

# STALEY NEWS

VOL. I—No. 15

BY AND FOR STALEY PEOPLE

April 1, 1938

## Estimated Cost of Employment For 1938 Placed At \$346,300.00 Above Wage and Salary Cost

A total of \$346,300 above salaries and wages is estimated as the amount that the Staley Company will spend during 1938 in order to provide the various employee benefits which are in effect.

This estimate includes such items as the vacation plan, which accounts for 100 thousand dollars of the total and is the largest single requirement, clear on down to the Staley gardens, which are probably appreciated as much by those who use the space, while only \$1,500.00 is needed to cover their actual expense.

\$23,500.00 of the total figure comprises the company contribution to the Fellowship Club. The Contributory Life insurance which is paid jointly by the company and employees, will require an estimated \$9,300.00 of company money. The cost of workmen's compensation insurance is about \$25,000 a year.

The equipment and operation of the cafeterias, maintained for employee convenience, requires an annual \$10,000 above their income from sales. Included in the total amount above is the cost of the Personnel Department activities, nursing and drug supplies. This item, amounting to \$60,000.00 seems large until one thinks of the countless activities of the department. A partial list includes medical examinations for all new employees, x-rays, laboratory fees, Safety bulletins, Safety supplies for hazardous jobs, the cost of keeping the Service Rights lists up to date, as well as complete personnel records on every employee, accounting and settling group and non-contributory insurance business, First Aid and medical services not otherwise provided, counseling, payroll deductions and advancements, budget payments on bills owed merchants, etc., not to mention the *Staley News* and a

host of other practices too well known to mention.

Included in the \$346,300.00, surely for the employees rather than the company, are the payments to the State and Federal Unemployment compensation reserves amounting to about \$90,000 a year and for Old age and Social Security Benefits, a total of \$27,000 a year.

Incidentally, while the company is meeting these payments to the government, it may be of some interest to Staley employees to know that they, also, will pay an estimated \$27,000.00 through payroll deductions which will go into the government Old Age and Social Security account.

### INDIVIDUALLY

The \$346,300.00 amounts to \$215.36 and ever present is the fellow who will say, "I'll take mine on the old pay check." Let's see how that would work out: The government consists of "We the people" and we have decided, through the government, to take \$88.31 of our annual salary through Workman's Compensation, Old Age and Social Security Plans. That leaves us \$127.05 of the \$215.36 we started with and the vacation plan already pays us \$62.19 of that as a direct benefit.

\$37.32 of the \$64.86 we have left comes to us through the Personnel Department and represents things which, in the modern order, need to be done. It is a question of the best way to do them and the organization of these activities under one head represents the most practical, efficient and economical method of getting them done. (leaving \$27.54).

Dues from more than 1500 Fellowship Club members is a monthly vote for the continued exchange of dollar for dollar through this plan and takes \$14.61 from the remainder above. The pro rated

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## CUBE STARCH SAMPLE TEST UNDERWAY

Hundreds of our cube starch samples are being mailed to housewives each day as a result of a small "test" ad placed in four of our leading nationally distributed magazines.

What began as an idea last fall, when the first 2½ by 2½ inch blue sample boxes containing enough starch for the average washing were packed, has shown surprising results in the way of response from housewives all over the country.

A deliberate selection of only four magazines was made for the purpose of this test. The thing which the Package Sales Division was interested in was carrying their message, through magazines, into every home in the country, —farm, small town, and metropolitan. Accordingly they selected three magazines which went directly into these areas, and a fourth one which had mass distribution to cover any that might have been missed by the original selection. As a result they chose the January issue of the "Farmer's Wife" and the "Household Magazine" and the February issue of the "Woman's Home Companion" and "True Story."

The response has kept the shipping department busy filling the requests that have come in since the first ad made its appearance four months ago.

Whether it was the pulling power of these ads, or the number of wide awake women who were interested to learn that there was such a product as cube starch and were anxious to get a hold of it, is difficult to judge but, the requests have been more than double the most extravagant estimate of the Package Sales Division.

### FINAL FELLOWSHIP

#### CLUB DANCE APRIL 16

After three dances, which have been referred to as the finest in the history of the Fellowship Club, (posies to the committee, Dick Ryan, Boob Keck, Lyman Jackson,

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cost of the cafeterias, 25½c a pay or \$6.22 a year has proved through experience to be a popular one. That leaves us with \$6.71 and the contributory insurance and the gardens to account for.

The insurance, averaging \$5.87 a-piece, is already a direct payment, made at the request of everybody who subscribes under the plan so we have 93c left, which accounts for the individual cost of the gardens where a broad cross section of Staley families make use of sixty acres to the east and, like the cafeterias, have proved quite popular.

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Jack Howley, W. R. Van Hook, and Bill Lowen), the Fellowship Club has laid plans for the Grand Finale of the year to be held at the Orlando on April 16.

Dale Lyman's Orchestra from Bloomington, Ill., has been engaged for the occasion. This orchestra features a girl singer and college style music which has been popular all over central Illinois.

Lyman's versatility for all types of audiences has made him equally liked by both young and old.

Look at Back of Sign on  
the Bulletin Board

THE  
BULLETIN  
BOARD

## MR. OR MRS.—PERHAPS IT IS MISS — CREDIT UNION MEMBER

By L. Hiser Tr. Credit Union

Do you know how you spent your money in 1937? Which items in your budget cost more and which cost less? Most of us don't, but Gene Rhodes, who keeps the records for the Staley Credit Union, does. Aside from Gene's job of keeping the books, which he does in a highly efficient manner, Gene has an office hobby of summarizing the figures on a huge sheet so that they tell an intimate story of your money needs as you relate them to the Credit Union when you request a loan.

You may be better off or not quite so well off as the average Credit Union member but here is what the records say about the average member:

"As an average member of the Credit Union, you owned \$137.12 of Credit Union shares at the end of 1937. In this respect you were \$15.20 ahead of 1936. On the other hand, you owed the treasury \$122.13 at the beginning of the year and borrowed a total of \$158.45 at odd times during the year. You managed to pay off \$142.16 of this with \$12.05 in interest and still owed \$138.42 at the end of the year."

"Twenty-five per cent., of the money you borrowed was for rehabilitation, 21 per cent., went for miscellaneous bills and 54 per cent., for the purchase of merchandise and property."

### REHABILITATION

"The money borrowed for this purpose in 1937 indicated that your family enjoyed better general health in 1937, needed the doctor less, but fell behind on serious illness and death."

"You spent nearly the same amount on clothing in '37 as '36 and less for furniture because the house you purchased the preceding year was pretty well furnished, or else the one you were renting took more for the landlord, anyhow, you had to borrow oftener to pay back rent than you did in '36. Unable to settle matters this way to your satisfaction, you decided to move oftener which more than offset the difference in rent."

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IS

# SAFETY YOUR BUSINESS?

Roy Rollins, Director of Safety

If it is:

There are more angles to Safety in our plant than most of us have realized. Everyone knows that we have a Health and Safety Committee which makes monthly inspections of the plant and recommendations for the correction of unsafe practices and conditions, but—

How many people know that the Meter and Lubrication department makes daily tests of the relative humidity in all dry starch departments to control the dust explosion hazard? Everyone knows that George Leonard and his men are interested in fire prevention but few know that they also do a great deal toward detecting and correcting hazards other than fire.

Of course you know that we maintain our own man-hoists and elevator gates but — did you know that Harvey Smith makes regular inspections of all man-hoists in order to find trouble before it starts? Did you know that George Klump regularly inspects all belts in dust hazard departments to be sure that static brushes are in operation and there is no chance of a spark?

Did you know that Gil Hoft makes regular inspections of all acetylene burning and welding equipment to be sure that it is in good condition and that it is safe? Did you know that Ray Bass is always firing broadsides of automobile safety material at our salesmen to help keep themselves out of troubles on the highway?

Those are the extra things that really count. The doctor and our two nurses and the Safety Director can't do the whole job. They need expert advice and help from specialists. They need co-operation from the mechanical departments, from the laboratories, from the watchmen and from the men on the job in the process. And when they get—ALL OF THAT—we will begin our no-accident record at Staley's.

MEMBERS OF THE NATIONAL  
SAFETY COUNCIL



Published Twice Each Month  
By and For The Employees Of

**THE A. E. STALEY  
MANUFACTURING COMPANY  
DECATUR, ILLINOIS**

J. M. Richey

Editor

All news and suggestions should be given the editor by the 10th and 25th of each month.

**HOW ABOUT GOOD  
HOUSEKEEPING**

A story is told of a young fellow who went out looking for a few worlds to conquer and hit on the idea of asking the most successful man he knew for the formula of his success. He chose Andrew Carnegie, of steel fame, and approached him with this question, "What would you do if you were in my shoes?" Mr. Carnegie, after looking him over, up and down, replied, "I'd shine 'em."

All of us are more or less familiar with stories connected with success where the individual was selected because of some obvious trait about his work that attracted attention. Not a few of these traits are noticeable in one's housekeeping methods. The old adage, "Tell me what manner of company a man keeps, or what manner of books he reads, and I will tell you what manner of man he is," might be extended to the home or the workshop and stated, "Tell me what manner of housekeeping one does and I will tell you what maner of worker he is."

Good housekeeping here at Staley's has a two-fold function. In the first place it means that through good housekeeping we will eliminate places for dust to collect, thereby overcoming the dust explosion hazard which is the chief hazard under which we work. In the second place, it means a convenient arrangement of the materials with which we have to work.

A man's best work cannot be done when he has to spend a considerable portion of his time looking for things with which to do the job. A neat orderly desk, or a well arranged working place are signs of an orderly mind. They are traits of the fellow who is going places, they are the habits of the fellow who has arrived.

Good housekeeping is necessary

to the production of quality products, to efficiency in their production and to the safety of workers while on the job. All three are essential to the progress of any company and what contributes to the progress of a company contributes to the progress of the man who promotes these things.

**KITCHEN TROUBLES**

Eight thousand lives were claimed in kitchens in one year while 1 million injuries were reported from the same part of the household. Not so unusual when one stops to think of the variety of jobs there and the range of skills necessary to operate them safely. Added to these are the natural risks of the modern home that must be encountered. Waxed floors, while beautiful to mother's eye and a pain in the back to the lad who has to keep them, contribute more than their share of falls and broken bones. Electric lights, close to the sink where they can be turned off with wet hands take a heavy toll of lives by electrocution. Unstable ladders that have a way of jumping out from under one when least expected, tin cans to open, knives to handle, hot grease to splatter, boiling foods which may run over and put out the gas flame, children to complicate matters, all find their way into the annual summary of accident facts. In truth, every activity

which is carried out in the kitchen has its halo of hazards surrounding it. No, mother's job is not a safe one.

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**ANNUAL FELLOWSHIP CLUB  
ELECTION APRIL 19th**

The Annual election of Fellowship Club officers will be held the third Tuesday in April, according to the By-Laws of the "Club". At this time the following offices will be filled, President, Vice President and Secretary each for one year terms. At the same time three Governors will be selected, each to serve a term of three years.

Under the "Club" By-Laws, it is necessary for those who are interested in any of the above offices, to file petitions of their candidacy with the Secretary of the "Club," Ed Smith, at least seven days in advance of the election. Forms for this purpose may be secured from either Ed. Smith or John Anderson. These petitions must be signed by both those who are interested in the office in question and those who are supporting the candidate.

The following places have been designated as polling places:

- Firehouse—7 a. m. to 11:30 a. m.
- 3rd Floor Administration Bldg., 12-2 p. m.
- Firehouse—2:30 p. m. to 4 p. m.
- Firehouse—10:30 to 11:30 p. m.



The Brown-Duvel method of determining the moisture content of corn requires 35-40 minutes, during which time other factors connected with the grading of corn can be worked out.

We purchase an average of 82-8500 cars of corn per year and 36-3800 cars of soybeans.

*There are three roads open to progress, division, subtraction and multiplication. We can have division by Communism, subtraction by taxation, but if we want increase, it can only come by multiplication.*

Accidental deaths dropped a little last year, falling from 110,248 to 106,000. There were about half as many fatal accidents in industry last year as there were in 1913, even though the number of workers had greatly increased.

*(Imagination was given us to compensate for what we are not and a sense of humor to console us for what we are).*





By Bill Brumaster

What Staley Bowler listed well up among the ten best, who formerly played second base in the I. I. I. League, still holds the world's record minor league fielding average, and held the highest fielding average in the world until it was beaten several years ago in the major leagues?

\* \* \*

Eight of the twelve teams in the Departmental Bowling League have members on the "Ten High" list of bowlers. The men, the teams and the scores:

Cunningham	Painters	---	167
Hanson	Welders	---	173
I. Cox	Tinners	---	170
N. Smith	Office	---	182
D. James	Sheetmetal	-	173
I. Smith	Electricians		178
W. Grant	Timekeepers		168
Brumaster	Millwrights		168

\* \* \*

Most consistent in the league and the Jonah of the lot is the Laboratory. Leading the league by ten games, they have no one listed in the ten high, are sixth from the standpoint of team high games and second in team average. R. Sherman is the team star with an average of 165 and 12,856 pins in 78 games.

\* \* \*

STALEY BOWLERS headed for the A. B. C. Meet in Chicago sound like a list of Staley All-Americans. Those who are making the trip and the teams they will represent are as follows:

Staley Team: John Hanson, Irv. Smith, Wayne Stewart, Lynn Davis, Gale Garrett. Falstaff: R. Koshinski. Gebhart Motor Supply: W. Koshinski, R. Woodworth. Blakney and Plum: H. Gepford, C. May, A. Lukey, R. West, J. Mintun. J. and R. Motor Supply: H. Lents. Budweiser: Norval Smith. Block's Ice Cream: A. Trierweiler. Cobb Creighton Ins.: Leo Schimanski.

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MISCELLANEOUS

"Somehow or other, you got into more trouble last year and court costs and attorney fees took a larger share of your budget. Then too, like everyone else, you had to pay out more tax dollars than in 1936. Come spring and a company vacation plan you decided to forget your troubles for a time, hit the open highway and see the old home town or look at the other side of the rainbow. All of which plunged you in deeper than in 1936. Your trips to the Credit Union office were not limited to your own immediate family either, because your relatives, (many in the flood area) needed, and you came through with more money for them during the course of the year."

"School books required slightly less of your money and somehow or other you managed to borrow less for coal even in the face of increased coal costs. Looking ahead to your due date on insurance premiums, you did a better job of anticipating their coming and had the money ready oftener than in '36 so that less of what you borrowed was needed to take care of this item last year."

MERCHANDISE AND PROPERTY

"Business opportunities were more attractive during '37, and you placed more money in them than in '36. At the same time you spent more money fixing up the old "Home Sweet Home" as well as the "best car in town" which was needing new tires and repairs. Your livestock and mother's chickens were doing better and almost managed to support themselves during the year."

All of which brings us to the grand total of the year's

*Credit Union Operations*

76% of the members received loans in 1937.	
Average loan .....	\$ 79.81
Number of separate loans .....	3,292
Total amount loaned.....	\$262,725.13
Number of members....	1,658
Increase over 1936.....	137
Total amount of money loaned since the origin of the Credit Union .....	\$1,111,418.68

NINE CREDIT UNION DIRECTORS TO CHICAGO

Hiser Elected To State Board

The Ninth Annual Meeting of the Illinois Credit Union League, held March 18 and 19, at the Hotel Sherman in Chicago, was attended by nine Staley Credit Union Directors who saw Luther Hiser, Treasurer of our Credit Union, elected to the State Board. Those from Staley's who attended the two-day session were Harry Casley, Ray Bass, Luther Hiser, "Doc" West, Lisle Brown, Gene Rhodes, Ruth Sexson, Claude Cox and Ralph Whitsitt.

This meeting is regarded by Credit Union delegates as a short course in credit union management, and as many as six discussion meetings were held at one time in order to crowd in enough information clinics to cover every phase of credit union work.

Outstanding among the general meetings were the banquet occasions where Mr. Thomas W. Doig, Assistant Managing Director of the National Credit Union Association, spoke at noontime, Saturday, and the Saturday evening round-up banquet at which Roy F. Bergengren, Managing Director of the National Credit Union Association, gave the principal address.

Whether it is the value of these meetings, the banquets, or something else, the Staley Credit Union Directors always report their trip as a success and look forward to its renewal the following year.



FOR SALE:

Large Ivory Baby Crib and springs. Very reasonable. 1812 E. North.

FOR SALE:

3 golf clubs. Driver, brassie and spoon. C. Napierski, 2160 E. Lawrence or SB. Whse.

FOR RENT:

2 modern furnished rooms for rent. Outside entrance. \$5 mo. 1812 E. North.