

THE CLEVELAND-CLIFFS IRON COMPANY
MINING DEPARTMENT
LABOR SUMMARY - ALL COMPANIES

| PRODUCT - Tons | 1935 | | 1936 | | 1937 | | 1938 | |
|--|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|-----------------------|--------------|
| | DAYS | AMOUNT | DAYS | AMOUNT | DAYS | AMOUNT | DAYS | AMOUNT |
| | | 2,272,451 | | 3,671,223 | | 5,096,706 | | 2,705,862 |
| Surface | 137,153 $\frac{1}{2}$ | 584,992.08 | 205,213 $\frac{1}{2}$ | 895,503.30 | 267,904 $\frac{1}{2}$ | 1,501,153.07 | 173,941 $\frac{3}{4}$ | 978,568.71 |
| Cost per Ton | | .257 | | .244 | | .295 | | .352 |
| Underground | 220,336 $\frac{1}{2}$ | 1,086,540.81 | 320,594 $\frac{1}{2}$ | 1,640,168.13 | 444,946 $\frac{1}{2}$ | 2,814,705.65 | 285,457 $\frac{1}{2}$ | 1,678,613.41 |
| Cost per Ton | | .479 | | .447 | | .552 | | .620 |
| Superintendence and General Roll | 36,482 $\frac{1}{2}$ | 230,965.46 | 42,071 | 269,557.92 | 52,940 | 371,604.87 | 51,903 $\frac{3}{4}$ | 371,712.80 |
| Cost per Ton | | .102 | | .073 | | .073 | | .137 |
| Grand Total | 393,972 $\frac{1}{2}$ | 1,904,498.35 | 567,878 $\frac{1}{2}$ | 2,805,228.35 | 765,791 | 4,687,463.59 | 491,303 | 3,028,894.92 |
| Cost per Ton | | .838 | | .764 | | .920 | | 1.119 |
| Average Rate per Day | | 4.83 | | 4.94 | | 6.12 | | 6.17 |
| Total Per Man Per Day | | 5.77 | | 6.46 | | 6.66 | | 5.51 |

NOTE: The above is the total of all wages and salaries for employees of the Mining Department, including the Cliffs Power & Light Co.

WAGES: Effective March 16th 1937 there was an increase in wages of 10% per hour and the minimum wage rate was increased from \$4.00 to \$5.00 per day. This increase amounted to approximately 15.75%, and time an one half was allowed for over-time - overtime being over 40 hours a week or over 8 hours a day. These same rates were in effect during year 1938, excepting that salaries were reduced on a sliding scale April 16th, 1938, and restored effective Dec. 16th. 1938, maximum reduction being 10%.

WORKING SCHEDULE - 1938 - MICHIGAN PROPERTIES

Jan. 1st to April 16th. - All mines, excepting Cliffs Shaft, 4 days per week, Cliffs Shaft on 5 days per week.
 April 16th to June 1st. - All Mines, excepting Cliffs Shaft, 3 days per week, Cliffs Shaft on 4 days per week, until May 1st. when it went to 3 days per week.
 June 1st to Nov. 1st. - All Mines, excepting Cliffs Shaft, 2 days per week, Cliffs Shaft on 3 day per week.
 Nov. 1st to Jan. 1st. '39 - All mines, excepting Cliffs Shaft, went to 3 day per week schedule, Cliffs Shaft Mine going from a 3 to 4 day per week schedule Nov. 21st. 1938.
 Gardner-Mackinaw Mine closed down June 1st, 1938.

MINNESOTA PROPERTIES

The Canisteo pit operations for 1938 began May 25th on a 3-8 hour shift basis 4 days per week and continued so until the ore season suspended Oct. 22nd. 1938.
 The Hill-Trumbull pit was idle during year 1938.
 The Holman-Cliffs pit was idle during year 1938.