

STALEY NEWS

Vol. 3—Page 61

BY AND FOR STALEY PEOPLE

April 15, 1940

INDUSTRIAL SAFETY TAKES TEAMWORK

By R. L. ROLLINS, Director of Safety

The industrial safety movement stands on the basic assumption that accidents don't just happen; they are caused. Article two of its creed is that those causes can be discovered and eliminated only by close co-operation between the employer and the employee. Each have a job to do.

It is the employer's responsibility to furnish a safe workplace; safe buildings, stairways, ladders, machines and tools. Manufacturing processes must not offer an unprotected threat to health. Goggles and respirators must be provided where they are needed. Warning signs must be erected and safety rules formulated for the instruction of new men and as reminders to older ones.

It is the employee's responsibility to use the safeguards which the employer furnishes, to use safe methods of work and to help eliminate the hazards which remain in even the best guarded and most closely protected plants. It is his job to avoid unnecessary risks, to report every injury, no matter how small, to the First Aid Station and to offer suggestions for safer machines and tools, safer ways to do the job.

Because the Staley Company has accepted its part of the responsibility for accident prevention and because you are an active and interested partner in this work you have a right to know how much cooperation you may expect.

Part of Safety is "Built In"

Part of the cost of building safety into an industrial plant is chargeable to protection of the building itself and the equipment it houses. Forgetting the safety of the workman entirely it still would not be good sense to build a building which might collapse and lose the money that had been invested in it. Nor would it be good sense to buy a machine so flimsy that it would fall apart and stop the manufacturing process or a chain that would not carry the load without dropping it. But, after adequately discounting the money spent for the protection of buildings and equipment, a conservative estimate shows that it has cost the Staley Company upwards of \$154,000.00 to build safety devices into its plant for the protection of employees. This figure would include the money spent for machine guarding, safety trips on manhoists, toeboards and handrails on stairways, ventilating systems, adequate lighting, dust collection systems and work layouts especially designed for safety. The cost of maintaining that equipment and of adding

to it as the need becomes apparent runs to more than \$125.00 a month. The cost of personal protective devices, of goggles, respirators, airline masks, welding hoods, rubber suits for acid handling, etc., adds another \$80.00 every month. The cost of workmen's compensation and occupational diseases insurance, of the salaries of a medical staff, a nursing staff and a safety director comes to about \$2400.00 a month. These figures make no charge for the time spent by executives or foremen on safety.

Those figures are impressive but they do not tell the whole story. The rest of it is to be found in the attitude of the company and its executives toward safety. If that attitude was not favorable the figures would be much less impressive indeed.

Now For Your Part of the Job

Those machine guards, those goggles, those handrails and safety belts: every cent that they cost is wasted unless you take full advantage of them. The medical department is useless unless you use it for your own protection. The STALEY SAFETY CODE is merely a collection of words in a green folder unless you apply its teaching to your job. Those hazards that someone else overlooked; they'll claim a victim someday unless you come in and say, "There's a rung broken on the ladder that leads to the elevator head platform. It ought to be fixed."

It's Good Business To Be Safe

Cooperation can be a weasel word. Let's pin it down. This is what it means to us. If you are injured on the job you will suffer pain and a loss of earnings. If you are injured on the job the Staley Company will suffer a financial loss and a loss of prestige as a safe place to work. It is to your advantage in every way to avoid accidents. It is to the advantage of the company. Neither you nor the company is doing the other party a favor by eliminating accidents from our plant. Instead, each is working for his own interest by intelligently helping the other partner to get the job done.

We are fighting a battle against a common enemy, an enemy that exacts a tribute of \$30.00 per year from every American man, woman and child, an enemy that kills more people than tuberculosis, an enemy that we ourselves produce.

Are you defending your post?

**OVER QUARTER MILLION
DOLLARS LOANED BY
CREDIT UNION
DURING 1939**

**Loans Highest in 9½ Years
of Operation**

By H. Brix, Treasurer

The manner in which the Staley Credit Union was of service to those of its 1675 members who borrowed money during the year, is illustrated by the recapitulation of loans by purpose which follows:

Rehabilitation Loans—

	Total for 1939	Percent of Total
Doctor and Dentist bills	\$18,864.75	6.40
Hospital	5,815.55	1.97
Funeral expense	1,009.50	.34
Clothing bills	1,597.74	.54
Furniture bills..	7,250.96	2.46
Back rent	2,373.03	.81
Grocery bills	4,776.13	1.62
Payments on notes and personal loans	13,944.39	4.73
Miscel. bills	17,494.05	5.93
Total.....	\$73,126.10	24.80

Miscellaneous Living Expenses—

Attorney and Court Costs ..\$	2,010.00	.68
Taxes and Assessments ..	9,789.77	3.32
Vacation and Travel exp.	5,359.50	1.82
Helping relatives	4,865.50	1.65
School Books, Tuition	4,309.62	1.46
Coal	6,418.50	2.18
Insurance	6,998.25	2.37

WILL YOU PLEASE HELP?

The Staley Fellowship Club Boy Scout Troop number 21 is making a drive for funds to be used for the purchase of much needed equipment. The drive is in the nature of a benefit picture show to be held at the Alhambra Theatre for four days beginning April 29.

Won't you give yourself a treat by planning to attend their show? Ed. Lahniers, in the office, and Albert Smith in the Refinery are heading up the ticket sales committee and have plenty of the benefit ducats for sale.

Moving and Advance rent	1,615.00	.55
Cur. Exp. and Miscel.	32,367.12	10.97
Total.....	\$73,733.26	25.00

Purchases Merchandise and Property—

Small bus. and investment\$	9,577.43	3.25
Furniture	13,194.42	4.48
Clothing	6,340.57	2.15
Tires, Car license, repairs	6,292.42	2.14
Payments on homes	35,718.00	12.12
Remodeling and repair homes..	22,239.70	7.55
Farm feed, implements, livestock and poultry	7,911.16	2.68
Buying or re-financing cars	46,608.68	15.83
Total.....	\$147,882.88	50.20
Grand Total	\$294,741.74	100%



THE MIRACLE OF UNIVERSAL CONSENT

Walter Lippman says that the fallacy in most plans for world peace is a "belief in the miracle of universal consent. Actually, if all men were in agreement, there would be no problem; the problem is how to obtain agreement."

The obstacles to universal safety are essentially the same—lack of agreement on principles and lack of agreement on the conclusions to be drawn from them.

What are those principles? First, the conviction that accidents are a menace to mankind; that they threaten our happiness and security. No, all men do not agree to this. Ask your friends which they fear more — accidents or tuberculosis.

A second principle is that accidents do not "happen", but are caused. There is no universal acceptance of this principle. Millions still think that an accident is "bad luck".

A third principle is that accidents can be prevented, that there is a remedy for each one. But do all men so believe? No. Not understanding that accidents have specific causes, they cannot conceive of specific remedies. They just "hope for the best."

So, we don't all accept these principles of safety. Furthermore, those who do believe fall short in their efforts because they don't draw the same conclusions from them.

Surely, we need to learn more about specific ways of doing things safely, but, just as with specific plans for world peace, we shall make progress only as more and more people acknowledge the same principles of conduct, draw the same practical conclusions from those principles and follow them.

OUR OFFICIAL BOX SCORE FOR SAFETY

LOST TIME ACCIDENTS—

To April 1, 1940	11
To April 1, 1939	14

DAYS OF LOST TIME—

To April 1, 1940	200*
To April 1, 1939	153

* Estimated because one injured employee has not yet returned to work.

— Stay Ahead of Last Year Every Year —

Published Twice Each Month
By The Personnel Department
For The Employees Of

THE A. E. STALEY
MANUFACTURING COMPANY
DECATUR, ILLINOIS

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WHAT NEXT?

The rate at which the percentage of our population that needs to be institutionalized is increasing has given cause for alarm to those whose business it is to study trends in our population. According to at least one of these studies. If insanity continues to increase at its present rate, everybody will be eligible to treatment in our insane hospitals by the year 2019.

Another study, on another subject, indicates that the percentage of older people in our population is increasing at such a rate that it is only a matter of a few decades at most until there will not be enough young people to do the work that needs to be done in this country. The impact of this statement is that those of us who today, are concerned about finding work and keeping it, and raising a family, will have our children grow up in a world where there will be so few people able to handle the work that needs to be done that the kids will never have to worry about getting a job.

Still another study has found that the still unstable American "race" is getting taller with each succeeding generation. A study of college students whose ancestors have been in America for at least two generations indicates a gradual and regular increase in height of one inch per generation. The implication of this is that the large number of tall people will call for adjustments in architecture and furnishings. We had been wondering how people slept in those beds we saw at Old Salem. Now we have it. It wasn't them, its us. Isn't it about time they started doing something about our modern beds? and the covers?

HAVE YOU QUESTIONS ON SOCIAL SECURITY

If the current discussions have failed to answer questions which you have had on the law, or on the benefits you may receive, get in touch with the editor over exchange 255, or come in person to the Personnel Office.

Social Security & You

The insurance value of social security has been grossly underestimated by most of the people in this country, particularly by young men with families. Social security to them has meant only a retirement income that they have to live until 65 to get. Social security goes much farther than that.

If a young man dies who is covered by the Act (all Staley young men are covered who have worked one-half of the calendar quarters between the present and December 31, 1936, or their 21st birthday)

his survivors may receive as much as \$18,360.00 in social security payments over a period of 18 years. The total payments may even be larger than this if his wife lives after age 65. In that case, the widow may receive as much as \$370.80 a year as long as she lives, in addition to the above amount.

That is taking the extreme view but it illustrates how much value the old age insurance provision of social security may have.

If you have been paying into the fund since this beginning without any interruptions and want to arrive at the amount your wife would receive - - - if you died tomorrow.

1. Take 40% of the first \$50.00 of your average monthly wages, and add—

2. 10% of the next \$200.00 of your average monthly wages, then add—

3. One percent of the sum of 1
(Continued on Next Page)



Corn that grew to a height of 20 feet was recently exhibited at the Los Angeles County Fair.

* * * *

A pair of women's stockings contains almost four miles of silk thread.

* * * *

It's harder to keep from saying the right thing at the wrong time than it is to say the right thing at the right time.

* * * *

The present debt of all government — federal, state and local—in the United States now equals the total value of all this country's seven million farms complete with equipment.

* * * *

198,467,700 pounds of Corn are annually manufactured into industrial alcohol, widely used in industry.

* * * *

There is something you can make a success of without effort: it's failure.



By Tony Romano

A squad of twenty-five players, who are candidates for the Staley hard ball team, have reported to Chet Boyles, team manager. Three practices have already been held at the Johns Hill field and intensive spring training that calls for daily practices at 4:00 P. M. is planned for the squad as soon as the cooperation of the weather man can be secured.

This year's squad is an exceptionally strong one and numbers 10 regulars from last year's aggregation which was one of the strongest to take the field hereabouts in years when all of its man power was on hand.

The 10 from last year's squad are Bill Artze, Pete Kelley, Joe Hilberling, Don Hall, E. Cunningham, Max Craig, E. Martini, Carl Grant, M. Schultz, and Irv Smith.

Clyde Smith just plain reneged on the boys. Clyde faced the difficult problem of deciding between his recently acquired farm and baseball, and the farm won.

While last year's squad is expected to form the nucleus around which this year's hard ball team will be built, stiff battles are in view for the positions. Fifteen men will be named on the active player's list and some of the following, who are returning to Staley competition or are showing up for the first time, are expected to be regular competitors, Hinkle, D. Hopkins, B. Hopkins, B. Coulson, D. Greenwood, Schroder, Walt Tilinski, Mr. Griffin, M. Chervinko, D. Siwieck, Burchard, Parker, Bob Hall, C. Koshinski, and L. McDougal.

The chief threat to the winning power of last year's hard ball team was in the nature of vacation schedules and shift work which weakened the lineup of the small squad. This year's team and its manager are looking forward to the summer campaign with considerable enthusiasm which is born of the squad size and the strength of the candidates for the team.

SOCIAL SECURITY (Continued)

and 2 multiplied by the number of years during which you made \$200.00 or more since December 31, 1936.

The result obtained from these three steps gives your primary monthly benefit, which is the amount you would receive after reaching age 65—if you retire.

Now—If You Leave . . .

A Widow—

and no minor children, your widow will receive a lump sum that is six times your primary monthly benefit. When she is 65 years old, she will receive monthly benefit checks (if she has not remarried) amounting to $\frac{3}{4}$ of the primary monthly benefit obtained above, as long as she lives, or until she remarries.

A Widow and Minor Children—

Your widow will immediately receive $\frac{3}{4}$ of your primary monthly benefit. In addition, each child will receive a monthly benefit equal to $\frac{1}{2}$ your benefit until it reaches age 16, or 18, if the child is in school. Benefits stop after the youngest child has reached age 16, or 18, if in school. When your widow is 65, she again starts receiving $\frac{3}{4}$ of your monthly benefits if she has not remarried. These benefits continue until her death.

Your Parents (No Widow or Children)—

Parents must be aged 65 or over and fully dependent on you before your death. In this case, both the father and the mother may receive $\frac{1}{2}$ of the monthly benefit that was due you.

No Widow, No Children, No Parents—

The next closest surviving relative receives a lump sum equal to 6 times the monthly benefit due you. If there are no relatives eligible to receive payment, those who have paid for the cost of burial will be reimbursed for the actual funeral expenses up to the amount of the lump sum payment.

In computing the above benefits, the maximum benefit which may be received per month cannot be greater than \$85.00, or 80% of the insured employee's wage, or twice his primary insurance benefit, whichever is the smallest.

If you have not worked steadily but have received wages in covered employment of \$50.00 or more in at least 6 of the last 12 quarters before the quarter in which you may die—

BENEFITS—

Will Be Paid As Follows: IF YOU LEAVE:

A Widow and No Minor Children—

Your widow will receive a lump sum 6 times the monthly benefit due on your wage record at your death. That is the only payment that will be made to her and she will not be eligible for monthly benefits when she becomes 65 unless she has earned them on her own account.

A Widow and Minor Children—

Your widow will receive $\frac{3}{4}$ of the monthly benefit due you on your wage record. In addition each child will receive a monthly benefit equal to $\frac{1}{2}$ of your benefit until it reaches age 16, or 18 if still in school. Benefit payments will stop after the youngest child has reached age 16, or 18 if in school. No monthly benefits will be paid your widow again at any time, even after age 65 unless she earns them on the basis of her own employment.

No Widow, No Children, No Parents—

The next closest surviving relative will receive a lump sum payment equal to 6 times the monthly benefit due you. If you have no relatives eligible to receive the lump sum payment, those who had paid the cost of burial will be reimbursed for the actual funeral expenses up to the amount of the lump sum payment.

In computing the above benefits—the maximum benefit which will be paid, per month, cannot be greater than \$85.00 or 80% of your wage or twice your primary insurance benefit, whichever is the smallest.

The Trading Post

FOR SALE: 4-room partially modern house, close to Staley's, near to bus line. Reasonable. Call 8155, C. G. Ellis, Jr.

FOR SALE—'37 4-door Ford sedan—"85". In good shape. \$350. See Olen Hardy, Mill House.

WANTED TO BUY—Gibson or Martin made, flat-top flat-back Spanish style Guitar. Call L. E. Tipsword.

WANTED: Plowing, harrowing, scraper work and grading. Will plow and harrow one lot for \$1.50, two lots for \$2.50. Scraper work and grading at reasonable rates on contract basis. Call 870-R5, Henry Buckley.