STALEY NEWS

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Grand Grind Review -- 1944

Somewhere early in 1944 we sat and looked glumly at our perfectly swell grind records of years just past, at our latest acute corn shortage, at the resulting W. P. B. grind limitations order, and sadly muttered "Isn't life just like that?" Year by year, since 1940, we'd pushed the production stack higher 'n higher, backs straining, brains fagging, never satisfied in this our biggest war effort. Once a boost we'd been working for was made, we always figured we could better it the next time. And we did.

Now here we were with a good first quarter of 1944 behind us, already 110,000 bushels above our 1943 record, watching that nice margin disappear in one fell swoop in April; faced, too, with the job of doing at least as well as we had, better if possible—and no more to work with, perhaps not even enough raw materials. Small reward for virtue, that!

But, again—we did it. Part of it was in learning how to do the job better, smoothing out operations, predicting the end from the beginning. And part of it was due to results now really showing up from our past inventions in time of need. Our 1943 grind record showed an increase in our "average day" grind (an over-all daily grind picture that smooths the ups 'n downs for the year) of 1,200 bushels over that of 1942. And in spite of the hell and high water (that applies, of course, to the moisture content of corn this year!) of 1944, we've stuck to that for the most part and for a couple of months hit a record 1,600 bushels per average day higher than *that*. Which is practically making something out of nothing. Too, this year we'll have processed only 328 out of 365 days instead of 353 as before; and new corn coming in has been put through the mills earlier than ever before (October rather than first of the year).

Learning How

In doing that job of holding steady and pushing on, we've changed our thinking about scheduling. Now we figure all steep scheduling in terms of the standard bushel (being #2 corn at 15.5% moisture.). You see, we know now that what "comes out here" at the end of the process will depend on the amount of *dry* material going into the steeps. So, whatever the corn going in and whatever its moisture, if we relate that in our estimates to the *standard* (and we know at what rate the standard bushel moves through the mills) we can pretty well predict the rate at which all corn going into the steeps will move.

Daily, down in Harry Walmsley's office, heads pore over figures showing the kind, amount, and moisture of corn to go into the steeps. They already know the capacity all along the line and can schedule incoming corn so that there need be no breakdown or holdup due to overloading at any one point.

This is the smartest bit of head work and planning we've ever done on grind forecast and it's smoothed many a hump for us that was a little beyond the pale of pure mechanical change.

For Increased Capacity

Still and all, we've *had* to push more through and had to keep on figuring out ways and means to do it. We've even borrowed from ourselves, at times—two expellers, for instance, from the soybean plant, for the corn oil house so we'd have five; and a Merco for use as a primary starch separator.

But in '43 and '44 we've been able, too, through the graces of W. P. B. to make some straight additions. All in all, we've added nine new fine grits reels in the Mill House, wherever we were shortest. And we did manage to get a new germ separator which, though it's of wood and the rest are cast iron, gave us thirteen and put a new idea in our heads about using three germ separations in the process.

Better Separation

Since the steeps hold just 2,500 bushels of corn, with corn above 15.5% moisture we have to grind more to hit the mark of 50,000 standard bushels; and because of this and other things sometimes plain temperamental about new corn, sometimes the bran didn't separate cleanly from the germs and sink to the bottom of

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Unfinished Task

Ever since June and D-Day there has been talk, nation-wide, of how we all would "celebrate" the great finis to be known as V-Day. Our relief then at action by invasion, our certainty in strength, and our view that "it-won't-belong-now" made us sure that we'd only joy in the moment.

But there've been many long, grim days between; no longer does it seem, over the nation, that the cap-in-the-air and confetti-on-the-streets flurry should be the sign of the day. Because we know for sure that to make good the future for which that day will stand the work must go on. Reaching that first signpost of victory won't mean that we shall be able to drop our tools and call the job done. Once the boys have won that much, we must carry on from there.

Our war job at Staley's, as we've proved it and you know it, hasn't only been one of keeping armies marching on their stomachs. Lend-lease, the metal and electrical industries, the medical profession, among others, have all needed us as well as our old-time customers, the paper and textile mills. They'll still need us when V-Day rolls around; we're going to remember that and not let up.

Ours is always, in war and in peace, front-line stuff.

Brush-up On Benefits

By tradition, the first of the year is always a time for all good men to resolve, to resolve, and to resolve. Right now we're pointing the finger squarely at those who are members of the Fellowship Club—and who isn't? It looks as though the 1945 resolution for all members should be to learn (and live by) some of the A B C's of their bylaws. Here's to pointing up a few of them for you to make the resolution good.

Resolve to Read

In the first place, have you read those bylaws? Every member was sent a copy in March, 1944, and all new members have been issued one since. They weren't printed and distributed just to have the job done and over with; they were made up for your *use* when you wondered about your privileges of membership. Dig 'em out from that pile of papers at home and bone up. If you can't find your copy, ask Leck Ruthrauff for one pronto.

Report and Certify

Once you've read the bylaws, you'll *know* that when you work in the plant and are off due to a non-occupational illness or accident you must *report it to the Time Office!* Whenever possible this report should come in the first day of your absence. If you're not able to make the call yourself, have someone call for you but be sure *they* call the Time Office (4141, Extension 263). The timekeepers will notify your foreman, so don't worry about that. *Only office employees* are to notify their department heads.

Further, the little book will tell you that if you are off work as a result of non-occupational illnesses or accident and *are thus absent for more than seven days you must turn in a certificate of illness signed by a doctor* before you may collect benefits. These forms can be had from Leck Ruthrauff, Gil Hoft at the Machine Shop, or from First Aid. So remember—for an illness of over seven days a doctor's services are your only hope for benefits (that's meant in more ways than one, too).

Benefits can be collected for illnesses of seven days or less on either a doctor's certificate, one signed by our plant nurse, or by an affidavit.

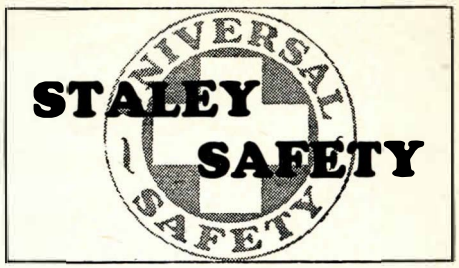
Benefits and Supplements

You'll find, too, that there's a three-day holdback on benefits for any illness of less than thirty days. That means if you're off thirty days, you'll be paid for thirty; but if you're ill ten days you will be paid for just seven of them. However, benefits from non-occupational accidents are paid from the first day.

Again, sometime when you're ill you'll wish you'd thought sooner of those additional benefits you might be having had you signed up. Take a look now at the supplemental benefits chart below and you'll see that for a few cents more per month you'll be adding dollars per week to your regular benefits when you need 'em. See Leck or Gil Hoft and—SIGN SOON!

Sure, these are just rules and you don't *have* to know 'em. But remember to hang the sign "It Can Happen Here" where you can see it next time you're ill and have forgotten to (1) notify the Time Office, (2) get your doctor's certificate and (3) sign up for supplemental benefits. *You'll* be the fall guy then.

THOSE WHO ARE PAID:				ARE ELIGIBLE FOR:	AT A COST	
Hourly Rates Of		OR Monthly Rates Of (40 hr. week basis)		Membership Class	And Extra Weekly Benefits Of	To The Member Per Month Of
At Least	But Less Than	At Least	But Less Than			
.....	67.6c	.....	$117.17	A	None	None
67.6c	78.1c	$117.17	135.37	B	$ 2.50	14c
78.1c	88.5c	135.37	153.38	C	5.00	27c
88.5c	$ 1.00	153.38	173.33	D	7.50	41c
$ 1.00	.....	173.33	.....	E	10.00	54c



By **MYLO ROBERTS**

The first of the new year always brings to a Safety man a mixture of thoughts and emotions. He has finished up the records for the past year, and there in black and white are the figures which show whether the plant has enjoyed a good year as far as accidental injuries are concerned or has had a bad one. The plant is starting a new year with a clean slate. How long can it keep it clean? Will we do better this year, or worse? He knows it can be better but that question "Will We?" depends on everyone in the plant.

However, he doesn't just think of records. He thinks of Joe and Pete and Sally who were off work so long and suffered pain and worry. He remembers the permanent disabilities—the fellow who will always limp, the guy whose eyesight is damaged, and the one who has that scar to carry through life. Not pleasant thoughts, but much more unpleasant for those individuals. And all so unnecessary. Every one of them could and should have been avoided. And he hopes and prays that they will be avoided in the New Year.

Our own records show that we did not have a very good year in 1944. As of the time of going to press, 72 of you had suffered injuries serious enough to cause you to be off work. Sure, this is a little better than the 84 that we had in 1943, but not much. Let's really make a cut this year—50% or better. Even cutting it down to 36, which is a much better record on paper, would not be much to those 36. An improved plant safety record is poor consolation to the one who does get hurt and suffers pain, worry, and loss of money. In other words, the only safety record which all of us will think is good and be proud of is—*No Lost Time Injuries.* Will you make sure that you are a *No Lost Time Injury* employee and that your department makes the same record?

Let's all have a Safe New Year.

As We Know Them

1944 Brought Success To These Men

Maybe the best laid plans of mice and men *do* often go astray, but sometimes here at Staley's they've a way of coming true, too. We thought we'd hit the jackpot on that the other day when we took a look at the list of men who've "grown up" through the plant and are now holding some pretty responsible supervisory and clerical jobs among us. As Dr. Kutsch said, "If you wrote about all the men who've made the grade these last *two* years, you'd have a whale of a story."

Well, we saw that—and knew we'd practically have to give this issue of the News over to 'em if we did. So we contented ourselves with a look for you at the "Eleven Men (not old) of 1944" who stepped from the ranks to responsibility this year. *Their* records are pretty impressive, totalling (laid end to end) 170 years of company service, and representing development within a department, growth by study, and always plain, sure determination and a sincere belief in possibilities within the company.

Carson and Cooley

There's *Sam Carson*, for instance. Sam worked here for a year between 1919 and 1920 as a laborer, and then came in for good in May of 1921, settling down at first in the Boiler House as pumpman. But in 1935, he transferred to the Table House where he's been ever since as flusher, head washer and leadman. Then, only this last month, he became night foreman down there, with full chance of putting into practice his J. I. T. and J. R. T. training and his grand "know-how" of Table House experience.

Harry Cooley, too, became L. C. L. Clerk in #20 building this last year after seventeen Staley years. His first four were spent in the garage as helper, truck driver and mechanic. But since 1931 he's trod the Packing House floors, working on lump starch, the gloss cooker, as a packer and sewing machine operator. Those figures he plays with these days are "alive" to him because he knows so well with what they deal. And his J. I. T. training has made him aware of job organization in a fine way.

Dayton-James-Koshinski

In eleven years, *Danny Dayton* has made the jump from the Extra Board to the Storeroom as clerk. He stopped for three years on the way as a watchman, but since 1936 has worked in the stores section, learning to know what we want almost before we ask for it, gaining a stocks knowledge that means much to him now at his new desk. And his recent J.R.T. training will help him handle us when we're fussy.

Now *Dwight James* has spent *all* of his twenty-one years in the Tinshop. In fact, before that when he was in and out of school he spent his time there. But he came to us as a helper, worked up as tinner, mechanic, senior mechanic and now is Assistant Foreman. All along the way, he sharpened his wits with more training, has had recently the E.S.M.W.T. courses in Engineering Drafting, Production Engineering, J.I.T. and J.R.T.—so he'd be ready for the chance when it hit.

In the Electrical Shop Ed Koshinski, now Assistant Foreman, has spent *his* twenty-one years as an electrical trouble-shooter, too. And part of his out-of-school time was spent here before that. And along with the experience he gained in the trip from helper on up, he completed a course in electricity by correspondence from Cook's Electrical School which he says has stood him in good stead. Add to that his J.I.T. and J.R.T. pointers and he has what it takes.

Moutray and Payton

In the matter of plant-wide experience, *Clarence Moutray* can hold his own. In his eleven years here, he's travelled from the Extra Board to the Table House, Tinshop, Boiler House, Feed Elevator, and Storeroom. But he landed, right side up, in the Planning Department as Manufacturing Supplies Record Supervisor. Over the years, in the struggle to work ahead, he's tucked in a correspondence course in Commercial Arithmetic, some accounting at Millikin Night School, and more recently a couple of E.S.M.W.T. courses in Production Engineering and Time and Motion Study.

Jack Payton, now Assistant Supervisor of Production Schedules in Planning, has the shortest span of work experience with us, having come on the Extra Board in 1943. But before that, Jack had spent eighteen years in sales work at the Gebhart Motorist's Supply Company, seven of them as Store Supervisor. Besides his courses in Salemanship, Jack worked in somewhere a blueprint reading course (says he can't quite remember why, now, but it's helped unexpectedly)—and is now taking Production Engineering under E.S.M.W.T.

Rinehart-Smith

Another with twenty-one years of department experience and training behind him is *Walt Rinehart*, made Assistant Foreman of the Millwrights the middle of 1944. Walt has watched the plant grow and buildings aplenty go up since his first days here as carpenter in 1923. His careful work along the way, his painstaking interest in each job to be done, his interest in his gang and his J.I.T. and J.R.T. training have brought him naturally to this point.

Estol Smith who, as Assistant Extra Board Foreman, knows plenty about our manpower shortage these days, can remember back to 1923 when he began his Staley plant trek, as a paddler in the Table House. From there he worked his way around the Yard Department, Extra Board, Switchman Clerk, process work in #17, the Tinshop, gardener and janitor for the administration building, scale house clerk, and finally into the Extra Board office. He tells us that while working for the railroad before his Staley years, he took some traffic study by correspondence. In his journey 'round the plant here, he took all of our old mechanical trades studies up to the shop work. He's had J.I.T., J.R.T. and the E.S.M.W.T. work in Production Engineering and Supervision. He tried to be ready for anything that came.

Stroyeck and Thompson

Over in 48 & 49, *Paul Stroyeck* has spent ten of his twelve years at Staley's learning the soybean process up and down. Before that, he bucked the Extra Board, but since landing there has worked in the flour process, as loader and leadman; also in soy-sauce as leadman and now as Foreman. His J.I. and J.R. training has added to his knowing how.

This year also *Dick Thompson*, having spent most of his eleven years in the lab, became a Junior Chemical

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Idea To Product

Development Division Plays a Part

Sometimes we need a "middle man" for that uneasy stage in product development between the hatching of an idea and the hour when we can proudly announce a new item, or new uses for old ones, and add new customers. We have one in William Allen who marches forth from what we now fondly call our "Development Division" as go-between from our mental giants at the lab and our possible customers.

Into the Unknown

The key to Mr. Allen's business lies in that word *possible*. Maybe our researchers figure that one of our products, or by-products, may have a use in a market we haven't so far touched. Or an industry, not among our usual customers, has a notion as to a new use for a present product, or a need for a new one, and is sure of only one thing—that *we* can work it out. To do so means shuttling back and forth with an exchange of ideas, experiments and general respect and goodwill. All of which is Mr. Allen's meat.

The penicillin industry, for instance, used a large quantity of regular corn steep liquor but found it to be quite variable in activity. Now our Special Nutrient No. 14 developed by our Research Department from (remember the stuff?) steepwater is a more refined and uniform food for the growth of that necessary mold. Our nutrient is one of the factors aiding in the increase of penicillin production to meet the ever-increasing demand of our armed forces. The many steps in the line of perfection were carefully checked by our and the penicillin labs. There are jobs aplenty like that for the Development Division, hitting the consumer line for the new ideas coming from our research efforts.

Test Projects

Too, we can at times work through university laboratories on testing new products. Just now the division has "fellowship projects" at a number of universities where they are working on some of our products. In order that a product's use in more than one field be determined, it is often necessary to carry out at the same time two or more "fellowship projects" on the same product. Sometimes the experiments can be run through in short order, others take months, even years. But until the stage is set for actual commercial use the Development Division tosses the ball.

Mr. Allen, who has just come to the Division, has been with us for three years as a paper technician in Industrial Sales. He's had sixteen years in the paper and textile industries which have given him the ideas, and the salesmanship needed to bring development.

THE GRIND

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the separators the way we'd like it to. A lot of it floated off with the germs, too, and we sent a larger amount of material to the oil expellers than they could handle. Since we couldn't possibly expand the oil house facilities because of the pinch on critical materials we just had to dump the germs on the floor.

Which we couldn't do for very long at a time, and the old trick of switching from new corn with high moisture content to old corn of lower until the Oil House could catch up wasn't too satisfactory either—because we didn't have the old corn! So we struck the idea of putting the overflow from the second separator through the *third* separator — and presto! Now the grain comes from the Foos Mills to the first separator, where it's cleaned, back to the Foos; through the second separator and then, since the germs from the second are still very branny (because the starch is off and doesn't properly weigh the bran down and out), to the third where the bran goes back to the first one and the clean germs go freely on with the process. Good stuff and good thinking, worked out by one of the chem engineers last year but not really needed until now.

Steeping and Settling

Our plan of continuous steeping, too, paid dividends this year. Now the corn spends just forty-four hours in the steep when we introduced fresh, clean sulfur water into the steep to be ground out next and from there on the water flows backward through *all* the steeps until it goes into one just filled with dry corn. When the concentrated water leaves this last steep, it's boiled down in the vacuum pans, saving some of the steam that used to be used for reheating steep water.

The gluten settlers, too, have paid us well. This year they presented some very gummy problems, but by sheer magic and a memory for old tricks we overcame that and now they're pulling us through one more tight spot in fine fashion.

Soy Shots

In our soybean story this year, we looked rather for better oil recovery than for top grinds (that's why the new extraction plant). And we had to buck a lot. First of all there was new construction going on at the same time we processed. Then there was the business of getting the new soyflour line started, at the same time keeping the old one going and *that* was even tougher. Then, to top things off, we borrowed some soybean expellers to help the corn grind—and what could we expect? Well, we got better than that, so we're still proud. Very.

Any production story has its ups and downs no matter how thoughtfully or scientifically you figure it out beforehand. Ours was no exception this year; things unforeseen happened and sometimes those worried about never did. But between our heads and our hands we made 1944 a year to be remembered. And now, with the grind limitation order lifted, more grain on hand—gee, what won't we do next?

1944 PROMOTIONS

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Engineer. Starting out in '33 as a sample carrier, Dick moved on as lab assistant in the Control Lab, then as analyst in Research, as analyst with the chem engineers, and finally to his present job. Along with that on-the-job experience, Dick completed work with International Correspondence Schools in Chemistry (and is now lined up with them for more work in Chemical Engineering). He's also a product of both training courses, and took analytical and organic Chemistry with E.S.M.W.T., and even threw in some engineering.

These fellows have played ball in a big way, working on and off the job to prove to themselves and the rest of us that there's always something around to work for. Our first 1945 salute goes off to them with a proud bang.