

Women working at Reserve...

cont. from page 1

ndment and it being endorsed by state legislatures. Women, however, are not just given a job at Reserve after they apply.

First, they must pass the mandatory physical examination, and secondly, if Reserve feels that a woman will not be able to handle the job, she will be turned down.

"We don't want to risk somebody else's safety on a job by utilizing them with someone who isn't able to do their share," Wright said.

Reserve does try to place people that are handicapped or less able to do more strenuous jobs in different areas or

they were a small minority. Whatever the case, women are working for Reserve Mining Company and they will continue to look for more jobs for them as long as the plant stays open.

So the next time you look at a Reserve Mining job application which has the statement:

Federal law prohibits discrimination in employment practices because of race, color, religion, sex, age or national origin. No question on this application is asked for the purpose of limiting or excluding any applicant for employment because of his or her race, color, religion, sex, age or national origin, believe it.

Lee Anselment, general foreman in the concentrator says, "In many cases the women are better workers than the men. I have to give the women an 'A' for effort."

Anselment did say, however, that there were some women that weren't good workers, but

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Women laborers pulling their weight at Reserve

Editor's Note: The following article was researched and written by Silver Bay resident Scott Spahn, a senior journalism major at the University of Minnesota. As part of his community service project, Scott spent a week working with the Harbors and Silver Bay. It was a busy week of meeting advertisers, editing and proofreading copy, pasting up pages, taking pictures, and of course, reporting.

by Scott Spahn
SB - Mrs. Donna Moe went through the Reserve Mining gates at Silver Bay, April 29, 1975 to become the first woman laborer to work there.
"The first time I saw the

inside of the plant I thought I'd get lost," she said, "and I did."

What had been a man's job since Reserve began was open to women ready to risk the harder chores assigned to them by their foremen. They might also have a better understanding across a point of equal rights Amendment.

Women working in lacinate plants did not begin at Reserve. Minnatac and Erie Mining companies were both ahead of women.

"I guess the reason we were later than the rest is a lack of facilities," Don Wright, director of communications at Reserve, said.

"We've also had our mind on the possible construction of on-land disposal," Wright continued, "and we certainly didn't go leaping into hiring women without offering proper facilities."

The facilities, Wright spoke about are the locker rooms for women.

Mixed emotions marked the hiring of women, but after almost a year of females working in the Silver Bay plant, there seems to be a sign of approval by the majority of men.

"I find they treat me like a lady. They have never given me any trouble," Mrs. Moe said. Cindy Knaffla and Elizabeth Gibson, pelletizing department employees at the plant, felt the

same way, although life at Reserve wasn't all that nice at first. "The majority of men treat us equally and we get along fine," Ms. Gibson stated.

"There are," Ms. Gibson continued, "the occasional power hondos for foremen and practical jokes played by a few of the men which tend to make it tight."

When the women first began in the pelletizer, practical jokes were in the locker room. One instance was a pornography picture placed on the door of the women's locker room.

"It was a stupid picture," Ms. Knaffla said, "but we laughed it off. If we let them (the men) know we noticed it, it would have gotten worse. The obvious result on attracting viewers in the plant seems to be a problem to the women also."

"We have high visibility. Every time we turn around someone is looking at us or checking up on us," Ms. Gibson reported. "The women admit, however,

that the work at the plant is bearable for them and that being "haggled" isn't an everyday occurrence.

Currently, there are five women actively employed in the Silver Bay plant, with 16 women still holding seniority. The latter 16 women are to be called back to work when Reserve starts hiring again. They are included in some 100 employees still layed off by the lacinate plant.

There are three women in the pelletizing department and two in the washer-concentrator department.

The women working at Reserve are quarantined equal rights through the Civil Rights Act of 1974, that went into effect July 2, 1975. That Act included the Equal Employment Opportunity Commission which said that hiring was not to be done to please customers, co-workers or clients, but this went generally unnoticed until the current Equal Rights Amendment.

continued on page 16



Mrs. Donna Moe, who began working at Reserve about a year ago, was the first woman laborer to work at the plant.

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Donna Moe
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