

STALEY NEWS

Vol. 5—Page 1

February 1, 1943

Continuous Steeping

(And Why We Want It)

Our project to increase the corn grind two or three thousand bushels a day by changing over to continuous steeping is "hot" again and this is probably a good time to review the whole idea.

Present Method Wastes Time

Our present steeping method is one that has been in use for many years. At first blush the steeping schedule, which tells us what should be happening in any or all steeps at any given time, looks straight from Einstein but what really happens is not so terribly complicated.

After a steep has been "ground out" it is filled with dry corn and water is transferred from two other steeps to fill it. It takes two batches to fill one steep because about half of the water put on dry corn will be soaked up by the kernels themselves. This water is circulated through the corn for a few hours then drained out and pumped to the vacuum pans to be boiled down.

Next we pump in a batch of sulfur water from the sulfur tower and circulate it until time for it to be drawn off and sent to the pans.

After that we get two separate batches of sulfur water which become "transfer water" as they leave the steep and are pumped to steeps which have just been filled with dry corn.

Finally we pump in a batch of process water to wash the steeped corn and this "wash water" is then pumped to the sulfur tower and made into sulfur water.

The flow, then, is a sort of "countercurrent" flow with the water which has been used most going onto the corn first and that which has been used least doing the final cleaning.

This method does the steeping job well enough but time is wasted whenever one kind of water is drained out of the steep and another pumped in. Together those waste periods add up to about four hours and, although the corn is in the steep forty-six hours

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One Fella Says T'Other Fella

"This thing of being stopped at the gate about once a week and asked to search myself for matches when I never carry them is a damned annoyance and I don't like it.

"Furthermore, I've been working here for seventeen years and everybody ought to know that I've got too much sense to carry matches into the plant. It's all right to ask these new Extra Board men to search themselves, but there's no sense in stopping me.

"And—to top it all off—the one time, the first time, mind you, in seventeen years, that I did find a match in my pocket and was honest enough and conscientious enough to give it to the watchman instead of denying I had it and carrying it on in as I could have if I'd wanted to, what happened?

"I'll tell you what happened. The watchman turned me in to the Safety man and he sent me a note that said, 'This is a direct violation of the Safety rules.' I know that! I've been here longer than he has and I never carry matches into the plant—(on purpose)."

There IS a Reason

What does the watchman and the Safety man and the management have to say to that?

Well, in the first place they say that they know that this business of asking everyone to search themselves for matches is an annoyance—to them as well as to the man who is being stopped. They wish it wasn't necessary but—

... they've found matches on the floor in buildings where danger exists and they've found burned matches and cigarette stubs in places where smoking could cost the life of the smoker and his friends;

... they know of cases where men *who didn't know they had matches in their pockets* accidentally lit those matches;

... they know that we've hired

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How to Translate Ideas Into Action in Wartime

(And Why You Sometimes Can't)

The minutes of the last meeting of the Manufacturing Department Committee illustrate pretty graphically how much effect the war has had on our normal operating procedures.

For example:

Problem No. One. The committee was of the opinion that a chemical engineer should be selected to review all processing activities with a view toward improving sanitary practices and making provisions against product contamination but—we've lost some chemical engineers to the Army, we will probably lose more, we can't hire any and those we have are occupied with essential projects. So we don't see how we're going to do this job, necessary though it is.

Problem No. Two. The circuit serving the bean plant is near its capacity and the addition of just a small load in the soy flour plant may be too much for it. Probably we'll have to purchase a \$4500 capacitor to solve this problem if—we can get a priority high enough to command this equipment.

Problem No. Three. All outlet air valves have been recently examined for possible leakage and a further search must be made for possible leakage elsewhere because our use of compressed air has just about reached the level of our compressor capacity.

Problem No. Four. Some changes in the cream corn starch packing system have been requested to improve working conditions and to do a better job of sealing cases but, although the proposed changes are clearly desirable, they fall outside the range of projects on which priorities will be granted and there's no use talking about them now.

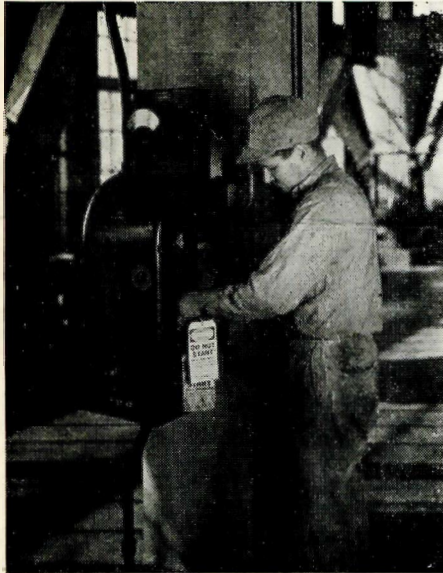
Problem No. Five. Our stock of operating motors and reduction gears carried to protect us against break

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Know Your

Staley Safety

C O D E



17. WARNING TAGS MUST BE PLACED ON STARTER BOXES WHILE MACHINERY IS BEING REPAIRED OR CLEANED AND ON VALVES WHEN PIPING IS BEING REPAIRED. THEY MUST NOT BE REMOVED BY ANYONE BUT THE PERSON WHO PUT THEM THERE.

- *If you work on such equipment put your own tag on even if someone already has a tag there. HE MAY COMPLETE HIS JOB AND TAKE HIS TAG AND LEAVE YOU UNPROTECTED.*
- *Use a tag while cleaning tanks, tubs or mixers so that someone doesn't start the agitator while you are inside.*

18. BE SURE THAT EVERYONE IS IN THE CLEAR BEFORE STARTING ANY MACHINE.

- *Watch for warning tags.*

MORE ABOUT STEEPING

(Continued from page 1)

it is actually being steeped only forty-two.

Bottleneck Elimination Begets Bottlenecks

Well, as you know, we've spent the last year and a half opening up processing bottlenecks in the plant and finally we worked our way back to this one. Then from one place and another we got together an idea for "continuous steeping" which would eliminate the "down-time" and give us forty-four hours of steeping while the corn spent *just* forty-four hours in the steep.

It will be a truly "countercurrent" flow in that we'll introduce fresh clean sulfur water onto the steep that is to be ground out next and from there the water will flow backward through all of the steeps until it finally goes into the one which has just been filled with dry corn. As it leaves this one it will go to the vacuum pans to be boiled down.

Increased Capacity At a Saving

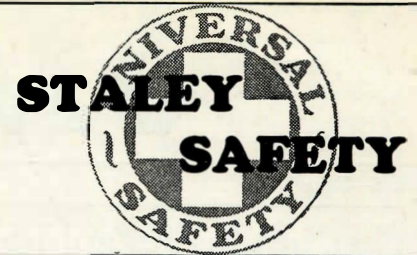
Main advantage, of course, will be that we save steeping time and thus increase the capacity of our Steep House by about one steep (2500 bushels) per day. But there are some other good things too. We will be doing a better job of steeping, sending a more concentrated steep water to the vacuum pans, saving some of the steam now used for reheating steep water and for boiling it down in the vacuum pans and simplifying a rather complicated scheme of operation.

Well, we thought enough of the idea to do the vast amount of engineering and research necessary to obtain a project priority and we sent our request in to the W.P.B. They were definitely encouraging and said it looked like a swell idea but—it involved too much critical material and why didn't we take it home and try to boil out some of that material.

The Washington Merry-Go-Round

So we did and we made a considerable saving and sent it back. They said, "Boys, you're definitely on the beam with this and what we want you to do now is to keep on flying. Cut her some more." Well, we muttered a little but finally wandered on home and started figuring again—this time with a very short pencil. And then, when it didn't look as though we could save even another six penny nail, we threw it in the

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By **MYLO ROBERTS**
Director of Safety

The eyes have it!

Our eyes are just about our most prized possession. Because of them, we are able to handle our jobs and thus earn our living. Good eyesight lets us enjoy our leisure time. We can take part in sports, go to picture shows and basketball games, and read the papers. Any one of us would be very unhappy if he were to lose these privileges.

On the other hand, our eyes are easily damaged. They won't take the hard treatment that the rest of our bodies will. It takes a pretty good force to seriously damage a hand or leg, but a small steel chip can ruin an eye. So it's up to us to use extra precautions to save them.

That's where goggles come in. Here at Staley's, we have goggles for all types of jobs. If you are welding or chipping stone or cleaning out an acid tank or doing any job where there is danger of damaging your eyes, get goggles and *wear them*. Also, be sure that you have the right kind. A light dust goggle is no protection against heavy flying chips and a chemical goggle is no good for welding.

Take time to put them on for that short job—the one that "doesn't amount to much". If it's a grinding job that only takes *one minute*, remember it doesn't take a second for that one bad chip to fly. As for the man chipping brick with his goggles hanging around his neck, he might as well have left them in the shop for all the good they're doing.

One more thing about goggles. They're hard to get. The manufacturers are swamped with orders and cut down on materials. We've got a fair supply now, but it's up to you to keep it that way by taking care of your goggles. If they get broken, turn them in so they can be repaired or the parts salvaged.

But, don't stop wearing them!

Published Monthly
By The Personnel Department
For The Employees of

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

W. G. REYNOLDS, Manager of Personnel
ROY ROLLINS, Editor

**What Do You Know,
Joe?**

(And We Mean It)

If you have completed a correspondence or extension course of any kind since going to work at Staley's or if you are now taking one be sure to let the Personnel Department know about it.

Jobs Hunt Men

It is particularly important right now that you make sure that our records about you are complete because (1) it is the policy of the company to fill positions by promoting its own people to them wherever possible, (2) there have been more vacancies recently due to men going to the armed forces, and (3) our company has grown so large that we can't know everyone intimately and must depend largely upon our records when we are looking for someone to do a job.

If The Men Are Trained

It's worth noting too that this country is now engaged in the greatest program of adult education that the world has ever seen. Free instruction is being offered by the Government in every art and science that has any bearing on war production and if you are a guy that would like to have his boots on and his knife sharpened when Opportunity goes slinking along the sidewalk in front of your house you'll get into one of the classes. Jobs are looking for men just as hard as men are looking for jobs. The only difference is that good jobs (the kind we would all like to have) are looking for a particular kind of men, men who are trained to handle them.

So Be Sure We Know

In any case, if you have or are taking any special training be sure to let the Personnel Department know.

MORE ABOUT STEEPING
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hopper again. We understand that this time they think we've done a really good job, good enough that they don't have to do the usual amount of leg work to find out whether we're lying or just mistaken or right down the middle, and that they don't frown every time they think of our request.

And that's where it is today. We hope to have an answer before this issue of the News reaches you but we'll take it anytime—now or later. And when we do get it—why, that's going to be one of the reasons that 1943's production total makes 1942's look bad.

MORE ABOUT MOTORS

(Continued from page 1)
downs is so low that it is actually at the danger point. Accordingly a classification is being made of all such equipment in the plant so that intelligent choices may be made of what processes should be shut down in cases of breakdowns in order to take motors or reduction gears from one location to another which is more essential.

That the war puts a daily pinch on
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SAVE MANPOWER FOR WARPOWER

ANY CIGARETTE WILL
CAUSE IRRITATION—
IF SMOKED IN THE
WRONG PLACE!



It's a ——— business but I'll treat you white,
See Happy Hull when in a plight.
I'll strive and strain with all my might,
To deliver your coal day or night,
And keep your hearth fires burning bright.
H. Hull—Feed. House

(Ed. note) The meter is lousy but the rhyme is right.



In response to our request for job definitions we received a few. Here they are.

* * *

C. P. A. means either "Can Prove Anything" or "Can't Prove Anything". (The one you choose depends on why you were angry at the accountant in the first place.)

* * *

A consultant is a man who knows less about your business than you do and gets paid more for telling you how to run it than you could possibly make out of it even if you ran it right instead of the way he told you to.

* * *

Mr. Bishop says that maybe he could have borne our saying (Staley News 1-1-43) that "our steeps hold just 25,000 bushels each" if we hadn't followed that up by saying "and that means just 25,000 bushels" but repetition of the error was too much for his scientific conscience to bear. The editor therefore mumbles weakly that he really knew that the figure was 2500 rather than 25,000 and offers the explanation that he had just finished grading examination papers for a class he had been teaching and that's why he was so liberal with his zeros.

For Want of a Nail the Battle May Be Lost

Every industrial plant faces the problem of petty thievery and every plant management knows that a certain amount of its products, equipment and tools will be stolen.

If the plant is of any size it knows too that the only way it can even find out how much is stolen is by a system of inventory and checking so closely knit that it will cost as much or more than the value of the stolen property. Added to that is the knowledge that such thievery can be reduced only by a policing system as rigid and expensive as those now used by plants producing secret military devices.

Finally they know that no system is both fool proof and malice proof and that even good inventory control and good policing depend upon people; their intelligence and their honesty.

What Shall We Do?

So that raises the question of what they had better do about it. Specifically, what had *we* better do about it? We've always had the problem and it seems to us that now it's rather serious. There isn't any way to say exactly how much it costs—the best informed guesses about it range all the way up to \$25,000 a year—but all of us have heard folks say that they'd trade their year's wages for half the value of what was carried out and we agree that they'd probably be driving a good bargain.

We Could Check More Closely

Our inventory system is pretty good but it won't account for every last box of starch, can of syrup, piece of wire or special wrench. With enough people, though, it might.

And Do a Better Job of Guarding

Our guarding system is pretty good but it wasn't designed to be a Gestapo. We'd have to have 80 or 100 more men to provide a tight fence patrol and we would have to minutely search every person and vehicle leaving the plant in order to prevent things being carried out.

But We Hope We Won't Have To

We don't want to do either of those

things because we can see plenty of objections to them.

The War Intensifies The Problem

But the war, as it has with many problems, has made this one worse. Ordinary folks can't buy alarm clocks or tools or copper wire as they usually could and the temptation to get those things by foul means increases when there is no fair means available. When we come to replace them, however,—it isn't just a matter of money any more, it's a matter of priorities. And priority regulations are not just a whim of the administration; they exist for a reason. The reason is that our nation has too little steel and copper and aluminum and rubber and too few manufacturing facilities to produce all of the war goods and civilian goods that we need and that first things (war goods) must come first. We have trouble getting another brass valve or electrical switch to replace the one that someone took home and if we *do* get it, on the plea that we are an essential industry, *someone* must go without. There's something more now than just the idea that stealing is hardly stealing when you take a coil of wire from a million dollar corporation that can afford to replace it. Maybe they can but *your country can't*.

So then, finally, what should we do about it?

Here's Our Answer for Now

Well, we think that, at least for now, we just want to appeal to everyone to help.

Pointing out that it's morally wrong probably won't help. Everyone already knows that and if the knowledge hasn't stopped them our reminding won't.

We're putting our appeal on another base.

Thievery today is thievery from your country in a very real way and it's one of those "for want of a nail, the shoe was lost; for want of a shoe, the horse was lost; for want of a rider, the battle was lost" sort of things that can hurt our country's war effort.

You Have a Vote

This problem, like every other, is finally left in the hands of those plain people, you and I, to solve. We'll be pretty poor specimens if we can't produce an answer.

MORE ABOUT MOTORS

(Continued from page 3)

even our thinking is clearly evident. New laws, taxes, rules, regulations, executive orders must be complied with. New shortages and delays in delivery of the parts and materials we need must be expected and we cannot fend them off by building up stocks: that's against the rules too. Men are going—and will go—to the armed services in great numbers. At the same time, however, we are being called on for much greater production than we are capable of—and we're getting it out. But there's no resting place on the road and both shoes pinch.

MORE ABOUT MATCHES

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lots of new people, both men and women—that a large percentage of those people smoke and that they haven't learned the safety habit of searching their pockets for matches before they enter the plant like we old timers have;

. . . they know that, in three random checks made before we initiated the policy of asking everyone to search themselves one day each week, they found a surprising number of matches being carried in and that many of them were in the pockets of folks who said, "I don't smoke and I never carry matches" and in the pockets of folks who have been here a long time;

. . . they think—and hope—that stopping everyone—(and that *means everyone*) one day a week and asking them to search themselves for matches will be enough to stop the match carrying by all but those who *deliberately* carry them and there's another way to deal with that kind of people.

So they're asking you to go along with the necessary nuisance. They're asking you to be as honest and as cooperative as Bob Leek was one morning recently when he told the watchman, after searching his pockets, that he had no matches and then came back to the gate a moment later saying that he had found some in a pocket where he hadn't searched very well and that he wanted to leave them at the gate.

You know why we're trying to safeguard this plant. It's so we can help our soldiers to beat the Devil. We're asking you to help.