

STALEY NEWS

LEARNING HOW, KNOWING HOW AND DOING IT 720 YEARS, 3 MONTHS, 15 DAYS

The end to end service record of *Staley* foremen who have kept our wheels moving day in, day out, year in, year out, is 720 years, 3 months and 15 days.

That is the extensive period of their work which ticked by when 1938 walked out and 1939 walked in bright and new. That is the experience which is on the job to satisfy *Staley* customers, to supply them with what they need, when they need it, and in a number of cases, to do a "Tailor Made Job." In every case, to help supply it as cheaply as anyone else and of a quality worthy of the *Staley* name.

Seven hundred twenty years is a long time. It represents a lot of experience. It has provided a lot of changes. It has seen the introduction of new products and new ways for making old ones better. Yet, even that period does not begin to account for all the collective knowledge wrapped up in the *Staley* organization.

But, even in the foremen group alone, it accounts for a great deal more than just so many years of hard work. It represents years of trial, hardship and progress. It represents tradition, and as some of them like to recall, periods of true opportunity for respect and understanding. As Tom Gogerty recently said, when he looked at the service record credited to each foreman, "I am prouder of that record and what it stands for than anything else I have ever done. I am more anxious to maintain what it stands for than anything else I can think of."

Average Service Over 18 Years

It isn't necessary to lay the records of 39 men end to end to get an unusual figure. Viewed individually, the average is still outstanding. The average is 18 years, 5 months and 21 days. Boob Keck, the granddaddy of the foremen from the standpoint of service,

has been with the company 26 years, 9 months and 8 days.

Boob isn't an old man either. If anything, he is the youngest and biggest kid of the bunch. The only modern thing he isn't up on is those little two-wheeled motor scooters, but, he does slip around where the riding goes on to take concealed delight in the troubles the rest of the fellows are having trying to teach the scooters how to put-put without throwing them.

"Kay" Sherman, who oversees the final touch on *Staley* package goods, has been here only 5 months short of Boob. And Earl Leek, whose responsibility is to supply the power for everything, came to *Staley's* 15 days after "Kay." Those three complete our trio of foremen with 26 years or more of service.

All told, there are 14 who have records of 20 or more years. 16 have been here 15 years or more, but less than twenty years. Only 9 have less than 15 years of service.

Ted Threlfall is the youngest *Staley* foreman, but he has been here 7 years and 7 months. Even that is a long time compared to the average industrial supervisor's period of service. At least according to one statistician who got a bunch of figures together and said his information revealed that the average period of service for foremen and similar executives was five years.

There has been a lot of corn go through our steeps in the period represented by our foremen's experience. Now and then, it is easy to forget, especially during a good dressing down punctuated with an occasional lapse from sewing circle talk, that the foreman has a tough job to fill. A job defined by years of tradition during which *Staley* customers have learned to expect nothing but the highest quality

from *Staley's*, and that this quality must be obtained with a price that is competitive.

It is easy to forget that our job, and his, depend upon his occasional verbose demand for something better out of us. Our company, our customers, and our jobs all depend upon his work. We are all fortunate in being able to look forward to the New Year fortified by the following record:

Name	Total Service		
	Yrs.	Mo.	Da.
C. A. Keck	26	9	8
K. D. Sherman	26	4	0
E. Leek	26	3	15
J. Pollock	25	11	25
E. L. Morrow	25	1	6
E. C. Ragsdale	24	4	29
H. Herbert	23	1	16
H. Broadbear	23	1	16
F. Moore	22	11	6
S. Ivens	22	10	21
R. S. Patton	22	9	
C. Fitch	22	7	24
L. B. Smith	20	6	5
J. M. Lindsay	20	3	9
T. J. Gogerty	19	9	27
C. W. Thornborough	19	7	14
R. A. West	19	3	23
M. Honold	19	3	2
H. J. Casley	19	1	13
P. E. Wills	18	6	23
A. R. Ragel	18	4	23
D. A. Dryden	18	4	15
D. L. Mathews	17	11	24
J. Johnson	17	7	23
C. H. Jones	17	5	29
W. J. Thornborough	17	3	5
D. E. Buzzard	16	6	26
D. S. Williams	16	4	17
G. R. Truebe	16	4	15
G. W. Leonard	16	3	13
L. R. Brown	14	2	11
J. A. Boggs	14	1	4
G. L. Horton	13	11	30
H. C. Wilber	11	5	5
L. E. Tipsword	11	2	15
M. M. Durkee	11	0	0
G. Ellegood	8	3	0
L. M. Smith	7	11	3
W. S. Threlfall	7	7	0
Total End to End Service	720	3	15
Average Length of Service	18	5	21

DECATUR HOSPITAL SERVICE CORP. CONTINUES TO GROW

Payments To Staley Members Increase

During the month of November, the Decatur Hospital Service Corporation enrolled 243 members to bring the total number now subscribing to their plan to 3,538. During the same time, the ratio between the income of the corporation and the amount paid out to hospitals for benefits to subscribers also increased slightly. Previously, the ratio had been 68.8% of the income received. On the first of December, the amount paid out was 69.8%, according to the report to the officers.

In spite of the slight increase in payments for services to members during the month of November, there was an addition of \$219.36 to the corporation's surplus which now amounts to \$1,838.03.

The November period also saw an increase in the expenditures made by the corporation to hospitals for members in the Staley group. Total payments to date amount to \$2,544.64 in our group. The earned income is \$3,105.17. The ratio of hospitalization to earned income is 81.9% which marks an increase of 9.64% over the expense experience of the group during the previous months of the corporation's operation.

THE RECORD			
	NOV.	DEC.	TOTAL FOR 1938
TOTAL INJURIES	322	303	3506
EYE INJURIES	58	51	630
NO GOGGLES	2	1	69
REPORTABLES	10	9	148
LOST TIME	1	4	54
DAYS LOST	41	**78	**858
*WAGES LOST	223.04	**424.32	**4667.52
LATE REPORTS	13	12	155
*FIGURED AT 68c PER HOUR. STALEY AVERAGE RATE FOR 1937.			
**ESTIMATED BECAUSE TWO INJURED MEN ARE NOT YET BACK TO WORK.			

ILLINOIS DEPARTMENT OF LABOR REPORTS SLIGHT GAIN IN EMPLOYMENT

The current October-November employment and payroll changes for the State of Illinois as just released by the Department of Labor, indicate that changes have continued for the better. An increase of 1.1 percent in employment is reported and an increase of .5 percent was noted in the amount of money required for payrolls.

This change marks the fourth consecutive month during which increased industrial activity has been noted. Again, as in the preceding two months, the change has been upward during a season when a downward trend has been normal.

November, 1938, however, as compared to the same month of 1937, shows a decrease of 13.1 percent in employment and 13.0 percent in payrolls.

As compared to the index figure used to determine the standard to gauge the relative percent of normal, November, 1938, employment is 75.7 percent of normal and payrolls are 67 percent of normal.

IN DECATUR, 84 enterprises showed local gains to be above the state average. Employment increased 5.4 percent and payrolls 6.2 percent.

SIDE GLANCES

Why Is It True,

That:

Some people will not report minor accidents, cuts or bruises until they become infected???????

That:

The busiest people have the most time to do the things others can't find time to do????????????????????

That:

Even the most reserved lose their veneer of culture when they get behind the wheel of an automobile or find themselves in an impatient crowd????????????????????

That:

The mortality rate among relatives of baseball fans is so high???

That:

The average Credit Union Member with a loan balance has more, "Circumstances beyond control" and "Emergencies" than the average member with a share balance in his favor????????????????????

Apparently the American motorist decided during 1938 that his reputation as Public Murderer No. 1 was doing him no good and needed a little toning down. Habits are not changed in one day, however, or even in one year, but by denying himself just a little speed and just a little fancy driving the worst killer since the Black Plague reduced his toll from 40,000 in 1937 to 32,000 in 1938. Great credit is due those who aided in forming his good resolutions and helping him to carry them out but they still have a job before them when 32,000 people (more than half the population of Decatur) are killed in this country in one year by automobiles.

Whether it is due to mass production or the government's eas, credit policies or something more mysterious we do not know but it is a fact that insurance costs are lower. For instance, you can, for about 30c a month, absolutely insure yourself against toe injuries of all kinds. For further details see the writer and ask about the lovely Safety Shoes which he sold to so many Staley employees last year.

In January of last year we had three lost time accidents which cost a total of fifty-one days of lost time and \$277.44 in lost wages. With accidents costing so much we sometimes wonder how anyone can afford such a luxury. \$277.44 looks big enough any time but that much deducted from a month's pay check—well, you can't afford to be hurt this month or even this year?

A glance at "THE RECORD" will show you that the fellows who have been having eye injuries due to lack of goggles are learning their lesson. An average of seven per month for the first ten months of this year and then—only two in November and only one in December. Looks better.

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 By The Personnel Department
 For The Employees Of
**THE A. E. STALEY
 MANUFACTURING COMPANY**
 DECATUR, ILLINOIS
 W. G. Reynolds, Manager of Personnel
 J. M. Richey, Editor

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

ARE BUSINESS MEN SMART?

It takes all sorts of people to make up the average. The average is a mixture of every kind of man. Everybody is an average person except for a few traits which make him different.

The point is, business men are no exception to the rule. Most of them are just average people. Some are selfish, some are generous. Some are likable, others are not. Some succeed, others fail. Some are smart, others are not so smart.

A Skilled Man Is Not Necessarily Smart

Some business men are excellent salesmen but poor manufacturers. They can sell at a profit in spite of the fact that their manufacture is inefficient. Some business men are good manufacturers but poor salesmen. They are able to stay in business because they manufacture products people will buy, in spite of the fact that the quality of salesmanship is poor.

Such businesses are lopsided. They are not as secure as balanced businesses. When recessions occur they generally fail.

An Educated Man Is Not Necessarily Smart

Business men who operate unbalanced or lopsided businesses may be well educated and experienced but they are not necessarily smart business men. A smart business man realizes the importance of a good organization of people who can help him achieve a reasonably well balanced business that will sell intelligently, manufacture efficiently and finance soundly.

A business man cannot get people possessing these abilities unless he can earn and hold their respect for his own ability and integrity. If he lacks ability and integrity, capable associates will not stay with him. He will not have the security of a balanced business. So he will not be a smart business

man and he probably won't last very long in business.

Smart Men Are Sincere And Trustworthy

The men who build businesses that are permanent and profitable are smart men. Many of them started as errand boys and apprentices and never got beyond grade school. Most of them are too busy to mess around in society. Many of them can't cast a fly or play a fish. But they are earnest, honest men who can win the confidence, trust and loyalty of other good men who will combine their efforts to create a balanced business.

It would be foolish to assume that all the men in business are smart men with fine characters. Some are not smart. Some are not entirely honest. Nor are all of them successful. It is easy to go into business in the United States and many men who are unfair or unqualified to run businesses will go into business for themselves.

A Few Succeed But Many Fail

For every 100 new businesses started in 1936, there were 93 businesses, old or new, that failed. Some who failed were managed by capable men who had runs of bad luck. Some were lopsided businesses because their managers did not know any better. Many of the failures occurred because the businesses were lacking in character and failed to fill their obligations to employees, stockholders and customers.

The number of business failures is reasonably constant in normal years. It is the process by which business cleans house of the inexperienced, the unfit and the characterless.

The businesses that survive year after year, are those that possess a high average of integrity and ability. The men who manage those permanent businesses are smart business men.



Here is an unusual source of competition: A fattening food for livestock consisting of bran middlings soaked with edible palm oil, is produced by steel mills as a by-product of tin plate manufacture.

* * *

Would you guess: Over 80% of all auto accidents occur on clear days and better than 75% during dry weather. This illustrates a point Roy has oft repeated. "It isn't the dangerous spots that cause the most accidents. People watch them. Accidents happen where people feel safe."

* * *

The distance between some people's cars is one block.

* * *

There are enough automobiles in America to take every one of our 130 million people for a ride at one time.

* * *

Figures on our national debt, recently released, give an all-time high of 38 billion, 3 hundred million dollars. If you had to spend 1 billion of that and worked at it 8 hours a day, 5 days a week, 50 weeks a year, it would take 100 years if you spent at the rate of \$5,000 an hour.

* * *

A man wrapped up in himself makes a small package.



By Bill Brumaster

The RESEARCH and the PRINT SHOP rolled into the New Year in a tie for first position honors in the SENIOR BOWLING LEAGUE. Both have won 29 of their 48 games. With six teams in the league, the first five teams have only a five game spread. The EXECUTIVES are in 5th position with 24 games to their credit. Any of the five can and may step up to the winner's rung before the last game is rolled this spring.

★ ★ ★

The best showings in the league have been made by BUSTER WOODWORTH, with a high game of 266 rolled in November, by LYNN DAVIS, with a 255 scored the first week of December, and by LOUIE DOXIE, for a 254 game in the middle of November. TEAM HONORS thus far go to the RESEARCH for High Team Series (2897) and High Team Game (1024). The YARD has the High Team Average with an 850.

★ ★ ★

In the DEPARTMENTAL LEAGUE the boys layed off for two weeks for the cheer duties of Xmas tide and New Year's, but have already played 45 games to go into the back stretch with the LABORATORY in a three game lead over the PIPEFITTERS who are in second place with 27 games won. The MILLWRIGHTS, TINNERS, OFFICE and PAINTERS follow in close order.

★ ★ ★

J. GROSSMAN holds the League High Game Honors for dropping 255 pins on November 28, incidentally that would tie him for second in the SENIOR LEAGUE. The 616 series by FRANK DESPRES the first of December leads the league while the LABORATORY got hot in November and pitched the best High Team Game and High Team Series in the League with respective scores of 926 and 2591.

★ ★ ★

Meanwhile the BASKETBALL TEAM is flashing the "Iron Man"

role by playing five games in as many nights. So far they have won two of them, but lost a big one to the U. S. boys in the first game of the playoff for first half honors in the Industrial League.

THE STALEYGRAM SERIES

Shown in this issue gives the entire picture of Staley employment and wages for the past ten years. The fifth Staleygram in the group shows the amount of *Real Wages* received during the period studied.

Perhaps some explanation of that chart is in order since the term *Real Wages* is not a common one. The *Real Wage* one receives is the actual amount or value of the paycheck expressed in what it will buy. If, for example, one can buy ten loaves of bread for \$1.00 this year, and only eight loaves for \$1.00 next year, then the *Real Value* of the pay dollar has shrunk. If it will buy twelve loaves, then the *Real Value* of the dollar has increased.

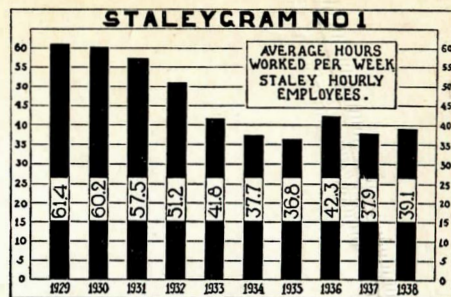
Weighted Average Used

In the 5th Staleygram, the average annual income of the Staley Hourly male employee is expressed in terms of its buying power. It is based upon the average amount that the typical American family spends for rent, heat, light, gas, cigarettes, food, etc. This is called a weighted average.

Normal Value of Dollar Is Average Value

The second point which arises is, upon what basis is the normal value of the dollar established? Its 100% real and actual value? For this we have selected the index figure used by the National Industrial Conference Board. Their figure is based upon the average value of the dollar between 1923 and 1929. Because the value of the 1929 dollar was only .1% lower than the average, corrections have been made to adjust our figures to that year. That makes 1929 our standard year and the remaining nine years have been figured on that basis.

Staleygram No. 5, then, indicates not how much money was received but the amount the average annual income would buy compared to the normal purchasing power of the dollar.



STALEYGRAM NO 2

