

2: Mr. Boland.

the beginning - some seven years. He is one of the most efficient, reliable and least indispensable men we have.

Regarding powdermen. Hilbeck became an efficient man but he abandoned us for private interests. In the emergency we employed a man by the name of Ernest Henry. Then, I restored Berg, who had served in various capacities as well as in powder work. He is reliable, efficient, honest, and has proven the best powderman at present on the job. Berg is getting \$.65 an hour. I had recommended that he be raised to \$.75. This recommendation went in with Peterson's, Davis', Ruzple's, Lincoln's and Jim La Rue's. All recommendations - for some unknown reason - have been ignored; at least, they have not been acted upon much to the unfairness of the men and to the injury to their confidence in us. It is laxness in matters of this kind that prevents us from getting able, skilled carvers to come to Rapid City. It has been noticed all over the country that there is no reliability whatever in the Rapid City office of paying their wages.

Again, about the powderman. In our haste we gave Henry \$1.00 per hour, nor did we realize how good a man Berg is. I want now to say that he is a better man than Henry, and that his wage should be lifted to \$.90 and Henry should be placed at \$.80 instead of \$1.00.

We have four powdermen of whom Henry and Berg determine the loads under my or Lincoln's personal supervision. We have learned in the past weeks that Berg is the safer of the two. Reliability and safety in blasting for sculpture work are the most important and valuable virtues in a powderman, and, particularly in the stage that we are now reaching - that is, the finishing of the work. Berg has never misfired, and he is the safest man that I have for firing my fractious stone.

Bianco, as you know, is back, and his presence emphasizes the frightful handicap this work laborer under. He is the only intelligent, efficient, stone carver on the work who understands the language of the sculptor. I am thinking of going East shortly in search of two more men. It will be utterly impossible to carry the much needed finishing of these two heads to anything like perfection with the labor we have been compelled to use.

Sincerely,

Gutson Berglum,
Sculptor-Engineer,

Mr. J.A. Boland,
Rapid City, S.Dak.