company has carried out the policy outlined above in regard to welfare work to a greater extent than any of the other companies. Most of the companies being younger and having less profitable territory to work have not been able to do as much in the way of welfare work as the Calumet & Hecla Mining Company.

As the present strike seemed to be centered upon the Calumet & Hecla Company and as most of the statements and claims made by the strikers have been directed against that company, the committee has investigated conditions at the Calumet & Hecla mine to a greater extent than at any of the other mines and can give a more detailed history of the welfare work carried on by that company. Some of the institutions maintained by the Calumet & Hecla Mining Company are duplicated by the other companies, but a resumé of welfare work by the Calumet & Hecla Mining Company will give a fair idea of the policy of the mining companies in the Michigan Copper District. The Calumet & Hecla Mining Company maintains the following institutions for the welfare of the employees.

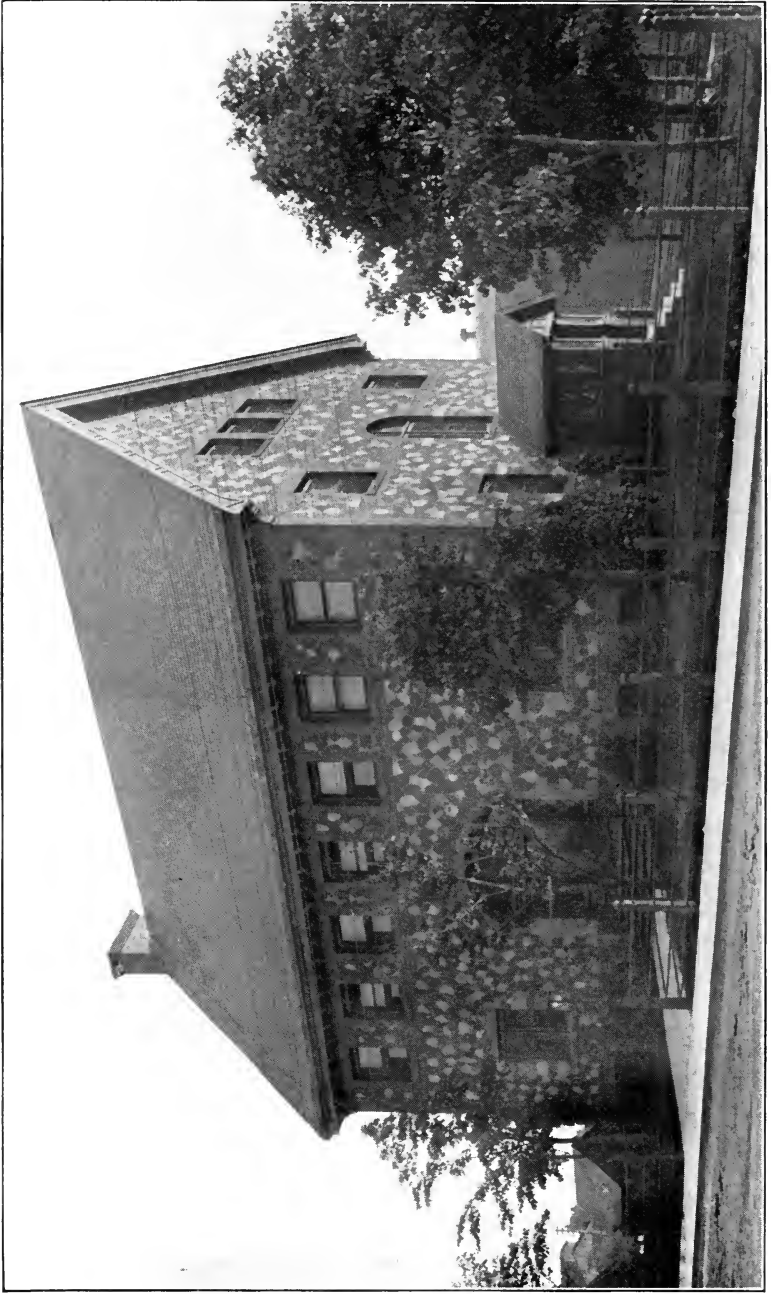
Public Library. The company has built a substantial library building and equipped it with some thirty-five thousand volumes. The books are carefully selected and comprise works in various languages and literature which may be of interest to the employees. The library is free to any resident of Calumet Township, which includes not only the employees of the Calumet & Hecla mine but of several other mines, namely, North Kearsarge, South Kearsarge, Wolverine, Centennial and Laurium, besides the population in the two villages of Red Jacket and Laurium.

Bath House. The company built at a cost of fifty thousand dollars, a modern bath house containing tubs, showers and a swimming pool twenty-six feet by forty feet. For the use of the bath house a charge of two and one-half cents per bath is made, except in the case of the women's department, which is free to women and also children, who must be accompanied by an adult attendant. The charge of two and one-half cents, it is claimed, covers merely the cost of washing the towels and in no way compensates for the operation of the bath house proper. The bath house is designed in two sections to take care of both the men and women of the community.

Pension Fund. In 1904 the Calumet & Hecla Mining Company started a pension fund. Certain employees who had attained the age of sixty years or more and who had been in the company's employ twenty years or more, were retired on a pension proportionate to their length of service and their wages. These pensions have run from nine dollars per month to thirty-eight dollars per month.



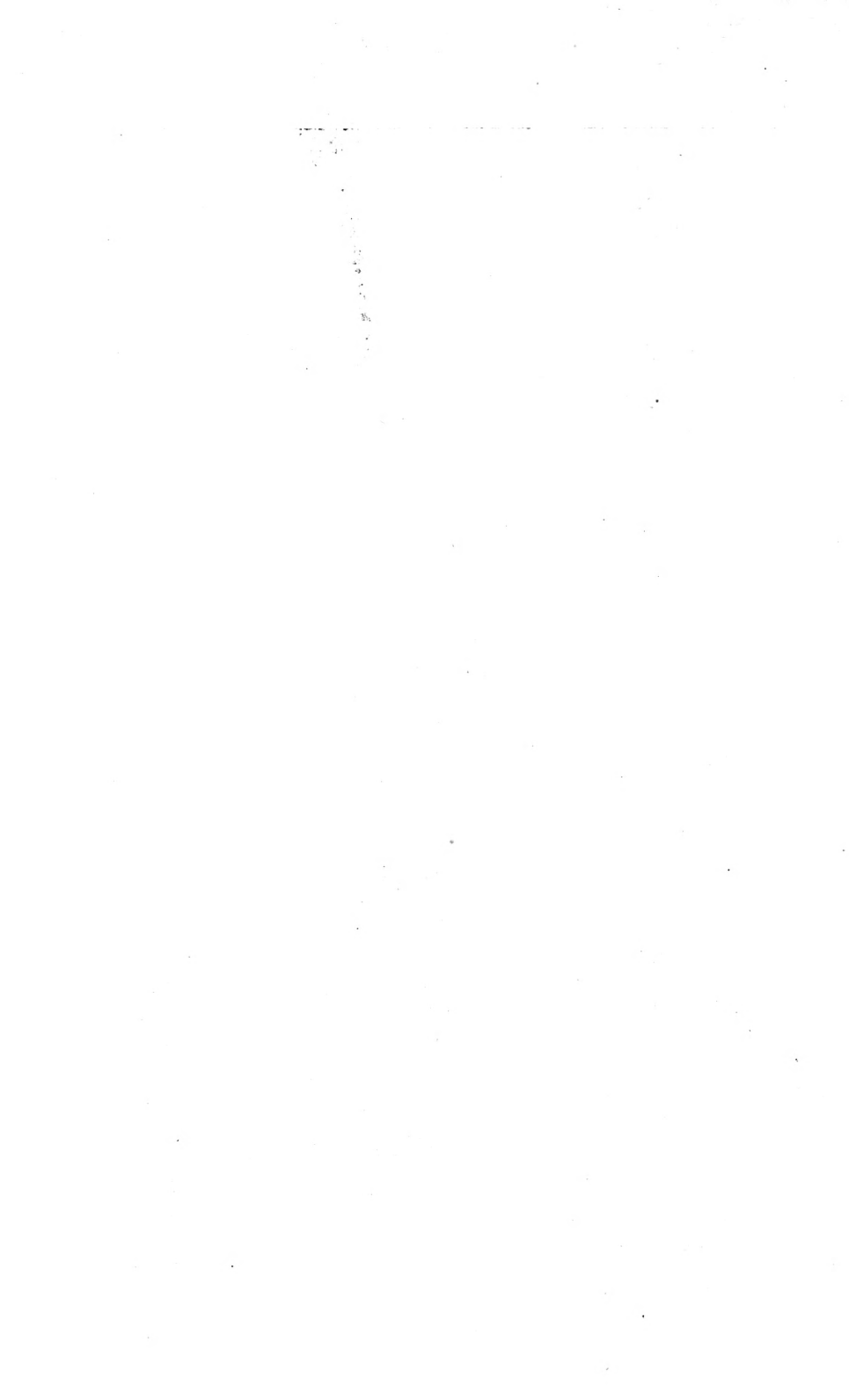
PAINE MEMORIAL LIBRARY, CHAMPION MINE LOCATION



CALUMET & HECLA LIBRARY



CALUMET & HECLA BATHING HOUSE



The total amount paid to date is something over eighty-one thousand dollars.

Free Fuel Distribution. The Calumet & Hecla Mining Company has for many years given free wood, upon request, and in many cases coal when circumstances justified it, to employees who had been unfortunate in any of many different ways, and to any with a very large family to support and no income but the man's wages, and to the widows and orphans of deceased employees. The teaming cost alone of the wood delivered is in the neighborhood of one hundred dollars per month.

Pasturage. Pasturage is furnished free to all employees for one cow, and for each additional cow a charge of one dollar per month is made.

Electric Light. The company has a contract with the local electric light company whereby employees living in company houses are furnished with electricity at a reduced rate, namely, eight cents per kilowatt hour, the regular rate being twelve cents per kilowatt hour. This reduction granted to the Calumet & Hecla Mining Company is given in consideration for the light company's pole lines running over its property.

Voluntary Relief Fund. In May, 1892, the company initiated a voluntary relief fund from which monthly payments to widows or orphans of deceased employees who lost their lives from either sickness or accident while in the employ of the company, were made. The relief fund is started with each widow, whose circumstances seem to require it, shortly after the death of the husband, and continues until it is not necessary. Payments have been made for as long as twelve years in one case, and in one case over twelve hundred dollars had been paid to a widow in less than four years, when she remarried. One hundred and eighty widows or orphans (only a few of the latter) have been paid from this fund, to date, \$29,292.00.

Churches and Schools. The Calumet & Hecla Mining Company, as well as the other mining companies operating in the district, have donated liberally to the churches in the community. In the Calumet district there are some thirty odd churches to which the company has contributed the sum of \$35,762.00. The companies

have also given free sites for all churches on their locations, and in Calumet the Calumet & Hecla Mining Company has given a free site to the Young Men's Christian Association and has also made a donation to the association.

The Calumet & Hecla Mining Company has built and now owns ten school buildings which it rents to the school district at Calumet at a moderate rental. It has built and equipped a high school and manual training school which is the equal of anything in the state. The cost of these school buildings and equipment is in excess of \$350,000.00 and the rental charged amounts to a trifle over three per cent per annum on the investment. Other companies operating in the district have assisted in the upbuilding of the school system to a proportionate extent.

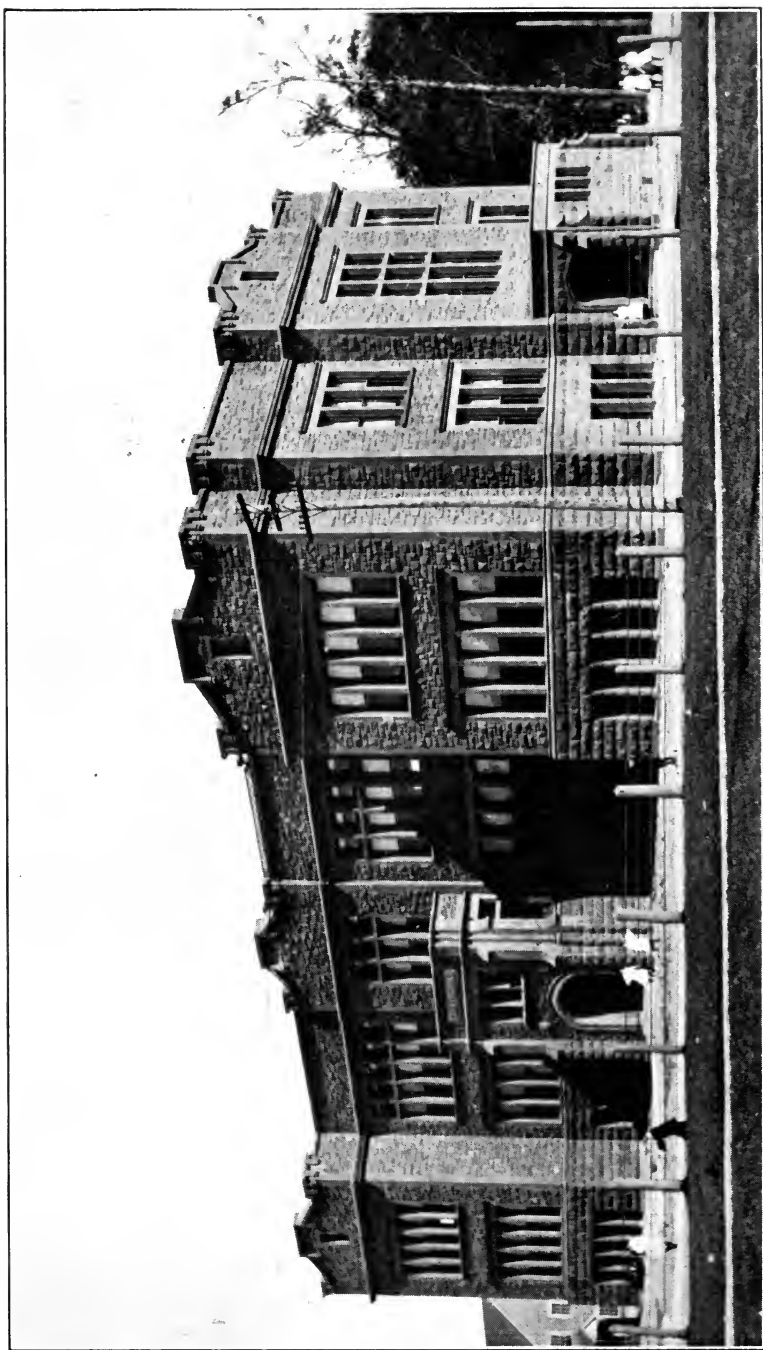
The Calumet & Hecla Mining Company, many years ago, organized and equipped the Calumet & Hecla band, which has almost a nation-wide reputation. During the summer months this band gives open-air band concerts in the various mine locations in the two counties.

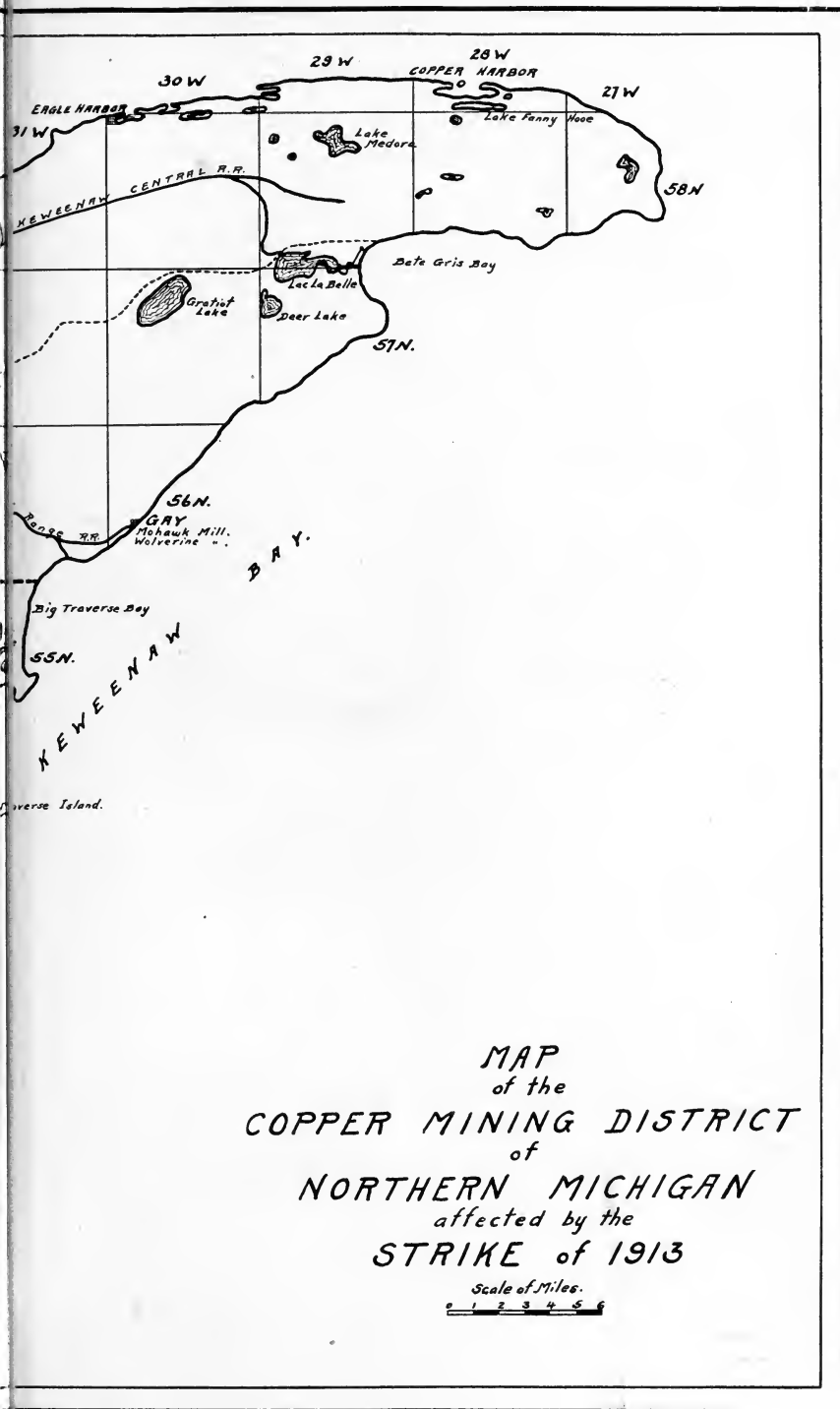
The Calumet & Hecla Mining Company has built and equipped at a cost of \$33,398.66, a large armory for the use of the Michigan National Guard, which it rents to the state at an annual rental amounting to 3 per cent on the investment.

Club Houses. The committee was shown plans for club houses for the employees of various companies which had been determined upon long before the strike took place. These club houses are to be built for the purpose of giving the men a place in which to spend their leisure time and are to be equipped with bowling alleys, reading rooms, card rooms and meeting halls. The committee has been informed that the building of these club houses will go forward regardless of the present strike.

Safety Measures. In the course of the investigation made by the committee it was made quite apparent that the managements of the different mines have given considerable attention to the problem of prevention of accidents. Mining is, of course, a hazardous enterprise, and it is a generally accepted fact by those in control of the mining industries, that the matter of safeguarding the employees is a good and sound business policy. The committee was particularly impressed by the efforts made by some of the managements to convince all of their employees, bosses and workmen of

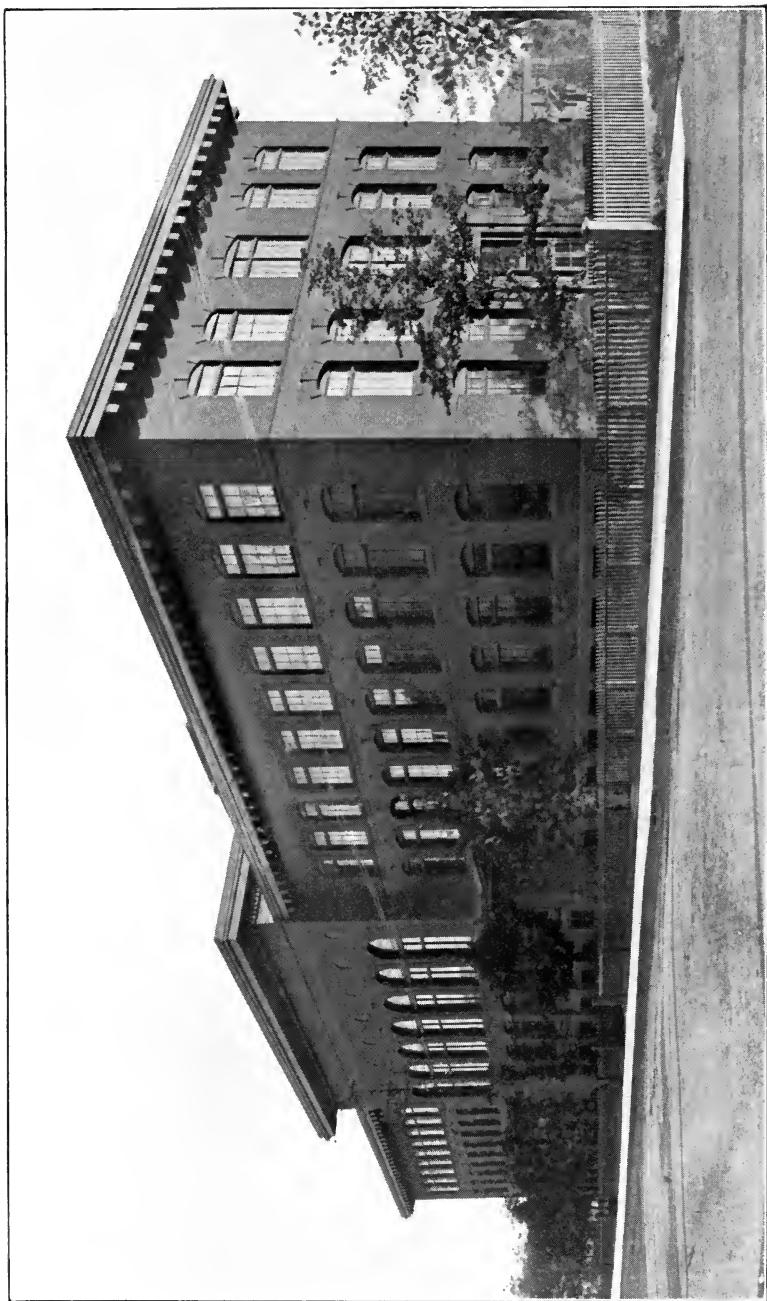
HIGH SCHOOL, CHAMPION MINE LOCATION



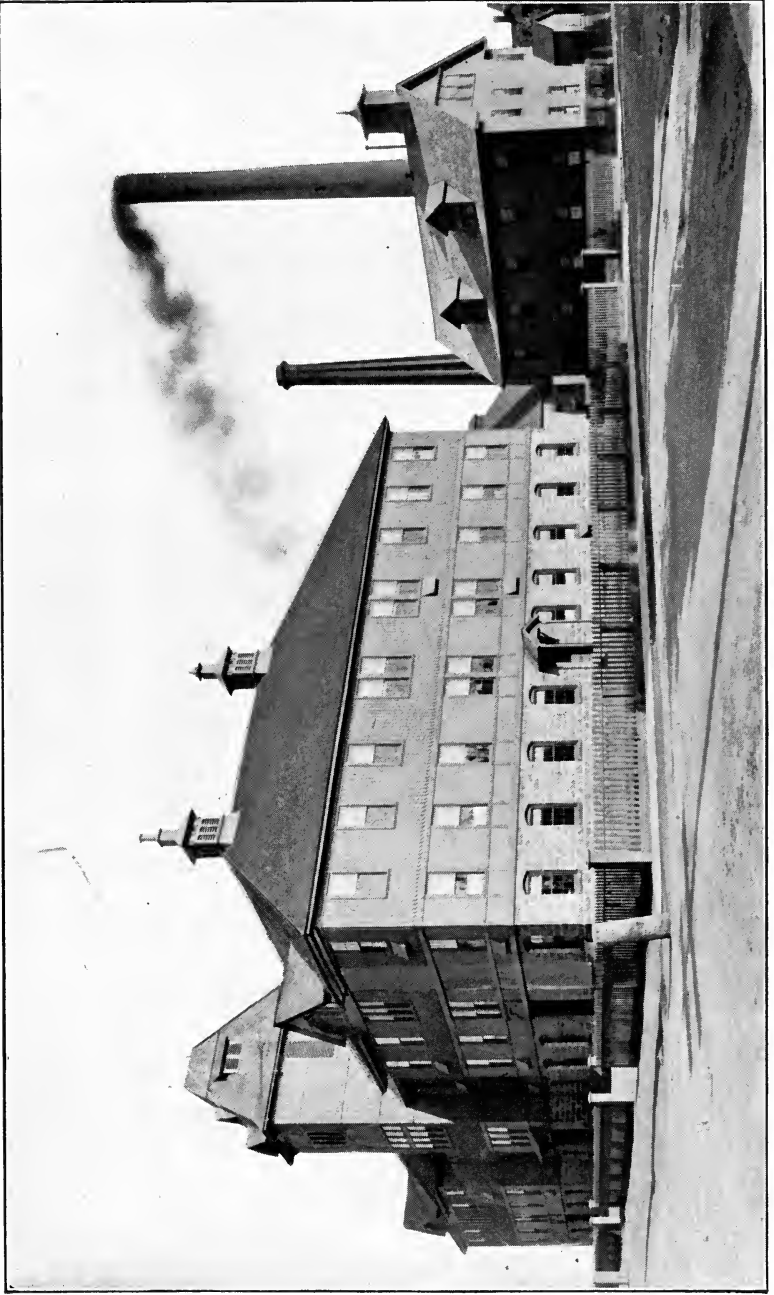




TYPICAL GRADE SCHOOL



MANUAL TRAINING AND HIGH SCHOOL



SCHOOL, CALUMET & HECLA LOCATION

all degrees, of the importance of taking proper precautions to prevent accidents. Following are samples of slips which were sent out with the pay checks to all employees of a number of companies at different times, impressing upon them the necessity for care and the fact that the company desired above all things to make safety the first consideration. In addition to this all of the officers and bosses are instructed to urge upon them at all times the necessity for keeping in mind the idea of "Safety First." The committee is convinced that the mining companies of the copper district of Michigan are trying to do everything to make this industry as safe for its employees underground as is possible.

What would it mean to you, and your family, if the hazard of accident in your working place was reduced by one-half?

The management and your boss are willing, and trying, to do their part.

You and your fellow-workmen can help a lot to accomplish such a condition.

**Think and Act—"SAFETY FIRST."
Better cause a delay than an accident.**

WHY TAKE A CHANCE? *Join the movement for "Safety First" today, then note the reduction in accidents.*

Thank the other fellow when he calls your attention to a dangerous condition connected with your work, and don't fail to call the attention of your fellow-workmen to the dangers you see.

*Warn everybody and get word to the person whose duty it is to **Make Safe**. Oft times you can make a dangerous situation **Safe** in less time than it takes to tell about it.*

Show an interest in the other fellow's life and limb, and he will assist you in safeguarding yours.

Exercise of care to prevent accidents is a duty you owe to yourself and your fellow employes.

Don't hesitate to call attention to defects in or around the mine or to the carelessness of fellow-employes.

**Cause a DELAY if you must,
but not an ACCIDENT.**

The Present Strike. In the early part of July of this year, each mining company operating in the district received a notice, of which the following is a copy :

COPPER DISTRICT UNION
WESTERN FEDERATION OF MINERS.
Box 217.

Hancock, Mich., July 14, 1913.

To the Lake Copper Company, Lake Mine, Ontonagon County, Mich.
C. K. Hitchcock, Superintendent.

Gentlemen: Your employes, organized into local unions of the Western Federation of Miners, have decided by referendum vote to ask that you meet their representatives in conference on some day during this month for the purpose of discussing the possibilities of shortening the working day, raising the wages and making some changes in the working conditions.

The men working in and around your mines are dissatisfied with wages, hours and other conditions of employment. Realizing that as individuals they would not have sufficient strength to correct those evils or to lessen the burden placed upon them, they have organized into the local unions of the W. F. M., and through the local unions they have formed one compact body of the whole Copper District with an understanding and hope that from now on they may be enabled to sell their labor power collectively, with greater advantage for themselves as well as their employers.

While the men have decided that they must have greater remuneration for their services, and that the working day must be shortened, it is not their nor our desire that we should have a strike with all the sufferings that it is bound to bring to the men, to the employers and to general public. On the other hand we earnestly hope that the questions that have arisen between us would be settled peacefully with fairness and justice to both sides. Should you have the same feelings, we believe that the friendly relations that have existed between you and your employes in the past will continue in the future.

However, should you follow the example given by some of the most stupid and unfair mine owners in the past, the men have instructed us by the same referendum vote, to call a strike in all the mines owned and controlled by your company.

We deem it unnecessary to set forth the facts and reasons for the

demand for higher wages and shorter hours and other things, as we intend to do that in the conference, should you be fair enough to meet us.

We hope you realize that labor has just as much right to organize as capital, and that these two forces, Labor and Capital, while their interests are not identical, must get together and solve the problems that confront them.

We expect to have your answer not later than the 21st of this month. If you agree to meet us, our representatives will be ready for a conference on any day and at any place that you may choose; provided that you do not set the day any later than the 28th of this month.

Your failure to answer this letter will be taken as a proof that you are not willing to meet us and to have the matters settled peacefully.

Hoping to hear from you soon, we remain,

Respectfully yours,

(Signed)

C. E. HIETALA,
Secretary of Copper District
Union No. 16 W. F. M.
DAN SULLIVAN,
President of Copper District
Union No. 16 W. F. M.

All communications should be addressed to C. E. Hietala, Box 217, Hancock, Mich.

From information furnished by the mine managers, it appears that none of the mine managers replied to the notice. On the twenty-third of July the present strike commenced, when a large part of the day shift men at each of the mines did not appear for work. The committee, for the sake of completeness, would like to be able to give statistics as to the number of men in the employ of each company who belonged to the Western Federation of Miners at the time the strike was called, and also the number of members of the Western Federation of Miners at each mine who voted in favor of the strike. For the reason set out in the beginning of this report this information is not forthcoming. Conflicting claims have been made by the officials of the Western Federation of Miners and the mine operators. The officials of the Western Federation of Miners claim that a very large percentage of all the men employed were members of the union before the strike and voted in favor of the strike,—the mine operators claim that but a small percentage were members of the Western Federation of Miners before the strike.

One of the mine managers, Mr. Denton of the Copper Range Consolidated Company, after receiving the notice above mentioned, made a poll of the employees of the company and each man was asked two questions. One question was, "Are you a member of the Western Federation of Miners?" The second question was, "Do you give the Western Federation of Miners the right to repre-

sent you in calling a strike?" Out of 2,495 men who answered these questions, 171 answered in the affirmative to both questions and 2,324 answered in the negative to both questions. The results of this poll are given by the committee not as determining anything, but as a bit of evidence that may be taken for what it is worth.

At several of the mines, including the Calumet & Hecla, the Quincy, the Franklin, the Winona and the Copper Range Consolidated, many men reported for work on the evening of the twenty-third for the night shift, and at some of the mines work continued for a day, in one instance for two days after the strike commenced. Within two days, however, all underground work had ceased entirely in practically all the mines.

Calling Out of State Troops. The beginning of the strike was attended with violence, especially at Calumet, and the Copper Range towns. A considerable number of employees and deputy sheriffs, who had been sworn in to guard the various properties, were assaulted, the entire deputy force of the county was disorganized and the sheriff left without an adequate force to cope with the situation. These facts are substantiated by the action of the sheriff of Houghton county in appealing to the governor of the state for the aid of state troops in restoring peace and stamping out lawlessness, which appeal was sent in during the night of July twenty-third. On the twenty-fourth, as it was reported to the governor that the acts of violence of the night before were continuing, the entire Michigan National Guard was ordered to the Copper Country. This committee has no hesitation in saying, from its investigation and from the personal knowledge of the members of the committee, that the governor of the state was absolutely justified in dispatching the state troops to the Copper Country at the time when he did, and this committee has nothing but words of the highest commendation for the prompt action which the governor took at that time.

Pumping Stopped. For some time after the commencement of the strike, underground operations of every kind were discontinued at the various mines, the pumps were idle and the mines were gradually being flooded with water. At some of the mines even the operation of the fire pumps was stopped, leaving communities without fire protection. This has been true of Mohawk and Ahmeek. At Ahmeek the fire pumps operated by the Ahmeek Mining Com-

pany afford fire protection to the incorporated village of Ahmeek and the location called Copper City.

The committee does not undertake to say whether or not any of the violence of the early days of the strike can be charged directly to the Western Federation of Miners. It is undoubtedly true, however, that the stopping of the pumps in the Ahmeek mine was by the order of the Western Federation of Miners. This is proven by the fact that when it became known that the fire protection had ceased in the village of Ahmeek, the superintendent of the Ahmeek Mining Company was served with a written permission to operate its fire pumps, which was given in the following form:

[SEAL] (Keweenaw Miners' Union)
 (No. 129 W. F. M.)
 (Organized May 25, 1913)
 Ahmeek, Mich., July 26, 1913.

Mr. S. Russ Smith, Sup't., Ahmeek, Mich.

Dear Sir: In behalf of the Western Federation of Miners, you are hereby authorized to keep sufficient pumps operating for the purpose of Fire Protection, and the Electric Light Plant running. In case you determine that two men are not sufficient you are authorized to hire four (4).

JOHN DUNNIGAN,
 WILLIAM WILLIAMS,
 DOLPHUS LITTLE,
 JAMES ROWE,
 JAMES PAULL,
 ANTON PECHAUER,

Committee.

About the same time the superintendent of the Allouez Mining Company, having called upon the sheriff of Keweenaw County for protection in guarding or removing some thirty-five thousand pounds of dynamite, which were stored in a powder house at Allouez, was served with a written permission to remove the same, which was given in the following form:

Ahmeek, Mich., July 28, 1913.

Mr. Fred Ridley, Ass't Superintendent, Allouez Mining Company, Calumet, Michigan.

Dear Sir: In behalf of the Local Union of the Western Federation of Miners, you are hereby authorized to employ men and teams that may be necessary for the removal of the powder from the Allouez Mining Co.'s Powder magazine, in Allouez, to some place outside of Keweenaw Co.

JOHN DUNNIGAN,
 W. L. WILLIAMS,
 DOLPHUS LITTLE,
 JAMES PAULL,
 E. JAMES ROWE,
 ANTON PECHAUER,

Committee of Local Union W. F. M.

STRIKE INVESTIGATION

These facts, at least, indicate that the Western Federation of Miners or the Ahmeek Local had some influence in driving away the employees of the various mines.

Strong efforts were made by the different mine managers to commence the operation of the underground pumps, and within a few days, at several of the mines, the pumps were again going and the water was being lowered. However, in some mines the pumps have never been permitted to be operated. This is true especially of the Mohawk mine.

Number of Men Now at Work. From the time work was first recommenced at some of the mines, the number of men employed has gradually increased until at the date of this report, October 8, 1913, there are working at the various mines, the following number of men:

| Mine. | Total Working. | Underground. |
|-----------------------|----------------|--------------|
| Mohawk | 25 | ..... |
| Ahmeek | 46 | 10 |
| Allouez | 40 | 14 |
| N. Kearsarge | 28 | 11 |
| Wolverine | 24 | 3 |
| S. Kearsarge | 72 | 45 |
| Centennial | 61 | 26 |
| Calumet & Hecla..... | 3442 | 1340 |
| Tamarack | 110 | 14 |
| La Salle | 23 | 4 |
| Franklin | 32 | 2 |
| Quincy | 511 | 235 |
| Hancock | 38 | 12 |
| Isle Royale | 101 | 53 |
| Superior | 68 | 37 |
| Copper Range Con..... | 786 | 263 |
| Winona | 38 | 10 |
| Total..... | <u>5445</u> | <u>2079</u> |

Re-Employment of Labor. As the district for some time previous to the strike was suffering a shortage of labor, the committee is informed that it will be necessary, in order to bring the number of employees up to the normal force, to give employment to considerable more men than were working on the day before the strike. A few of the companies are at the present time taking into their employment outside labor which is coming into the district. This, however, to a limited extent. For some time previous to the strike there existed a shortage of labor in the Copper Country. It is estimated from figures obtained at the various mines that they were operating with about 1,500 men short of normal force. In addition

to this, it is estimated, that when the strike commenced, fully 2,000 men left the district, and, therefore, as nearly as the committee can ascertain from the various mine managers, if the men on strike desire to go back to work, there will be plenty of opportunity for them to obtain their old positions. This statement is made with the reservation, however, that the various managers declare that they will not re-employ certain of their old employees who have taken part in any violence or criminal action during the days of the strike.

Imported Guards. As many charges have been made that the mine managers have imported strike breakers and gun men, also known as Waddell men, to break the strike, the committee thought it wise to investigate this feature and as a result of that investigation present the following facts.

The first outside men employed in the strike district were employed by the sheriff of Houghton County, with the approval of the Board of Supervisors. These men were employed through the Waddell-Mahon agency, and the committee is informed by the sheriff that the reason for the employment of these men was as follows: At the beginning of the strike the entire deputy force of the county was disorganized and practically disbanded. There were few deputy sheriffs who were of any use in enforcing the law. It became necessary to organize, in the quickest possible time, this force of deputies in such a way as to make it effective. As time was important, the sheriff employed certain experienced men to undertake the work of organizing the deputy force. At Calumet four men were located who took charge of the force of deputies and within a short time brought order out of chaos. One or two men were stationed at each locality to act in conjunction with local deputies. A certain number of these men were stationed, at the request of citizens, by the sheriff, at places in the various villages, such as banks and newspaper offices. The largest number of these men employed by the sheriff at any one time was fifty-two. At this time none of the mining companies had employed any outside men of any kind. Later on during the strike, when a removal of a portion of the troops was undertaken, some of the companies hired a few of these men to act with the local deputies in guarding their properties. The Copper Range Consolidated Company has employed from time to time some of these men, the largest number at

any time being thirty-two. The Quincy Mining Company has employed from time to time some of these men, the largest number at any time being twenty-eight. The Calumet & Hecla mine and its subsidiaries, the Hancock, the Mohawk, the Wolverine, the Franklin and the Winona have not employed any of the so-called Waddell men. Within the last week the Ahmeek Mining Company employed twenty-five men from another agency to act as mine guards, the Ahmeek Mining Company being situated in Keweenaw county where at the time of this report there had been no organization of the local deputies and where it became necessary to employ outside guards if operations were to be commenced.

The above facts in regard to the men employed by the sheriff of Houghton county, are taken from the records of the sheriff of Houghton County, and of the supervisors' meetings of Houghton county. The facts in regard to the number of men employed by the mining companies are given as stated by the managers of the various companies, and as shown by the pay-rolls of the various companies. At the present time there are in the employ of the sheriff of Houghton County, thirty-one men from outside agencies.

Injunction. On the twentieth day of September a bill of injunction was filed by the mining companies against the Western Federation of Miners and all of its members, in the Circuit Court for the Twelfth Judicial Circuit. At the same time an application was made to the Circuit Judge for a temporary injunction. This injunction was issued and, in brief, restrained the Western Federation of Miners, the various local unions and all of their members from in any manner interfering with, molesting or disturbing workmen in the employ of the companies or those who might desire to work, by way of threats, personal violence or intimidation, from picketing in and about the vicinity of the mines, from interfering with free access of employees from their homes to the mines and the free return to their homes, from gathering and parading in large numbers in the vicinity of the mines during the morning and evening hours when employees are going to or returning from their work.

Previous to the time the injunction was issued, it was customary for the strikers to parade at the various mining locations during the early morning hours when the workmen were going to their work, and a number of clashes had taken place in the streets of the

various villages and mining locations. The state troops were on duty at these places during the hours when the parades took place and undoubtedly prevented the greater portion of the rioting and lawlessness. Numerous arrests had been made but very few cases had been brought to trial, and of those brought to trial but a very limited number had resulted in convictions. After the injunction was issued there ensued a period of comparative quiet as it appeared that the injunction was very generally obeyed. With a few exceptions the early morning clashes between the strikers and non-strikers was done away with and the community had assumed, to some extent at least, the aspect of having some respect for law and order. Application was immediately made by the Western Federation of Miners, through its attorneys, for the dissolution of the injunction, and on Monday, the twenty-ninth of September, the matter was brought on for hearing and the injunction was dissolved. With the dissolution of the injunction the rioting and lawlessness of former days was repeated with increased vigor. Parades and picketing were resumed and in Keweenaw County, where the Allouez, Ahmeek and Mohawk mines are located, a state of lawlessness broke out which absolutely baffled the civil authorities.

Necessity for Troops in Strike Zone at Present Time. On Monday evening a railroad train, conveying men to the Ahmeek mine, was attacked by rioters and stones and many shots were fired and the train was compelled to run back to Calumet without delivering the men. The men were sent to Ahmeek on Tuesday morning at an early hour in automobiles. The distance from Calumet to Ahmeek is about seven miles. The distance from Allouez to the Ahmeek Location where the men were delivered, is two miles. Between these two points the automobiles were fired upon, both on their way down and also on the way back when empty except for the chauffeurs. On Wednesday morning, at an early hour, an automobile, containing four men who were going on a hunting trip, ran through a fusillade of shots on the way from Allouez to Ahmeek, many of which lodged in the car and some of which struck the occupants of the car, without, however, doing them much damage.

The sheriff of Keweenaw County called a special meeting of the Board of Supervisors for the purpose of ascertaining what might be done in order to cope with the situation. As a result of the meeting a message was sent to the governor of the state informing him

of the state of affairs in Keweenaw County and appealing to him for help. Additional troops were dispatched from Houghton County to Ahmeek at once, and at the present time the militia seem to have the situation in hand.

On Monday morning, the sixth of October, an employee of the Ahmeek Company, while on his way to work, was stopped by ten men and requested to show his union book. On replying that he had no book one of the men attempted to take hold of him and he broke away and ran. As he was running he was fired upon twice, the second shot taking effect and passing through his hip. As he fell the ten men ran away, leaving him lying on the ground.

These instances are given by the committee merely as an indication of the situation in the Copper Country and as tending to show the necessity for the presence of the Michigan National Guard in the first instance, and the absolute necessity of maintaining at least a portion of the National Guard in the strike district at the present time.

Conduct of Troops. In connection with the foregoing the committee wishes to emphasize its approval of the action of the governor of the state in keeping the state troops in the Copper Country during the strike, and takes occasion at this point in its report to commend most highly the efficiency of the National Guard and the conduct of the men and officers stationed in the mining district. Reports to the contrary notwithstanding, the conduct of both men and officers has been exemplary and the committee feels that the state of Michigan can feel proud of the men of the National Guard who have done service in the Copper District during the present strike.

Action by Civil Authorities. Without any intention of unduly criticising the civil authorities of either county, the committee still feels that the action of at least a portion of the county officers leaves much to be desired. In many instances, after serious rioting, no arrests whatever have been made. With all the disturbance and use of firearms that has gone on in Keweenaw County during the last week, as far as the committee has been able to ascertain, not one arrest has been made. In Houghton county, while many arrests have been made, the results, as far as any influence on the suppression of lawlessness is concerned, have amounted to nothing. During the course of the strike there have been many arrests made. Of the number arrested, but a few have been tried. Some five or six

have been found guilty, and of the remainder many cases have been dismissed and many cases are still pending. In most every instance, those arrested have been released on a moderate bail and in a number of instances persons have been arrested two or three times and released each time on a moderate bail. The committee states these facts not as a direct criticism of the officers but as further tending to show the inability of the civil authorities to handle the situation and the necessity for maintaining the National Guard in the strike district.

Labor Conditions. The committee, in addition to investigating the facts relative to living conditions in the copper district, the history of the strike and the necessity for maintaining the troops and other data hereinbefore given, have gathered considerable data in regard to the various demands and grievances upon which the Western Federation of Miners seems to have based the strike. No definite demand, outside of the notice served upon the various companies, as given hereinbefore, has been at any time made upon any of the companies setting out the particular grievances or the living or labor conditions which it is sought to remedy by this strike. However, from the public prints, from talks with the various persons belonging to the union and from the pages of the official sheet of the Western Federation of Miners, the "Miners' Bulletin," the committee has ascertained that the following demands and grievances constitute the basis upon which the strike is being carried on.

Demands.

1. A demand for the recognition of the Western Federation of Miners.
2. A demand for either the abolishment of the one-man drill or the working of two men on each drill.
3. A demand for a minimum wage of three dollars for trammers and three dollars and fifty cents for miners.
4. A demand for an eight-hour working day.

Grievances.

1. The claim that men are not treated with justice and decency by the petty bosses employed in the mines.
2. That the men have no adequate way of presenting grievances to the various mining managers without incurring the dis-

pleasure of the minor bosses and undergoing discrimination and possible discharge for making complaints.

The committee has tried to investigate and ascertain the facts, as far as they can be obtained, with relation to the foregoing demands and grievances, and presents the same herewith.

1. Recognition of the Western Federation of Miners. This has already been touched upon in the first part of this report. The record of the Western Federation of Miners upon which the mine managers base their refusal to treat with that organization, is a matter of history which the committee can not elaborate upon. Whether the mine managers are justified in the stand they have taken relative to recognition of this organization is one which must be left to public opinion. The fact remains, and the committee is thoroughly convinced of this, that the mine managers of the Copper Country District of Michigan will not recognize the Western Federation of Miners and therefore any further discussion of that subject would be useless.

2. The One-Man Drill. It is claimed by the Western Federation of Miners and its members that the one-man drill, so-called, has placed a burden upon the miners in the copper mines of Michigan which is not commensurate with the wages paid. In this connection, in order to clarify the situation, it may be stated that drilling originally was done by hand. The purpose of the drill in mining work is to drill holes into which the powder is afterwards charged for blasting. In the early days of mining this work was done by two or more men, one of the men holding the drill while other men acted as strikers. As the mining industry developed, a power drill was introduced which was operated by two men. The introduction of the first powder drill operated by two men met with the same resistance which is now being offered to the one-man drill. The claim was made that it would put a great many men out of employment, which same claim is also made at the present time in reference to the one-man drill.

It may be stated generally that in the Lake Superior Copper District the average copper contents of the rock decreases with depth. This has been the history of the district and the cost of mining increases proportionately with depth. As has been shown briefly in this report by tables, the Michigan Copper mines are operating with rock carrying lower copper contents than the other

copper mining districts of the United States, and the Michigan copper mines are operating at greater depth and consequently at greater cost than the other copper mines of the United States. In order to compete with the other copper districts of the United States, the above facts have made it absolutely imperative that the mines of Michigan should be operated with the closest economy. The committee believes that the tables, hereinafter given, of wages paid in the Michigan Copper District will demonstrate the fact that the operators in Michigan have attempted to practice their greatest economy in the way of improved machinery and equipment and the greatest step that has been made in this direction in recent years is the installation of the one-man drill. The standpoint of the operators in regard to the one-man drill can not be given any more clearly than in quoting from a statement made by the superintendent of one of the mines, as follows:

"The necessity for further close economy in the operation of our mines forced us to go into the market for a more efficient drilling machine and, if possible, a machine that could be operated with one man, as compared with two, which was standard practice. After about eighteen months of experimenting we adopted our present machine. Our intention was to divide the benefits accruing to us from the use of the one-man machine with the men. This benefit to take the form of higher wages to machine operators (called miners). That we have carried out this plan is shown by the following table, which shows the increase in wages to the men operating one-man drills over wages made when operating two-men drills.

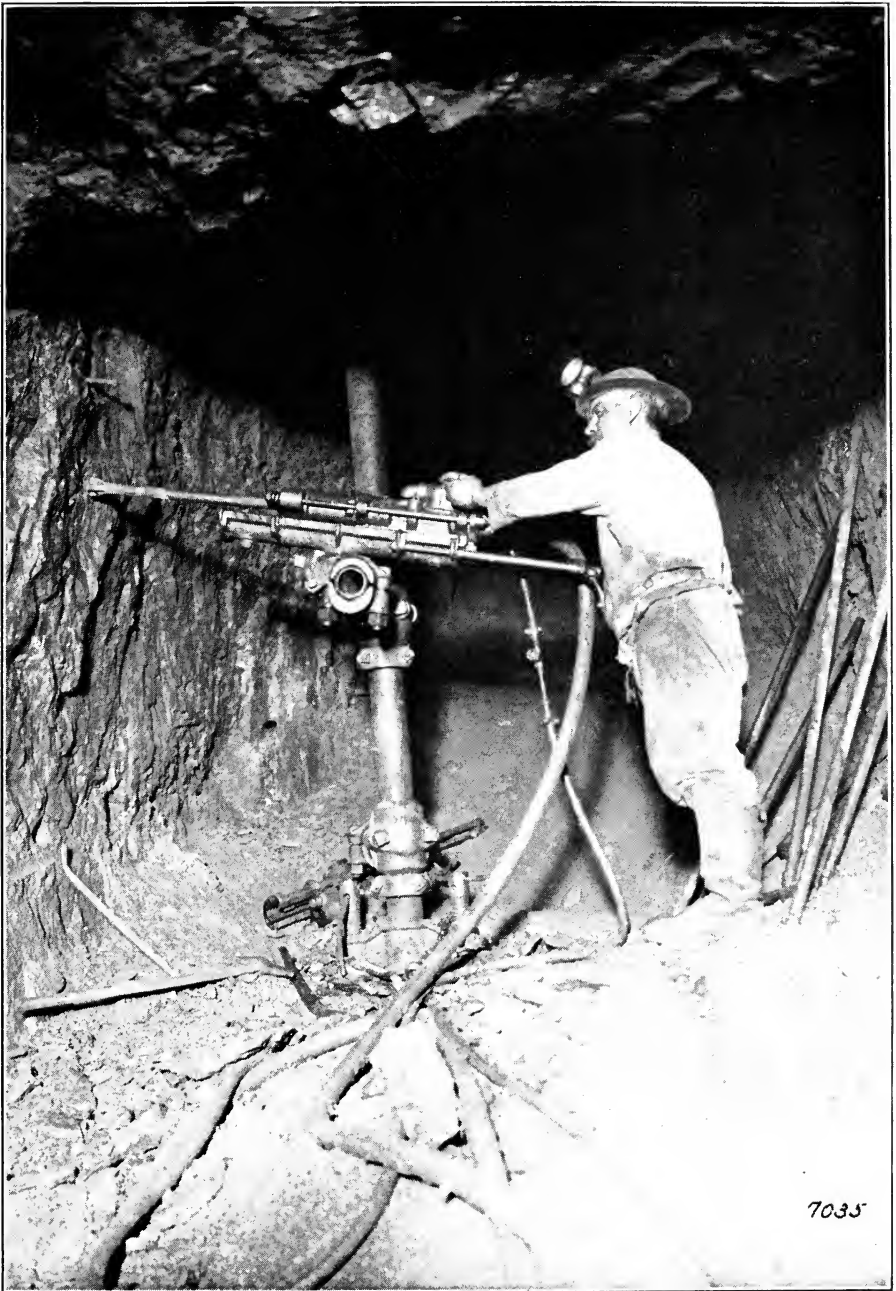
Comparative Statistics on One-Man Drill and Two-Man Drill Calumet & Hecla and Subsidiary Mines for Year Ending December 31, 1912.

| | Shifts. | Amt. Rec'd. | Supplies. | Total. | Av. Wage Per Shift. |
|-----------------|---------|----------------|--------------|----------------|------------------------|
| Two-man drill.. | 350,012 | \$1,024,801.84 | \$291,526.14 | \$1,316,327.98 | \$2.83 |
| One-man drill.. | 54,758 | 193,935.81 | 94,058.24 | 287,994.05 | 3.34 |

The miners' wages largely depend upon the efficiency of the man, as our work is all on the bonus system and is so arranged that increased efficiency is of mutual benefit to the employer and the employee. We have a fixed contract which is not cut as the efficiency of the employee increases. It is also one of our rules that in case a man does not make what we call a fair rate he is paid off at a rate of not less than sixty-five dollars per month, but this ruling affects a very small portion of our employees. In fact, for the

month of June this year it was not necessary to use this minimum wage for a single employee. The one-man drill has resulted in a decided increase in efficiency, which, with further experience, will increase and will result in not only lower costs but in higher wages to the men. What is more, the drill is popular with the good miners and any sentiment against it is made from without. Any attempt to return to the two-man drill would be a backward step in industrial progress and would work untold hardship to this district in its competition with other copper producing districts. It is as little to be thought of as the elimination of any other labor saving device. If copper mining in Michigan is to be a progressive and permanent institution, we must shape our methods now to be able to work deposits of a still lower grade than have been worked up to the present time, and the one-man drill and the further possible increase in the efficiency along this line is the most important step now before us."

This committee, in order to understand the drill and its workings, inspected the drill at work underground in four of the mines. The members of the committee talked to men operating it. They operated it themselves, they saw the drill taken down and set up. The committee talked to a number of miners who were operating the one-man drill, and in no case found any specific objection to its use. In a few instances the men claimed that it was difficult to set up in some places but the committee found that it is a practice among the miners for one man to help another whenever necessary. The one-man drill operators interviewed invariably admitted that they are making more money on the one-man drill than they were on the two-man drill, and not in a single instance did the committee find a man that would give up his one-man drill to go back to the two-man drill. The committee found in some cases men who said that two men should be on the drill, but when requested for their reasons and asked of what assistance the second man would be in operating the drill, they were unable to give any except that the assistance would be given to set up the drill in the morning and to take it out of the way before blasting. The committee on one of its trips underground saw one man set up his drill in nine minutes, but from what the committee has been able to ascertain, the average time required by miners to make their places of work safe by barring down loose rock, preparing the



THE ONE-MAN DRILL

place for the drill and setting up the drill seems to be about one and one-half hours.

The claim has also been made to the committee that a great many men would be thrown out of work by the adoption of this drill, but mining men and engineers in this particular district claim that the installation of this one-man drill will permit mining companies to work poorer ground than has ever before been handled in the district and that instead of throwing miners out of employment it will create a demand for more miners.

On its trips underground the committee took occasion to ascertain whether or not the mining companies were operating in accordance with the law passed at the recent session of the Legislature in reference to the one-man drill, namely: the act providing that men operating these machines should not be stationed more than one hundred and fifty feet from the place where other employees were at work, and the committee found, as a matter of fact, that the mining companies generally were operating in accordance with this act.

From its investigation the committee has concluded that the one-man drill in this district is an economic necessity and that the mining companies operating in the district will insist on continuing its use.

The drill shown in the illustration is the type of one-man drill known as the Leyner-Ingersoll machine, which is coming into general use. This drill differs in principle from the two-man drilling machine in that it is not a reciprocating machine. In the two-man drilling machine the drill itself is pulled back and driven against the rock by the power, while in the one-man drilling machine the drill is forced into the rock by an air-actuated hammer which strikes directly on the end of the drill while the drill itself is being rotated by a rotary mechanism which is a part of the machine. In operating the two-man drill, water is thrown into the drill hole with a can, while in operating the one-man drill, water is fed into the hole through the hollow drill, which results in the drill hole being washed out all the time and insures the drill striking directly upon the rock. The average weight of the two-man drilling machine is 290 pounds, that of the one-man drilling machine is 150 pounds.

The committee made some inquiry as to how the one-man drill is received by miners in other copper districts, especially the Bisbee district of Arizona, and quotes herewith from a letter received by it

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under date of September 29, 1913, from one of the mining engineers of the property of the Calumet & Arizona mine:

"The company has in operation at the present time 100 one-man drills, which is 90 per cent of the total number of drills now in development work. Sixty-five of these drills were purchased during the last four months. The miners have no complaints to make relative to these drills and in the majority of cases prefer these to any larger drill. The one-man drill will no doubt replace all other larger drills in the near future. I cannot understand why the Michigan miners should object to the drill when the Bisbee miners can find no fault whatever."

3. **Minimum Wage.** From the tables and information given in the earlier part of this report, showing the varying conditions at the different mines, the contrast in the copper contents per ton of rock mined by the different companies, the costs of mining in the different mines, it is apparent that a general minimum scale of wages applied to all of the mines of the Michigan Copper District cannot be put into effect without working injustice both to the operator and to the employee. The injustice to the operator comes in the fact, as demonstrated, that those companies which are now operating at a loss and those companies which will operate at a loss at the average price of copper, will either have to be able to operate at a greater loss or close down their mines. Several of the companies now operating, if the minimum wage demanded by the Western Federation of Miners went into effect, would have to go out of business and cause, of course, the throwing out of employment of a great many men. On the other hand, a uniform scale of wages, doing away with the contract system among the miners and trammers, would work hardship upon a large body of the employees who now earn wages in excess of the scale advocated by the Western Federation of Miners.

The real question, of course, is whether or not the men working in the copper industry of Michigan are being paid an adequate wage for the work which they perform. If a company cannot operate and pay its employees a living wage that company should cease operations.

The Contract System. The contract system which is in vogue in the Copper Country has existed for a great many years. The chief objection to it is the objection made by some of the men that

under the system there are months when they do not obtain enough pay to afford them a living. The committee investigated this feature as fully as it was able to do without having the specific complaints of all of the men before it. The committee investigated all cases presented to it of men who claimed to have worked an entire month on contract without having made adequate wages because of poor ground or hard luck, and found that in some instances the docket or pay check for one month would seem to bear out their claim, but, on taking an average of six months or twelve months it was invariably found that the average pay made was considerably higher than the one month submitted to the committee. Contracts are let for periods of two or three months by the mines and, whereas in some instances during the first month the pay made by the men was comparatively small, when the three months are taken together and averaged the pay amounts to a considerably higher figure. The advantages of the contract system, as claimed by the mine operators and by many of the men, are that it affords the efficient miner or trammer an opportunity to make good pay and gives him a chance to increase his own efficiency and increase his compensation in proportion thereto.

In examining the pay rolls of the various companies and tabulating the same, the committee found that there was a wide discrepancy in the wages paid to the various classes of labor in the various mines. The wages paid by some of the companies average considerably higher than the wages paid at some of the other mines, one of the reasons for this, of course, being the fact that, as before stated, the richer mines in the district can afford to pay higher wages. Other reasons are the facts that in some of the mines the work is carried on at a greater depth and, in some instances, under more unfavorable conditions than at some of the more shallow mines. The fact that this discrepancy exists also seems to bear out the statement that there has been no combination or concerted action among the various mine managers of the district, and the committee is informed that previous to this report, there have been no comparative tables made of the wages paid by the various companies. The tables of wages paid that are given herewith have been carefully prepared from the pay rolls of the different companies and have been checked and verified by members of the committee, in order to make them authentic and in accordance with the exact facts.

At various times in the last ten years the companies have increased the pay to employees on their own initiative. The last general raise in wages was made on May 1, 1912. At this time the Calumet & Hecla Mining Company and its subsidiaries made a general increase amounting to ten per cent on all day wages. The other companies at the same time raised wages in about the same proportion. The wage tables given are tables of wages after making all deductions for material such as powder, fuse, caps, oils and carbide, and is the net pay that went to the men.

The first table gives the number of shifts worked and earnings of miners and trammers in the various copper mines of the district for a period of six months from January first to June thirtieth, 1913.

Shifts worked and Earnings of Miners and Trammers at various Copper Country Mines, for a period of Six Months.
January 1st to June 30th, 1913.

| MINE | MINERS | | | TRAMMERS | | | MINERS AND TRAMMERS | | |
|------------|---------------------|--------------|------------|--------------------|-------------|------------|---------------------|--------------|------------|
| | Days | Amount | Avg. Wages | Days | Amount | Avg. Wages | Days | Amount | Avg. Wages |
| A | 19447 | \$ 69224.78 | \$3.56 | 17769 | \$ 50581.02 | \$2.85 | 37216 | \$119805.80 | \$3.22 |
| B | 13473 | 48533.81 | 3.60 | 15844 | 43208.28 | 2.73 | 29317 ¹ | 91742.09 | 3.13 |
| C | 33367 | 115380.62 | 3.46 | 29029 | 92001.39 | 3.17 | 62396 | 207382.01 | 3.32 |
| D | 72241 | 264984.87 | 3.67 | 52790 | 153216.35 | 2.90 | 125031 | 418201.22 | 3.35 |
| E | 1450 | 4639.94 | 3.20 | 1045 ² | 2610.98 | 2.50 | 2495 ² | 7250.92 | 2.91 |
| F | 4767 ¹ | 16615.39 | 3.49 | 4504 | 12181.10 | 2.70 | 9271 ¹ | 28796.49 | 3.11 |
| G | 367 ³ | 933.53 | 2.54 | 169 | 429.01 | 2.54 | 536 ³ | 1362.54 | 2.54 |
| H | 30059 ³ | 94003.75 | 3.13 | 20099 ² | 51394.70 | 2.57 | 50159 ¹ | 145398.45 | 2.90 |
| I | 106 ³ | 425.10 | 3.98 | 237 | 582.72 | 2.46 | 343 ³ | 1007.82 | 2.93 |
| J | 873 ² | 2846.42 | 3.26 | 238 ³ | 587.94 | 2.46 | 1112 ¹ | 3434.36 | 3.09 |
| K | 17104 ² | 61319.73 | 3.59 | 20311 ² | 51645.06 | 2.54 | 37416 | 112964.79 | 3.02 |
| L | 12032 ¹ | 36420.82 | 3.03 | 13403 ² | 34095.84 | 2.54 | 25435 ³ | 70516.66 | 2.77 |
| M | 11502 ² | 39520.34 | 3.44 | 10924 ³ | 27762.13 | 2.54 | 22427 ¹ | 67282.47 | 3.00 |
| N | 1692 | 5778.81 | 3.42 | 665 | 1539.23 | 2.31 | 2357 | 7318.04 | 3.10 |
| O | 6701 ³ | 23798.71 | 3.55 | 4642 ³ | 14564.16 | 3.14 | 38362.87 | 38362.87 | 3.38 |
| P | 17417 ² | 58617.22 | 3.37 | 14692 ² | 40614.45 | 2.76 | 99231.67 | 99231.67 | 3.09 |
| Q | 886 | 4549.13 | 5.13 | 1514 ² | 3818.44 | 2.52 | 2400 ² | 8367.57 | 3.49 |
| R | 39591 | 115881.59 | 2.93 | 19337 ² | 44580.55 | 2.31 | 58928 ² | 160462.14 | 2.72 |
| S | 52129 | 151623.65 | 2.91 | 21643 ³ | 49932.45 | 2.31 | 73772 ³ | 201556.10 | 2.73 |
| T | 26298 | 77140.80 | 2.93 | 11041 ³ | 25617.35 | 2.32 | 37339 ³ | 102758.15 | 2.75 |
| U | 16139 | 44629.67 | 2.77 | 10558 | 23690.84 | 2.24 | 26697 | 68320.51 | 2.56 |
| V | 6843 | 19890.40 | 2.91 | 3761 ³ | 8544.00 | 2.27 | 10604 ³ | 28434.40 | 2.68 |
| W | 1150 | 3574.00 | 3.11 | 1213 | 2807.91 | 2.31 | 2263 | 6381.91 | 2.70 |
| X | 33779 ² | 108981.59 | 3.05 | 24653 ¹ | 62770.28 | 2.55 | 60432 ³ | 171751.87 | 2.84 |
| Y | 1796 ³ | 5088.55 | 2.83 | 618 ¹ | 1458.90 | 2.36 | 2415 | 6547.45 | 2.71 |
| Z | 89508 | 270825.03 | 3.03 | 30400 ³ | 76211.25 | 2.51 | 119908 ³ | 347036.28 | 2.89 |
| AA | 14072 ² | 43869.77 | 3.12 | 13709 ³ | 32694.05 | 2.38 | 27782 ¹ | 76563.82 | 2.76 |
| BB | 15064 ² | 46688.05 | 3.10 | 14391 ³ | 35769.00 | 2.49 | 29456 | 82457.05 | 2.80 |
| Total..... | 541860 ³ | \$1735786.07 | \$3.20 | 359210 | \$944909.38 | \$2.63 | 901070 ³ | \$2680695.45 | \$2.98 |

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Inasmuch as it has been claimed that the average pay, as shown by the foregoing table, is brought about by the payment of very high wages to some men and very low wages to others, the following table has been prepared to show the proportion of the men working for high and low wages.

Percentage of Total shifts worked by Miners at various rates, Calumet and Hecla and Subsidiary Co.'s—Month of May, 1913.

| MINE | \$5.00 and over | | 4.50 to 4.74 | | 4.25 to 4.49 | | 4.00 to 4.24 | | 3.75 to 3.99 | | 3.50 to 3.74 | | 3.25 to 3.49 | | 3.00 to 3.24 | | 2.75 to 2.99 | | 2.50 to 2.74 | | Total per cent. | Average Wages |
|------------------------|-----------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|-----------------|---------------|
| | 4.99 | 4.75 | 4.50 | 4.25 | 4.00 | 3.75 | 3.50 | 3.25 | 3.00 | 2.75 | 2.50 | 2.25 | 2.00 | 1.75 | 1.50 | 1.25 | 1.00 | 0.75 | 0.50 | 0.25 | | |
| Almeek..... | 4.95 | 6.49 | 2.08 | 7.54 | 7.54 | 7.54 | 8.79 | 22.95 | 18.33 | 2.60 | 8.42 | 2.77 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 3.64 |
| Allouez..... | 8.61 | 2.15 | ..... | ..... | ..... | 6.33 | 6.37 | 71.99 | 4.15 | 0.40 | ..... | ..... | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 3.57 | |
| Calumet & Hecla..... | 0.72 | 0.53 | 1.86 | 3.73 | 6.31 | 12.20 | 14.71 | 45.26 | 8.23 | 5.92 | 0.53 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.54 | |
| Centennial..... | ..... | ..... | ..... | ..... | 7.03 | 10.04 | ..... | 82.93 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.40 | |
| Isle Royale..... | ..... | ..... | 0.99 | 0.99 | 3.14 | 3.93 | 0.99 | 40.63 | 4.90 | 44.05 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 0.38 | ..... | 3.15 | |
| North Kearsarge..... | 8.52 | 0.97 | 1.82 | 9.64 | 5.87 | 0.77 | 14.66 | 0.69 | 57.06 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.69 | |
| South Kearsarge..... | ..... | ..... | 4.94 | ..... | ..... | ..... | 4.94 | 13.96 | 10.38 | 65.78 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.06 | |
| Oscola..... | 3.03 | 5.95 | ..... | 5.58 | 5.70 | 2.79 | 49.88 | 20.82 | 2.97 | 3.28 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.45 | |
| Superior..... | 8.33 | 3.84 | 3.90 | 4.45 | 1.07 | 0.41 | 3.53 | 69.77 | ..... | 0.74 | 3.96 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.64 | |
| Tamarack..... | 5.15 | ..... | 5.37 | 1.77 | 1.91 | 6.51 | 5.88 | 13.09 | 45.57 | 14.75 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 3.39 | |
| Total per centage..... | 2.54 | 1.39 | 1.76 | 3.62 | 4.85 | 8.02 | 9.75 | 39.30 | 14.33 | 12.84 | 1.29 | 0.31 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 3.47 |

Percentage of Total shifts worked by Trammers at various rates, Calumet and Hecla and Subsidiary Co.'s—Month of May, 1913.

| MINE | \$5.00 and over | | 4.50 to 4.74 | | 4.25 to 4.49 | | 4.00 to 4.24 | | 3.75 to 3.99 | | 3.50 to 3.74 | | 3.25 to 3.49 | | 3.00 to 3.24 | | 2.75 to 2.99 | | 2.50 to 2.74 | | Total per cent. | Average Wages |
|------------------------|-----------------|-------|--------------|-------|--------------|-------|--------------|-------|--------------|--------|--------------|-------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|-----------------|---------------|
| | 4.99 | 4.75 | 4.50 | 4.25 | 4.00 | 3.75 | 3.50 | 3.25 | 3.00 | 2.75 | 2.50 | 2.25 | 2.00 | 1.75 | 1.50 | 1.25 | 1.00 | 0.75 | 0.50 | | | |
| Almeek..... | 2.90 | 0.09 | ..... | 0.83 | 0.06 | 1.60 | 11.19 | 8.36 | 12.21 | 2.56 | 59.98 | 0.22 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 2.93 |
| Allouez..... | | | | | | 1.45 | 2.69 | 5.96 | 4.23 | 6.58 | 79.09 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.68 |
| Calumet & Hecla..... | | | 0.01 | 0.66 | 2.15 | 6.81 | 13.24 | 11.78 | 11.24 | 6.24 | 41.56 | 6.31 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 3.08 |
| Centennial..... | | | | | | | 2.63 | 18.79 | 6.80 | ..... | 71.78 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.76 |
| Isle Royale..... | | | | | | | | | | 4.80 | 95.20 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.55 |
| North Kearsarge..... | | | | | | | | | | | 100.00 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.54 |
| South Kearsarge..... | | | | | | | | | | | 100.00 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.54 |
| Oscola..... | | | | | | | | | | | 100.00 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.54 |
| Superior..... | | | | | | 2.75 | 9.26 | 28.33 | 30.65 | 25.17 | 3.03 | 0.81 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 3.17 |
| Tamarack..... | | | | | | | | | | 100.00 | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | ..... | 2.81 |
| Total per centage..... | 0.27 | 0.01 | 0.00 | 0.33 | 0.84 | 2.96 | 6.63 | 6.80 | 6.64 | 10.05 | 62.99 | 2.48 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 100.00 | 2.83 |

\$4.00 and over 14.16%
 \$3.00 to \$3.99 71.40%
 \$2.50 to \$2.99 14.13%
 Under \$2.50 .31%

Total 100.00%

\$4.00 and over 1.45%
 \$3.00 to \$3.99 23.03%
 \$2.50 to \$2.99 73.04%
 Under \$2.50 2.48%

Total 100.00%

In connection with the above tables of wages applying to miners and trammers, it may be said, as a matter of enlightenment, that the tables apply only to underground workers who are generally divided into the two classes, the miners and trammers. The miners are the men who operate the drills and handle the blasting and breaking down of the rock. The trammers load the rock into the tram cars and see that it is conveyed to the shafts, where it is hoisted to the surface. The work of the trammer is the work of an ordinary laborer, requiring no special skill.

Tramming. The conditions under which trammers work in the various mines differ to a great extent. In some mines where a large amount of rock is to be taken out from one level, it has been possible to install electric tramming, which means that the work of the trammer consists in loading the cars, which are then hauled to the shaft by electric motors. In other mines where only a limited amount of rock is taken out at each level it has been impracticable to establish power tramming and the cars are pushed to the shaft by the trammers. The problem of lightening the work of loading and pushing tram cars has been one that has caused considerable trouble. The average car trammed by two men holds two and one-half tons of rock. The distance which it is required that trammers push the car varies, at different levels in the various mines, from fifty feet to distances of fifteen or sixteen hundred feet. The cars are of various types and trammers can be found who insist that each particular kind of car is the best. All the cars run on steel rails and the levels and the tracks are graded with a down grade toward the shaft in favor of the loaded car. The number of cars required to be taken out by men who work on day's pay varies with the varying conditions and the distances to be trammed.

Loading conditions also vary. In some cases the tram cars are loaded by shoveling from the floor of the drift, in some places they are loaded from chutes, and wherever possible a loading platform or sollar is constructed level with the top of the car so that the work of loading is minimized. In some instances the men push the cars a short distance, from which point the cars are hauled by electric or cable haulage. The tramming is done in many cases by contract and a comparison of the pay made by trammers working on day's pay with those working on contract shows that contract trammers make by far the biggest wages. At the same time

they accomplish more work, and it has been found that the contract trammer who makes the biggest pay is also the best man for the operator. Contract trammers in the mines from which the committee has been able to obtain statistics tram on an average of twenty-one tons, while trammers working on company account or day's pay average from twelve to fourteen tons.

In the Calumet and Hecla Mine and its subsidiaries contract tramming is encouraged, as it is claimed that it results in higher wages, cheaper tramming and a much better class of trammers. As an illustration, at the Calumet & Hecla Amygdaloid mine, where the tramming is entirely done by contract, the trammers' wages for the month of June, 1913, averaged \$3.34 per shift as compared to \$2.56 paid to trammers on day's pay.

Savings Deposits. As bearing upon the adequacy of wages paid and general living conditions in the Michigan Copper District, the committee was able to obtain some information as to the amount of the savings deposits in the banks of Houghton and Keweenaw counties and found that at the time of the last bank statement made on June 4, 1913, savings deposits amounted to \$9,826,414.15. In addition to this there should be taken into consideration the savings invested in three Building & Loan Associations doing business in Houghton County.

4. **The Demand for an Eight-Hour Shift.** The problem of working hours for underground employees in the mines of Michigan seems to be one of the hardest to solve. In other industries where work is performed on surface and is not complicated by the necessity for conveying the men to and from their work, the eight-hour proposition is, in most instances, merely one of dollars and cents. When applied to work underground many complications and problems creep in which make it hard to establish a uniform rule. It is conceded, even by the men who are now out on strike, that underground employees of the mines in Michigan do not actually work more than eight hours a shift, but it is claimed that the hours from the time the men leave the surface until they are returned to the surface amounts to ten or more hours out of the day.

In other mining districts where operations are conducted nearer the surface and under totally different conditions, it has been found practicable to put into effect a so-called eight-hour shift. In many

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of these mines the copper deposits lie in the shape of a blanket deposit and men are lowered to a certain depth in the mine from which all operations are carried on.

In the Michigan mines the copper deposits lie in a vein dipping from the surface and operations are carried on at many different levels, necessitating the lowering of men to different distances in the mine and, of course, returning them from different levels. Added to this is the immense depth of Michigan mines as compared to other mines, all of which makes the time of lowering the men to their work and bringing them back to surface probably longer than in any other mining district. There also enters into this problem the necessity for keeping skips, or cars by which rock is hoisted out of the mine, in operation for a long enough period to hoist the rock broken by the miners; in other words, the time taken up in hoisting and lowering men deducts just that much time from the period during which rock can be hoisted.

As a matter of safety men are lowered in the mine at certain fixed hours in the beginning of the shift and are brought back to surface at certain fixed hours at the end of the shift. During these hours no rock is hoisted. Every precaution is taken by the companies in the hoisting and lowering of men. Special cages are put on for their use and in some of the mines special cables are used. The cages containing the men, which carry only a limited number, (the most lowered at one time being about thirty), are run at a moderate rate of speed which is made necessary by the immense depth of the mines. It should be borne in mind that at some of the deeper workings of the Calumet & Hecla mine the men are lowered on an incline shaft for a distance of a mile and one-half. The length of these shafts makes it imperative that great care should be taken in their upkeep and maintenance, and as an illustration of their care it may be stated that in the Calumet & Hecla mine some three hundred men are employed solely on shaft work in keeping the shafts in repair and in working condition.

The committee has tried to ascertain the facts as to the length of time that men are underground on each shift in the various mines, how much time is required in lowering the men and how much time is required in bringing them to surface, and presents the following data which is fairly accurate.

It must be borne in mind that in the deeper mines, although the men quit work underground at about the same time, a great num-

ber of them are hoisted to surface at the same shaft and with the same cage and consequently it is necessary that some of the men wait their turn to get on the cage and be taken to surface, which means that considerable time elapses between the time they stop work and reach the surface over and above the actual time taken to hoist them. Under the system used by most of the mines, the men who are lowered first in the beginning of the shift are given the privilege of coming out first at the end of the shift.

Length of Shift and Time Underground. In the following data the length of the shift includes the time allowed for going from the surface to the working place and the time returning; in other words, it is the time during which the men are actually underground and also includes one hour which is given to the men for luncheon.

At The Mohawk Mine the average length of the shift is ten hours. The time consumed each way in going to and from their work is from fifteen to thirty minutes.

The Ahmeek Mine. The length of the shift is approximately ten hours and fifteen minutes, the time consumed in going to and from work each way is about eight minutes.

The Allouez Mine. The length of the shift is ten hours and twenty minutes. The time consumed in going to and from work each way is about fifteen to twenty minutes.

The Osceola Mine. The length of the shift is ten hours and fifteen minutes. The time consumed in taking the men from the surface to the working place requires from fifteen to thirty minutes, depending on depth of shaft and distance from working place. From the time the men quit working to the time they arrive at surface at the end of the shift consumes from twenty-five to sixty minutes.

The Wolverine Mine. The length of the shift is ten hours and fifteen minutes. The time consumed in going to and from work each way is about fifteen to twenty minutes.

The Centennial Mine. The length of the shift is ten hours and twenty minutes. The time consumed in going to and from work each way is about ten to twenty minutes.

The Calumet & Hecla Mine. The length of the shift is ten hours and thirty minutes. In the case of the conglomerate mine, where all the blasting is of necessity done at one time, namely, at the end of the shift, and where the depths are so great that it takes considerable time to hoist a cage load of thirty men, the time required in going down to work, waiting for the cage, and returning to surface is approximately one hour and forty-five minutes. In the case of the Amygdaloid mine the time required in getting down to the working place and in returning to the surface is about thirty-five minutes.

The Tamarack Mine. The length of the shift is ten hours and fifteen minutes. The time consumed in going to and from work each way is about one-half hour.

The Laurium Mine. The length of the shift is ten hours. The time consumed in going to and from work each way is about ten minutes.

The Oneco Mine. The length of the shift is nine hours. The time consumed in going to and from work each way is about five minutes.

The La Salle Mine. The length of the shift is ten hours. The time consumed in going to and from work each way is about ten minutes.

The Franklin Mine. The length of the shift is nine hours. The time consumed in going to and from work each way is about fifteen to thirty minutes.

The Hancock Mine. The length of the shift is nine hours. The time consumed in going to and from work each way is about ten minutes.

The Quincy Mine. The length of the shift is nine hours. The time consumed in going to and from work each way is about thirty minutes.

The Superior Mine. The length of the shift is ten hours and twenty minutes. The time consumed in going to and from work each way is about ten minutes.

The Isle Royale. The average length of the shift is nine hours and forty-eight minutes for miners and nine hours and fifty-five

minutes for other underground laborers. The time consumed in going to and from work each way is about five to fifteen minutes.

The Copper Range Mines. In the ordinary shift all men start underground at seven o'clock A. M. and start back at four forty-five P. M., having one hour at noon for lunch. The time consumed in descending and ascending is from fifteen to thirty minutes.

The Winona. The length of the shift is nine hours. The time consumed in going to and from work each way is about fifteen minutes.

Three Shifts. It is impracticable in the mines of the copper district of Michigan to work three eight-hour shifts, this for various reasons, one reason being the fact that it takes so much time to lower the men to work and to bring them back to surface, another reason being that at the end of the day's work when the miners blast their holes, a period of from one to two hours must elapse before men can work in the same place again because of the gases which are generated by the explosions.

In some of the mining districts of the United States, notably the Butte district, the men work an eight-hour shift, going to their work on their own time but being brought to surface on the company's time. In the mines in Michigan no attempt has heretofore been made to inaugurate any kind of an eight-hour shift.

The Saturday Shift. The committee interviewed quite a number of men in order to get their ideas as to what they wanted in the way of an eight-hour shift and found that the men were not at all unanimous in their wishes. Under the present system there exists a custom which was put into effect in the earlier days of the copper mining industry in Michigan, which a great many of the men would not like to see done away with. Miners working on the day shift work only until noon on Saturday and then do not go to work until the following Monday night, when they start in the night shift for that week. This gives them Saturday afternoon, all of Sunday and all of Monday. Miners working on the night shift finish their week's work when they come to the surface on Saturday morning. They do not work Saturday night, nor Sunday night, but commence the following week's work on Monday morning when they go on day shift for that week. In all of the mines it is customary to pay the miners on day shift who work only five and one-half shifts for

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six full shifts. The mines in Michigan have never operated on Sunday and it seems to be well understood among the men that if an eight-hour shift is inaugurated that it will mean a full Saturday shift for the miners. The result of the above custom is that miners in a month of twenty-six working days work only twenty-three shifts and are paid for twenty-four shifts. The wage tables, above given, are based on twenty-four shifts. If based on twenty-three shifts or the time actually worked, the figures would be proportionately higher.

It has been stated by the various mine managers, to the representative of the governor who was here, that the establishment of an eight-hour shift has been under consideration for some time. On account of the problems hereinbefore mentioned it will be impossible to put it in force in a short period of time, but in any event it seems to be extremely doubtful as to whether or not an eight-hour shift will meet with universal favor among the men.

Treatment of Men by Petty Bosses. In regard to the complaint that was made by some of the men of the treatment by petty bosses, it may be said that this complaint is a general complaint which is bound to exist in any industry which requires the number of petty bosses that are required in the mining industry. It may be taken for granted that no mine manager wants his under bosses to mistreat his men, and the solution of this problem lies in providing an adequate method by which men can present their grievances to the management. It is claimed by some of the men that they dare not make complaints against a petty boss without incurring the displeasure of that boss and running the chance of losing their jobs. It is undoubtedly true that some of the bosses who are promoted from the ranks are not competent to handle the men under them. It is undoubtedly also true that many of the complaints that are now heard against under bosses arise out of feelings of jealousy and personal grudge, and can not be adjusted in a general way, but can only be taken up in individual cases and sifted to find the truth. The committee believes that all of the mine managers of the Copper District would willingly adjust any legitimate complaint against any of the minor bosses, if brought to their attention.

Access to Management. As to the presentation of grievances, the committee finds the fact to be that many of the men feel they

have no way of getting to the men in authority who could adjust their grievances. This problem is one largely of reassuring men of the fact that they may go freely to their employers and present their grievances and troubles without incurring discrimination. Heretofore in the district this has been accomplished at times by committees in the case of general grievances, and at times by the individual making a personal visit to the man in authority. The committee has tried to ascertain whether or not any mining company has discriminated against any man or has discharged him for making complaints, and has been unable to find one case where that has been done. Nevertheless, the fact remains that many of the men do not feel free to go to their employers with their grievances. The committee also has been unable to find a single case where any employer, mine manager or person in authority has refused to meet with any man or with any committee of the men to discuss the grievances and problems arising during the course of the work. If some method could be adopted by which the men could be assured that they might come freely to their employers and tell their troubles and present their grievances without incurring any displeasure or discrimination, the problem of presentation of grievances would be solved.

Conclusion. Undoubtedly by withholding this report for some future time, the committee would be enabled to embody much valuable information and data which is not at hand at the present, but it is felt that the publication of the report at this time, giving the facts as the committee has found them, may help to clear away many of the false issues that have been raised and may do something toward bringing to a termination the unfortunate state of affairs existing in the Copper Country.

The Committee has come to the conclusion that :

1. The mine managers will not recognize the Western Federation of Miners.
2. No minimum wage applicable to all mines in the district can be established with justice to all parties concerned.
3. The one-man drill has come to stay.

The committee has also concluded :

1. That the question of establishing some kind of an 8-hour

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working day ought to receive the serious consideration of both men and operators.

2. That some attempt ought to be made to provide an adequate method by which the employee can obtain and have perfectly free access to the management for the purpose of presenting grievances without fear of discrimination or discharge.

With these conclusions in mind, the committee decided to meet the managers of the various mining companies and put before them its findings relative to an 8-hour shift and the presentation of grievances, with the hope that something might be done to adjust those matters.

At the meeting which was held there were present managers or other representatives of each of the companies mentioned in the report, and the following statement was made to the committee and agreed to by each representative:

1. That, as previously stated, the mining companies had under favorable consideration for some time previous to the strike, the establishment of an 8-hour working day for underground employees; that the different conditions at the various mines render it impossible to work out an absolutely uniform working day for all underground employees at all of the mines; that each management will work the problem out with reference to its own peculiar conditions; that this could not be done in a short time; but that each management will establish and have in operation an 8-hour working day for underground employees on or before January 1, 1914.

2. That the adjustment of grievances ultimately rests with the general manager, superintendent or man highest in authority at the mine;

That, therefore, the solution of the grievance problem lies in providing and maintaining a method of free access between the men and the general manager or official highest in authority at the mine;

That, therefore, each manager will set aside a certain fixed day or half day in each week as a day for hearing complaints and grievances;

That he will devote such day exclusively to meeting men and hearing complaints;

That he will investigate every complaint presented to him and will adjust every legitimate grievance with all possible speed;

That he will see to it that no man is discriminated or militated against because of presenting complaints;

That he will prepare a notice embodying the above and will distribute it among his employees.

The committee feels that with the inauguration of the above plans there must necessarily come closer acquaintance between employer and employee, from which will result untold good to both parties.

This report is closed with the heartfelt hope that the work of the committee, and the data gathered by it, will in some measure aid in restoring the good name of this district, and will in some measure aid the parties concerned in the strike to bring it to a close.

Dated Calumet, Mich., October 8, 1913.

EDWARD ULSETH,
HENRY L. BAER,
J. W. BLACK,

Special Committee, Copper Country Commercial Club.

The foregoing report was presented and read to the undersigned Board of Directors of the Copper Country Commercial Club on this tenth day of October, 1913, and the same is hereby approved.

JOS. W. SELDEN, President,
FREDERICK K. GUCK, Secretary,
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Board of Directors of the Copper Country Commercial Club.

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