

STALEY NEWS

VOL 1—No. 11

BY AND FOR STALEY PEOPLE

February 1, 1938

FACT OR FANCY ?

These Are The Facts

On January 6, and again on January 20, a local labor paper carried an article which we think is of interest to Staley employees. We have reproduced these articles verbatim on the back page of this issue of the Staley News.

It is entirely up to you to form your own opinion as to whether they present the facts. We have the following comments to make in connection with these articles:

1—The company has no relations with the Bedaux Company and never has had.

2—The company is studying its operations in order to make as effective and efficient use of its equipment as its competitors.

3—This study and its true purpose were publicly announced in the Staley News sometime ago.

4—Anyone who has worked at Staley's knows how much truth there is in any story implying that the company is operating a "sweat shop" or attempting to make a sweat shop of its plant.

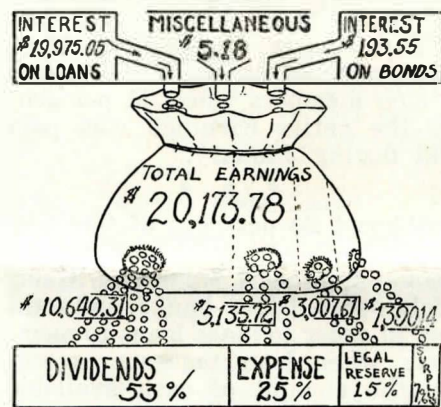
5—It is the legal right of any employee to join any organization he pleases and that right is respected by this company.

6—The decision as to what type of organization, if any, a man wants to belong to is his responsibility and his alone.

7—The inference is made that the Staley Company is operating, supporting and maintaining a company union. Again, we say, Staley men know better. The Staley Fellowship Club is a social and welfare organization. It is not new and never can be a labor union.

8—It will be noted that our largest competitor with its three plants has not been blacklisted by the Cereal Workers Union. In one

STALEY CREDIT UNION OPERATIONS 1937



By L. Hiser, Treas. Cr. Union

Operations of the Staley Credit Union last year reached the highest total since June, 1930 when it was organized by Staley Employees.

* * *

The major portion of our income was interest paid on loans. During the year, a total of \$262,725.13 was loaned.

* * *

Dividends received from Government and HOLC bonds, which were purchased to establish a legal reserve, represented the second largest source of income.

* * *

\$5.18 was credited to the Credit Union Treasury in 1937 because 12 members failed to call for their dividend checks. Individual amounts were small and possibly those entitled to them did not feel like the effort was worth the size of their check.

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plant the men joined an A. F. of L. group and in two others the workers' union is independent and not affiliated with any national organization. We are curious to know why the Cereal Workers Union blacklists Staleys but does not blacklist our largest competitor who has two plants in which employees have an independent workers' organization.

NEWSPAPER PUBLICITY GIVEN OFFICERS' 1936 SALARIES AND BONUSES

The local newspaper on Sunday, January 23, carried a report of the amounts paid to certain officers and directors for the calendar year 1936, which was a profitable year for the company.

Due to the fact that the company lost money during 1937, no bonuses were paid to any of these men out of 1937 earnings, although in January, 1937 a few additional bonuses were paid out of 1936 earnings as soon as the company's 1936 figures were definitely known. There have been no bonuses distributed to these officers and directors since then.

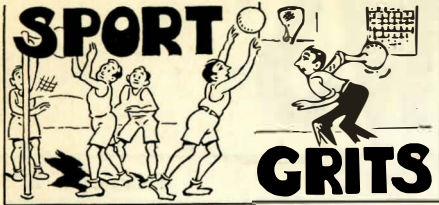
It may be of interest that this same group of officers and directors received for their services for 1937, 50.8 per cent of the amounts they were paid for 1936.

COMPENSATION NOTICES

The income tax blanks which have been received through the mail from the government have caused a number of inquiries concerning the date that compensation notices will be ready for Staley employees.

According to Mr. Brand, our Paymaster, these will be ready for Plant employees on February 19th, and will be issued with the pay checks as in the past. Miss Harder who handles the office payroll has announced that these will be ready to issue to office workers about the same time and the same method of distribution will be used.

Each year the Company is required to report to the Government the incomes of all employees. Your compensation notice will show the amount that has been reported to the government in your case and serve to inform you how much you have received in order that your report can be made out accurately.



By Bill Brumaster

The first half of February will see four Staley Volley ball teams in action as follows:

At the Centennial Gym:

Feb. 3, Staley Syrup Packers vs. Centennial Dads, 7 p. m.

Staley Cubes vs. Torrence A. C. 8 p. m.

At Johns Hill:

Feb. 3, Staley Lions vs. Staley Office 7 p. m.

Feb. 10, Staley Office vs. Osgood and Sons, 7 p. m.

Staley Lions vs. Post Office, 8 p. m.

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It's A Record

Staley's Champion busting basketball team defeated the Wallpaper quint Monday January 17th, by a score that turned out to be an all time record for Industrial League Play. The final score stood Staley's 75 opponents 33. Page accounted for 29 of the points for Staley's to capture high individual honors for the evening and Cozad contributed to the rout with 21.

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These games are being played in the Y. gym on Mondays and Wednesdays in case you have been wondering, and the admission is only 10c per.

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The team has been strengthened for second round play by the return of Aubrey Taylor, former D. H. S. and Millikin star.

DANCE WELL ATTENDED

Four hundred pairs of rusty limbs and some not so rusty, bent and swayed to the music of Frank Hodalski's orchestra in the newly decorated Orlando Ballroom last night. The decision of the Staley Fellowship Club to hold these dances at the Orlando has met with considerable approval and Hodalski with his ten piece band and young lady feature entertainer was well received by an enthusiastic crowd of Club members.

Last night's dance was the first
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STALEY CREDIT UNION

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The plan adopted for distribution of dividends this year did away with this source of income. As you know, provisions were made to credit dividends directly to the share account of all individuals who did not request payment.

* * *

An average dividend of \$6.41 was received by the 1,658 Credit Union members when 53 per cent of the entire earnings was paid out during January.

* * *

Almost 20 per cent of the item for expense was for the use of money borrowed from The Staley Fellowship Club, banks and others in order to make loans to members when loan requests exceeded the amount of cash available for them.

* * *

A little over half of the amount shown for expense went to the Company to repay them for the salaries of our office force, messengers, for stationery, etc. Almost a tenth went to the Illinois Credit Union League for membership dues, the remainder for depreciation on furniture, telephone rental, purchase of equipment, etc.

* * *

Government securities were purchased with 15 per cent of the total income to provide a reserve as required by law. The remaining 7 per cent was retained as a further reserve in the Credit Union Treasury.



For Sale: Five room house with lights, full basement and furnace. Phil. Kratzner, 2245 East Locust.

For Rent: Garage at 2226 E. North Street, \$2.00 per month. Phone 2-1183.

Found: Pair of man's gloves which were left in the Personnel office about January 6th. Owner may call for them at the Staley News Desk.

Found: 1 lens for eye glasses, oval shaped. See Ed. Smith in Time Office.

IS

**SAFETY
YOUR BUSINESS?**

Roy Rollins, Director of Safety

If it is:

Beware of the man who "talks" Safety unless you see him actually practising it himself. Safety, like every other virtue known to man, has a great many people who render it ardent lip-service. Sometimes it is a workman who "talks Safety" all day on the job and then speeds out of the gate at night in his car with a fine disregard for the Safety of his buddies who are trying to walk through the same gate. Sometimes it is a foreman who urges his men to work Safely and then takes a tool up on the man-hoist because he is "in a hurry." Challenge the "Safety Talker" wherever you find him. Ask him if he believes what he says. It may be that he is just trying to talk himself into being Safe. Give him a boost if that is the case. Make him practice what he preaches.

• •

Last year we sold 474 pairs of Safety Shoes to Staley men. We have no way of computing how many toe accidents were prevented by those 948 Steel Toes but we can tell you that only five men lost time from toe injuries, that four of them were not wearing Safety Shoes and that the one who was wearing them received a bruise but did not lose any toes although he probably would have lost them if the steel box hadn't taken most of the blow.

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If you are one of those unfortunate humans who has to wear glasses to correct his vision, and a great many of us do, and if your work requires you to wear goggles for protection from chips or chemicals, we have good news for you. Bob Patton has a stock of goggles which will fit very comfortably over your glasses and give you all the protection you'll need. Ask your foreman to requisition a pair for you and turn your old ones in.

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.

**CONTRIBUTORY INSURANCE
PLAN ENJOYED BY 1413 FELLOWSHIP CLUB MEMBERS**

The Contributory group insurance plan, under which members of the Staley Fellowship Club may purchase as much as \$2,000 of life insurance, has been in effect since 1930. One of the provisions which has made possible the low rate at which this insurance is offered is that at least 75% of the members of the Staley Fellowship club subscribe.

Eligibility of the Group

Under the terms of this insurance contract, which was revised in April, 1936, the following regulations must be observed:

1. Each employee entering the service of the A. E. Staley Manufacturing Company after the date of the revision, who is a member of the Staley Fellowship Club, shall be eligible for as much as \$2,000 of insurance in addition to the non-contributory insurance discussed in the last issue of your "News." The additional \$2,000 of insurance shall be of the contributory type, (paid for jointly by the individual and the Company). The cost to the individual is 60c per thousand per month, actually it amounts to an average cost of 91c per thousand. The difference is paid by the Company and the rate is re-calculated each year and depends upon the distribution of insurance by ages during that particular year.

2. The individual must have been a member of the "Club" for a period of one month before becoming eligible to purchase this insurance. If he has reached age 60, he may subscribe for only \$1,000. In the case of employees who have been insured under this plan for the full \$2,000 prior to age 60, the second thousand is cancelled when they attain that age.

3. If an employee fails to subscribe for insurance under this

plan within 60 days after he becomes eligible for it, he must pass a physical examination at his own expense (\$1.00) before his risk can be accepted.

Dividends Reduce Premiums

If the death losses under this policy have been normal, the insurance company pays a cash dividend which is used to reduce or pass premium payments during the following year.

Payment of Claims

When the holder of this insurance dies, the face of the policy is paid to the beneficiary upon proof of death.

Extended Death Benefit

"The special provision entitled terminations appearing in the policy is amended by the addition of the following provision: It is provided that if due proof shall be submitted to the Society at its Home Office within one year after the death of an employee:

1. That such employee at the date as of which the Employer shall have ceased to make premium payments hereunder with respect to him was totally disabled by bodily injury or disease so as to be prevented from engaging in any occupation for compensation or profit, and

2. That such total disability continued from said date to such employee's death, and

3. That such employee's death occurred within a period after said date not longer than the time such employee's insurance hereunder had theretofore been continuously in force and in any event not longer than twelve months after said date, and also occurred while said policy was in full force and effect,

Then there shall be paid to the beneficiary under said policy the amount of insurance in force hereunder on the life of such employee at said date; provided, however, that if an individual policy shall have been issued in conversion of such employee's insurance hereunder and a death claim shall have been paid under such individual policy no payment shall be made by the Society under the foregoing provisions of this paragraph or any other provision of said policy."

Name the Beneficiary

When your beneficiary is properly named, the money is paid directly to him or her. The person you name, however, need not have an insurable interest in your estate. That is: the money is exempt from claims due to bills, or other financial obligations. The beneficiary need not be a member of your family or other relative and it is possible to change the name

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A bushel of soybeans yields 9 pounds of oil on the average. At that rate, 189,000 pounds are processed here every day.

A woman looks at a secret in one of two ways, either it isn't worth keeping or, it is too good to keep.

85 per cent of the money received from soybean products comes from the sale of soybean oil meal fed to livestock, soy-flour fed to humans, and edible oils. This is contrary to popular information to the effect that glue, paint, combs, rubber substitutes, etc, return most of the income.

There are 1,553 members of the Staley Fellowship Club and most of them participate in some form of entertainment or benefit during the year aside from the insurance and hospitalization which the Club provides.

The confidence we have in others arises in a great measure from that we have in ourselves.

REPRINT FROM DECATUR WEEKLY NEWS, JAN. 6, 1938

STALEY EFFICIENCY PLANS UNDISCLOSED

Possible Changes in Operations to Speed up Efficiency Are Not Told As Announcement is Made of Resuming Corn Milling.

Extent of the changes in operations made during the shutdown of several departments which efficiency engineers are reported to have guaranteed to save the company money was not disclosed in the announcement of plans for reopening by the Staley Manufacturing Co. today.

The corn steeping part of the plant, in which is conducted the first step in the manufacture of starch, resumed operations today, and A. E. Staley, Jr., president of the firm said additional departments should be ready to resume work in two days. A fair volume of business is in sight for the next two months, it was stated.

Veteran employes of the plant recalled their experience with previous Staley shutdowns in various departments. Gradual resumption of operations with a force smaller than that laid off, or at a wage scale lower than that paid before the shutdown, is the usual practice, they explained.

"Bedaux System" Feared

The current shutdown, marking the climax of one of the most unsatisfactory periods employes have experienced in recent years, was further emphasized by the reported appearance of industrial specialists to make a survey of the plant in search of points at which the company might save money.

General understanding among workers was that the "efficiency hounds" took the job with the agreement that they would search out points at which changes in operations could be made to save the company substantial sums of wage money each year.

Most feared was the idea of widespread adoption of the "Bedaux step up and stretch out" system, under which piece-work wages would be based on the rate of production of the strongest or most skillful employe in a given line.

Any alterations in plans of operations made during the period the plant has been shut down and during the previous several months when work was limited were not disclosed in Mr. Staley's announcement of the reopening.

Three eight-hour shifts, working a five-day week, are contemplated for the immediate future, he said.

DANCE WELL ATTENDED

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of the 1938 series and promises well for what is in store for the remainder of the season. The committee is to be congratulated in the manner in which dance details had been arranged.

The second dance of the series

Fellowship Club Dance

Feb. 26, 1938 Orlando

REPRINT FROM DECATUR WEEKLY NEWS, JAN. 20, 1938

STALEY COMPANY BLACKLISTED CEREAL WORKERS TO ORGANIZE INTERNATIONAL UNION FEB. 17

The Staley Manufacturing Co., which for years has resisted legitimate organization of the workers in its plant here through maintenance of a disguised company union, has been blacklisted by the national council of the Cereal Workers union.

Next step in the drive being made to improve working conditions in the grain processing industry will be a conference in Kansas City Feb. 17, in which the 80 active unions affiliated with the Grain Processors and Allied Industries Council will attempt the formation of an international union to represent workers in cereal mills of the country.

Betson Is Secretary

The council is headed by Meyer Lewis, president of Minneapolis, and Lumbert Betson, 1019 Catherine St., Pekin, who is executive secretary-treasurer, Mr. Betson is well known among cereal workers in Decatur, where he has been active during the last year in preliminary steps taken toward organization of Staley workers by the American Federation of Labor.

Known as the Staley Fellowship club, the company union here accumulated large financial resources and was reported to have many thousands of dollars in its treasury at the time federal agencies ordered the dissolution of company-sponsored organizations of workers.

Staley Heads List

Second largest concern in the starch business, the Staley company was the only corn processing plant placed on the unfair list this week by the national council of Cereal Workers unions. No mention was made of the Corn Products Refining Co., which is considered the largest corn starch manufacturer.

Other milling companies placed on the unfair list include: Quaker Oats Co., Moore Lowry Flour Mill, Consolidated Flour Milling Co., and Texas Star Flour Mill.

Unions represented in the Kansas City conference next month, including the 80 original ones in the national council, will be eligible for membership in the international federation.

will be held on February 26th., again at the Orlando so keep your cards in a handy place, they and your partner are all you need to gain admission.

CONTRIBUTORY INSURANCE

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of your beneficiary without his knowledge or consent and this may be done at any time by making application at the Personnel Office.

In case the beneficiary you name is not living at the time of your death, the money will be paid to the National Bank of Decatur. The Bank will, as your trustee, use the money by applying it to the benefit of such persons who, in their opinion, are or were your dependents at the time of your death. If they find no such persons, the money will be used by the Bank for charitable and educational purposes connected with the welfare of those employed by the A. E. Staley Manufacturing Company.

Termination

The insurance carried under this plan is terminated when an employe leaves the service of the Company. It is not terminated, however, in case of sick leave, leave of absence or other cases where the name of the employe is still carried on the Company pay roll.

Conversion Privilege

In any case where individuals leave the employ of the Company, it is possible to have this insurance converted to any standard form of life insurance, except term, within a grace period of 31 days, without a physical examination, (provided that the master contract between the Society and the Company is still in force at that time.) The expense of carrying this insurance is then the individual's own and depends on his age at the time the policy is converted.