

STALEY NEWS

VOL 1—No. 7

BY AND FOR STALEY PEOPLE

December 1, 1937

MORE SOCIAL SECURITY

Two sets of people are immediately interested in the where and how of the Federal Social Security Act. The first is a small group which has turned 65 since the first of January, 1937, and the second and larger group, those who will turn 65 shortly or before 1942.

If you are in the first group, you are already entitled to a lump sum benefit amounting to 3 1/2 per cent of the total wages you received since January 1st, 1937 and before reaching age 65. This amount is due you from the Social Security Board and you may have wondered why it is not forth coming, or possibly might not have known that you now qualify for the payment. In order to receive this payment, you must apply to the Social Security Board for it. Upon request the Personnel Department will provide the necessary blanks and help you fill them out.

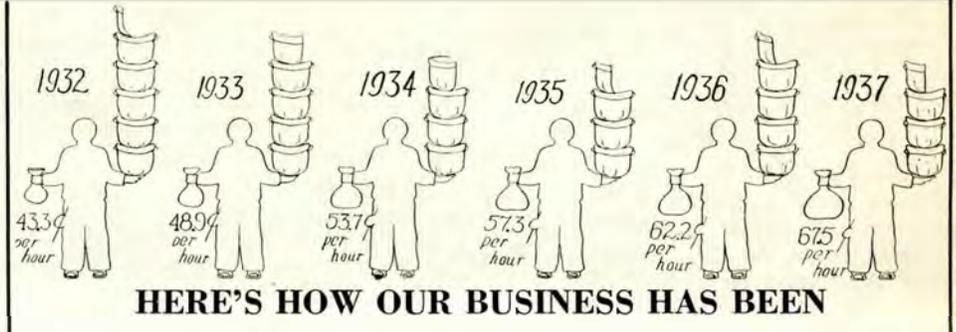
If you are in the second group with 65 just around the corner, you are expected to make your application to the Social Security Board upon reaching that age in order to receive your lump sum payment.

In either of the two cases, no monthly benefits will be paid. These go only to the persons who have been employed between January 1, 1937 and January 1st, 1942 and who do not reach age 65 until after the latter date.

And The Family

Should an employee die before reaching age 65, his widow, or his heirs, have a right to collect the lump sum benefit, if that death occurs before January 1st, 1942. As in the above two cases, the amount will be 3 1/2 per cent of the total wages received and the claim should be presented to the Social Security Board.

In case death occurs after 1942, and the benefits had already started, a lump payment will be made to the heirs amounting to 3 1/2 per cent of the total wages received since January 1st, 1937, less the amount of the benefits already received.



DIVIDEND CHECKS SUBJECT TO REQUEST

By L. HISER
Credit Union Treasurer

In a meeting of the Staley Credit Union Committee held November 17th, 1937, the matter of Credit Union earnings, dividends and their payment was gone into with the object of determining how much these would be and how they could best accommodate the shareholders in distributing their dividend checks to them.

In reviewing the earnings of the organization for the past year, it was believed that dividends would not be less than 6 per cent on all fully paid shares owned for a period of one month or more, on a per annum basis. As in the past, these dividends will be payable as soon after the first of the year as it is possible to figure each account. This will be sometime during the first half of January.

Because considerable inconvenience to members was caused in the past by distributing their dividend checks to them when a large number wished to purchase additional shares with their earnings, an effort has been made to devise a plan which will accommodate everybody in a better fashion this year. Rather than to follow the usual custom of distributing the checks and requiring those of you who wished to deposit them to come to the office for this purpose, the Credit Union Committee has decided to save those steps over here and eliminate a little red tape by crediting each shareholders dividend to his share account.

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Our statistical department keeps a running account of the operations of our company and their books have a number of interesting stories to tell. One of these is a little more interesting than others at the present time perhaps so here it is.

The number of employees here at Staley's have increased steadily during the past five years and so have wages. The grind on the other hand hasn't been quite so obliging and has fluctuated considerably although at the present time it is about six per cent better than it was in 1932. But that is racing ahead to a summary before the story is told, let's look at it.

To begin with, the figures shown in the chart at the top of the page shows the steady increase of the wages of men on the hourly wage rate and it also shows how many men are on the pay roll per bushel of the corn grind. The manpower per bushel of soybean grind is not nearly the factor that is represented in the corn grind, hence the consideration of the soybean operations would not change the relationship considerably and so they have not been separated in our chart.

Employment Increases

Because 1932 is the first year of the five year period studied we are using it as the standard to which the other years can be compared. Glancing from one figure to the other, we see that, with the exception of 1936, there has been a fairly constant decrease in the size of each individual's contribution to the company output. Stated another way, it means that the number of persons employed on the hourly

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HERE'S HOW OUR BUSINESS HAS BEEN

(Continued from Page 1)

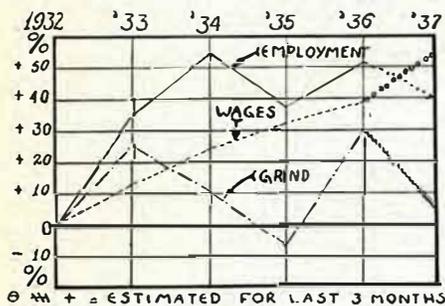
basis have increased more rapidly than the grind. Actually, here is what has happened, employment has been maintained at about 50 per cent above the 1932 level while the grind at the present time is only 6 per cent greater.

Wages Raise

A happy picture is shown in the size of the money bags held by the men. A constant increase is observed from year to year and at present averages almost 25c per hour more than in 1932. A total gain of 54 per cent.

Here Is The Chart

For the advantages that it offers in making a summary of the operations for the past 5 years, and of this article, a chart has been included. 1932 is shown at zero and all comparisons range outward from that point. For purposes of simplification the increase or decrease above or below the 1932 level has been shown in percentages.



THEY KNOW THEIR LESSON

Who Are They?

They have learned it or they wouldn't still be in the Freeze-Out contest. They have spent a good many years working in the Staley plant, have seen accidents happen, yes—may have had a few themselves in their time but, — they have learned their lesson.

They are recognizing the value of seeing the accident possibilities in every old board from which a nail protrudes, in the value of good housekeeping, in fact, few if any places in the plant are kept more neatly than their department. Safety oozes from every part of their work, know who it is?

Old pieces of pipe with hidden edges could send one of them to First Aid with a cut that might

result in an infected finger or hand. But those pipes don't. Old splintered boards are more difficult to handle than new material but, careful methods of handling them keep them from sitting on the bench outside First Aid waiting to hear "Next." Hand tools that they use have no dog ears and are properly repaired and replaced when needed. They take that precaution because they recognize the value of safe methods of work.

Why,—because they are veterans with long years of safe practices behind them. Their experiences and the experiences of others have taught them how to be a perfect department or they wouldn't be one of the leaders, maybe some of them wouldn't even be here.

You may have guessed it, we are thinking of Doug Williams and his men down there at Reclamation.

Nice going fellows, most of us have a lot to learn from you.

Perfect Departments

SERVICE

Engine Room
Watchmen
Reclamation
Cafeterias

PROCESS

Elevator A
16 Building

MAKE THE TIME CLOCK RING

There are two ways to ring the time clock. One of them records your number on a strip of paper in the clock, the other doesn't. If you have been ringing the clock by pushing the lever slowly into the hole designated by your number, you have heard the bell ring indicating that you were properly credited with checking in, and you haven't been bothered with getting a short pay check straightened out because the clock failed to list you and you haven't put the time office to a lot of extra work getting your absence or presence checked for payroll purposes.

If you have been ringing in by jabbing the plunger in the hole, you haven't heard the bell and you haven't rung in, but, — you did cause someone a little extra effort in getting your hours properly certified.

Punch the clock with a slow firm motion that makes the clock ring.

IS

SAFETY

YOUR BUSINESS?

Roy Rollins, Acting Director

If It Is:

Are you a "nut" about Safety? Does the gang sometimes rib you about the fact that you refuse to take a chance? Do you sometimes wonder if being continually careful and prudent and conservative is really worthwhile or if you might not enjoy life more by being a bit daring? Do you sometimes feel that you have read and seen and heard so much about Safety that you are sick of it?

It's all very well for someone to tell you that an accident will cause you pain and permanent injury and cost you money and leave your family without support but those things seem pretty remote unless you have actually experienced them. Is there any better reason for being a Safe Worker and paying the price of eternal vigilance that Safety demands? No, there isn't; but there is another excellent one which we don't often mention in connection with Safety and that is Pride of Workmanship. One of the most solid joys that any man can feel is to finish a job and know that it is good. To fix a motor and see it run, to build a scaffold and see it hold the load, to make a suggestion and see your plan work, to remove a hazard and save a life, well,—that's the way Edison felt when that lamp really did light, that's the way Pasteur felt when his vaccine really did prevent rabies.

There is no other feeling just like it and—everyone can share it. If you pile a stack of syrup cases so that they won't fall when someone leans against them, if you tie a knot so that it will hold when a life depends on it, or if you only bend down a nail that someone might step on: you share it. An act need not be spectacular to be heroic, it needs only to be sound and valuable to the Safety of others. How much pride do you take in your job and in Safety? There is plenty to be found if you're looking for it.

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.

IT'S THE LITTLE THINGS THAT COUNT

Here's an interesting statement made recently by one of our foremen, "If each employee could realize how much money is wasted and how much the cost of processing each bushel of corn and soybeans was increased by the thoughtless burning of electricity and the use or rather misuse of airhoses, everybody in the plant and office would get busy taking care of his part of the job in reducing those wastes.

Why an individual will watch the corners at home and leave his good habits behind him when he goes to work is a peculiar trait that is hard to understand. Unless it is simply that some people don't care what happens as long as it doesn't happen to them, or who pays the bills if they don't foot them. If this is the reason, they fail to see the connection between the company's pocket book and their own and after all it doesn't take a mental giant to figure that out does it? Strong words? let's see,

It costs .03 1/2 per thousand cubic feet to produce compressed air. Suppose a 3/8 inch air hose was permitted to go full blast for thirty days. That waste would cost in the neighborhood of \$350.00 That never happens, of course, but it is estimated that a tiny 1/32 of an inch air hose leak would cost \$2.25 a month and with 500 to a 1,000 of these phizzing around the plant, and considerable misuse of airlines, a lot of money is wasted that does nobody any good. In the parlance of old timers around the plant, one extra boiler and turbine is required to operate constantly to take care of wasted power because someone forgets to see the connection between that loss and his own pocketbook. One turbine extra with its crew of workers isn't a small item and when we add to that, the cost of the coal required to fire it we find that it is enough to heat every Staley home the year around.

From Your Standpoint

But that isn't the only side of the picture, there is another and more personal application which is easier to see. The individual who does not have a high regard for company operating expenses is not in a position to be regarded very highly by them, or his co-workers who have the company's interests at heart. How is it possible to believe that a wasteful person's suggestions come from sincere interests? How is it possible to believe that an individual who is lax in this way, would be strict in others?

A wasteful individual passes up one of the best bets he has to give himself a pat on the back in someone else's eyes when he walks out of a room or department and leaves the lights on, or misuses an air line. Getting ahead is a matter of salesmanship and opportunities to do a better job of selling exist at your elbow. If you can't tell someone how good you are, you can show him and it's more convincing that way.

WEAR YOUR BADGE

Effective November 26th, no worker will be permitted to enter the plant who does not display his badge on his outer garments as he goes through the clock house.

Your badge is the only authority you have to go to work and, as in the past, does not carry permis-

sion to enter the grounds at any other time. As you know, permission to enter the gates at other than your own working hours must be obtained from the office of the superintendent.

Please Cooperate

If the watchman knew all of you and your respective working hours, this regulation would not be necessary. Because he does not, it is necessary to enforce strict observance of this rule.

For Your Sake

The observance of this rule will make it possible to exclude unaccompanied strangers from the plant. If they are not excluded the safety precautions which have been set up for you may be disregarded and either you or they may be injured. If they are injured the Company might be held responsible. For your sake, their's and the Company's, **WEAR YOUR BADGE.**

EIGHT SCOUTS ENJOY TRIP

Eight Boy Scouts from the two Fellowship Club sponsored Staley Scout Troops made a trip to Starved Rock Saturday, November 13th as a reward for advancement in troop scouting.

The trip was an all expense affair that took the boys on an all-day journey to the historic rock just outside of La Salle, Illinois. Every peak, craig and trail got a good going over before heading for home.



The number of cars of grain unloaded every day in this plant during this season of the year would make a train 1 1/4 miles long.

We were sixth from the top of the list out of eight Starch Companies reporting to the Safety Council last year.

(Blessed is he who has nothing to say and can't be persuaded to say it.)

Six wage earners are employed here for each salaried employee. That ratio is also found in other food and food products companies as well as industry in general.

An average of \$11,000 is invested in plant buildings, tools and equipment for each Staley employee.

Ten good health rules: Eat less, chew more; waste less, give more; ride less, walk more; go less, sleep more; talk less; listen more; clothe less, bathe more; scowl less, smile more.

SPORT GRITS

By Bill Brumaster

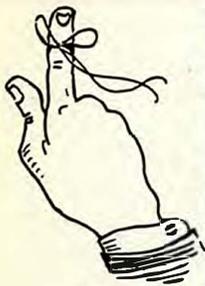
Staleys defeated Camp Decatur in their first Industrial League encounter to the tune of 64-24. Jim Cozad was the high point getter with 17 points for the Staley Starchers. Clif Hopkins and Scot Page had ten counters each while the rest of the scoring was evenly distributed among the rest of the team.

Delmar Cox is back, larger, more rugged than ever, (maybe it is that middle age spread creeping on him) and it looks like another great year for Staleys.

Hopes for repeating the splendid showing made by last year's volley ball team by this year's edition of net and ball fiends hinges on the following men: Bill Artze, Wm. Lowen, Geo. Raney, Wm. Grant, Max McFadden, John Rozanski, Ernie Robb, Ira Cox, John Hanson, Roy Heffington and Harry Bechler.

The Volley ball games will be played in the gymnasiums of the four Junior High Schools beginning the first week in December. There will be no admission charge and everybody is welcome.

December 7, don't forget that one, the House of David will invade the local armory on that date for a struggle with Leek's boys. Not only does the House of David feature some of the best players in the country but their specialty is showmanship and they succeed in their specialty. As an extra attraction, it is customary for them include several figures of national prominence in their lineup.



Staleys defeated the Wabash boys in their second to the tune of 28-23 after a four quarter scrap in which the outcome was constantly in doubt.

CREDIT UNION BOARD TO STATE MEETING

Seven members of the Staley Credit Union Board were in attendance at the State Meeting of Credit Unions on November 12th and 13th at the Medinah Club in Chicago at which time problems common to their organizations were discussed by State and National leaders.

Our delegates which included W. G. Reynolds, Luther Hiser, "Doc West," Lisle Brown, Ray Bass, Ruth Sexson and Eugene Rhodes, attended the testimonial banquet on Saturday night which was dedicated to the memory of Edward A. Filene the founder of the Credit Union Movement in the United States. Born in 1860, his good work extended through out his life and he is fondly remembered by all Credit Unions as an energetic and sympathetic friend on whom they could call for resourceful guidance until his death this year.

To say that the banquet was held at the Medinah Club is not entirely accurate, reservations were made there by the guests but the labor trouble which they recently had occurred on the day of the banquet and the entire delegation had to seek accommodations elsewhere.

WHAT IS HAPPENING TO PRICES?

According to the Labor Information Bulletin for October which has just been released, the pay dollar would do the following things in August. (the month their survey was made):

In purchasing food at retail prices, a little more could be purchased for one dollar than in the preceding month but about 2 per cent less than a year ago at the same time. In comparing the prices of food this summer to those in 1926, which the department uses as an index for the purchasing power of a dollar, it took only 78.8 cents to get what it took \$1.00 to pay for then.

Wholesale prices were not so well off, 87c being required to purchase an amount equivalent to a dollar spent in 1926. Wholesale prices in general were a little lower than in the previous month but higher than those of a year ago by 7 per cent.

DIVIDEND CHECKS SUBJECT TO REQUEST (Continued from Page 1)

Statements Will Be Distributed
In order that you may know just how you stand, the Credit Union will distribute your annual statement to you in the usual fashion. This statement will include your loan balance, your share account and the amount of the dividend that has been credited to you.

If You Want The Cash
Those who wish to withdraw their dividends are requested to simply fill out the *Dividend Request Payment Card* which will be enclosed and drop it in the Plant or Office internal mailing system. Arrangements will be made for a member of the Credit Union staff to distribute your check to you personally as rapidly as these requests come in. The committee feels that in this new method everybody will be accommodated in shorter order. Those of you who want your dividends credited to your account will be taken care of without the necessity of running over to the office, with no check to endorse, no cards to mail and no waiting. Those who do not will have their checks delivered on the job.

TWELVE ACQUIRE NEW POSITIONS

Twelve men went to new positions recently, when their requests were presented for changes. Ten of these jobs involved Soybean Warehouse operations and were filled by Delmus Williams, Harold Buechler, Thomas Waggoner, Edwin Hedberg, Joseph Walsh, Bert Pierce, Glenn Antrim, Phaeral Pritts, Lawrence Withrow and Raymond Logan.



FOR SALE

Stove, Florence Heater, large size. Grates like new. Inquire 1434 East Eldorado. C. W. Ginder.

Davenport, \$3.00 also a complete tool set. Will dispose of all or any part. R. J. Clark, 1935 East North.

WANTED TO BUY

Used typewriter, C. W. Ginder, Reclamation or 1434 East Eldorado.

COPY SHOULD BE IN HANDS OF THE EDITOR BEFORE THE 10th and 15th. No doubt you have often thought of some suggestions for Staley News copy. This sheet will come to your desk regularly so that it will be possible to make your suggestions more conveniently.

As promised, we hope to make the Staley News interesting because it conveys the sort of information Staley employees wish to have. In your position it is possible to make some very valuable suggestions and your cooperation is urged. It is not necessary that you write the article. Simply write down the subject matter that you would like to see published and the name of the person who can give the best information on that subject.

You may use the following list as a basis for inserting your suggestions. If you care to make any additional recommendations for suggested copy, please do so.

COMPANY DEVELOPMENT

- New Products
- Prospects for business
- New construction
- Changes in process
- Rules

MANUFACTURING DEPARTMENT PROBLEMS

SALES DEPARTMENT PROBLEMS

MANAGEMENT PROBLEMS

GENERAL PROBLEMS

ORGANIZATION NOTES

PLANT NEWS

OFFICE NEWS

SPORTS

SAFETY NEWS

LEGISLATION

ANNOUNCEMENTS

SPECIAL ACTIVITIES

THE KERNEL SAYS