

# STALEY NEWS

VOL. 1—No. 22

BY AND FOR STALEY PEOPLE

July 15, 1938

## WORK, PLAY AND NET GAIN

Looking back from the 1938 half-way mark, the average number of man-hours worked per week by Staley hourly employees would lead one to wonder if there really had been a recession. During that period male employees had an average of 39.57 hours of work per week. For the women it was 36.01. This compares favorably with the first six months of 1937 when the figure for men was 40.022 hours a week and 37.191 hours for the women.

STALEY GARDENS numbering 310 plots cultivated by 275 Staleyites have prospects for a record crop this year. Mr. Underwood, Garden Supervisor, says the growth at its present stage is the best in his tenure as Supervisor and barring drouth will surpass the record yield of 1937.

During 1937, 1,254 Staley hourly employees took advantage of their first company vacation with pay. With vacations possible again this year, 771 have already done what people usually do on vacations. 340 were taken before a brief shutdown was announced and 431 took advantage of the arrangement which permitted them to use the shutdown period as vacation time.

Vacation plans, here and there, indicate that vacations for hourly employees still mark progressive companies, at least they are the exception rather than the rule. In most cases, vacations hinge upon adequate business. That implies wisdom on the part of both management and employees. If vacations were likely to cripple a company's resources, the average fel-

low would rather peg his chances on a steady job, skip the vacation and wait for better times.

Many companies still favor vacations for monthly employees only. They believe that the average salaried employee finds vacation time "double duty time" when he must get ahead of schedule to get away and catch up after he comes back, where-as, in the case of hourly employees someone else has to be employed to maintain the flow of materials during absence or else the flow has to be interrupted. In either case production is limited.

As a whole, the most liberal vacation plans are to be found right here in Decatur. Elsewhere the usual practice seems to be one week vacations after five years of service and two weeks following ten years. One large company following this general plan granted vacations then a pay cut. Their employees liked it too. They were permitted to "take it out" in additional vacation on their own time if they liked.

OUR QUARTERLY REPORT to the New York Stock Exchange has just been made. It indicates the trend business has taken with us.

A brief summary of the important points as compared to the same period last year is as follows.

Net Income 2nd Quarter of	
1938 .....	\$131,606.75
1937 .....	\$ 99,500.07
Percent Gain .....	32.5%

Net Income for the First Six Months of	
1938 .....	\$463,734.25
1937 .....	\$411,322.19
Percent Gain .....	12.7%

## CONNECTICUT SCIENTIST SAYS SOYBEAN OIL MEAL MAKES BEST FERTILIZER

Dr. Swanback of the Connecticut State Experimental Station was a caller in the office of Mr. Morris, head of Feed Sales on June 24. The doctor, who was making his first trip west of his native Connecticut where he is in charge of experimental work on fertilizers, had come to view, with his own eyes, the process that was creating such big profit promises to tobacco growers in his state.

Upon being asked a few questions regarding his work, he said, "We are financed by our state to determine the best basic fertilizer available. In as much as we are free to choose the basic fertilizers we shall test, we do not accept commercial brands for testing. We are trying to find out what makes the best fertilizer, not who makes it."

Because most of us have a pet interest in our "baby", soybean oil meal, and are still marveling at its rapid growth as a seller and wondering if it will continue, several pertinent questions were put to Dr. Swanback. He certainly knew the answers. They were the right ones too, as far as the future of soybean oil meal and its sale-ability are concerned.

Here are a few typical ones asked in our 20 minute conversation:

*On what basic fertilizers have you conducted exhaustive tests?*

Cotton seed meal, linseed meal, soybean oil meal, fish meal, tankage, corn gluten meal, Peruvian guano, urea, nitrate of soda, nitrate of potash and lime.

*Which did your experiments show to be the best?*

Soybean oil meal by all methods of comparison.

*How much the best is it?*

We use cotton seed meal as the basis of comparison on all meals. Compared to it, if the money spent on properly fertilizing the soil with cotton seed meal were spent

(Continued on Page 3)

**STALEY GIRL WINS  
COMPETITIVE U. of I.  
SCHOLARSHIP**

A recent announcement by the County Superintendent of Schools revealed that Kathryn Holmquist, Messenger, had made the highest grade in the county on the competitive examination for a Home Economics scholarship at the University of Illinois.

Aside from the distinction of making this unusual showing, the award bears free tuition for four years at the State University and includes all laboratory fees.

Out of school for several years, Miss Holmquist was competing with recent high school graduates who, except for sheer ability, had every reason to be favored candidates for the honor.

**To Live At 4-H Co-op House**

Subsequent to Miss Holmquist's prize winning she presented herself as a candidate for acceptance into the 4-H Co-operative House on the University campus and was chosen one of 40 girls who are annually permitted to live with this group.

Kathryn's many Staley friends will be sorry to see her leave this fall but all join in congratulating her on her honor.

**Departmental League Bowlers  
Attention!**

Call R. Dash at 305 or drop him a line if you are interested in participating in the Departmental Bowling League next season.

**THE  
RECORD**

	MAY	JUNE	TOTAL THIS YEAR
TOTAL INJURIES	262	319	1535
EYE INJURIES	51	50	296
NO GOGGLES	4	6	55
REPORTABLES	9	21	79
LOST TIME	2	9	28
DAYS LOST	22	**99	**301
*WAGES LOST	\$119.68	**538.56	**1637.44
LATE REPORTS	15	14	77

\* FIGURED AT 68c PER HOUR. (STALEY AVERAGE RATE FOR 1937).  
\*\* ESTIMATED BECAUSE ONE INJURED NOT YET BACK TO WORK.

**16 BUILDING NO DERBY  
DARK HORSE NOW**

Knute Rockne once remarked, "The football team I fear most is a good team that gets beat the Saturday before they play us." What fit his case applies to No. 16 Building's chances in the Safety Derby. Technically, they suffered a 2-0 loss in the "Freeze Out Contest" just a week before the "Derby" got underway. It wasn't due to an accident but just because one of the boys got his signals crossed and failed to report to the referee at First Aid the proper time before returning to work after a case of heat sickness.

Now the "News" is willing to go out on a limb and pick them to win the "Derby". It isn't asking odds either. Its confidence is based on the belief that 16 Building has what it takes to make a "Derby" winner.

Here is what *they* have to count on and the rest of the departments' horses and riders have to fear: (1) They are Safety Minded. That goes all the way from "Ole Dizz" to the 7-11 Extra Board men he and his fellows work with all the time.

....(2) Their remarkable record wasn't an accident. What they did once, they can do again.

....(3) It will be easier to do next time because they have the habit now and the determination.

....(4) They lost out of the "Freeze Out Contest" on a minor point, the only possible thing that could stop them and it won't happen again.

....(5) They are pulling together, every last man of them and they have a combination that thrives on teamwork.

....(6) Don't forget, they aren't alibi-ing. That is important because it doesn't indicate a wishy-washy attitude towards Safety, which would make it easy to slip a second time. Every man down there is "taking it on the chin" personally because, "We fell down" and "We should have known." Their attitude is, *in every case there is always something that should have been done.* With that idea uppermost in their minds, you can bet they are bound to do *what should have been done when it could have been done.*

That adds up to Safety and if you don't think so, check the record.

**IS  
SAFETY  
YOUR BUSINESS?**

*Roy Rollins, Director of Safety*

Poor Richard once said, "Take care of the pennies and the dollars will take care of themselves." Poor Richard, if you remember your third reader, was a financial safety director in colonial days and his advice still seems to be sound even when applied to industrial safety in the twentieth century. Men are very seldom hurt on big dangerous jobs. They can see the danger there and avoid it by extra precautions. They are hurt, however, on little ordinary routine jobs, what Maurice Durkee calls "fifteen cent jobs." Knives cut hands while bags are being opened, backs are strained while bags are being lifted, legs are bruised by falls on stairways and ladders. Little jobs that all of us know how to do. Pennies that are not properly cared for.

THE RECORD is especially interesting this time because July 1 marked the half way point on this year's accident experience. Let's make some comparisons. So far this year there have been 1,535 accidents reported to First Aid. Last year at this time there had been 1,679. This year there have been 28 lost-time accidents. Last year, at this time, there had been 33. This year there have been 301 days lost. Last year, at this time, there had been 1,065 days lost. We are, you see, a little better off than we were a year ago but the improvement is so small that it has to be put on paper to be noticed. We have just as big a Safety job to do now as we had last year. Let's be doing it.

You'll be glad to know that we are going to buy a rubber hammer for Mrs. May to use on the next man who says, "I would have come in when I got the injury but I didn't think it amounted to much."

Watch out for falls. More days have been lost by Staley men this year because of falls than from any other single cause.

*We Are Members of the  
National Safety Council*

Published Twice Each Month  
 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.

**UNCOMMON SENSE**

Jeff Roberts was promoted. Jeff worked hard and no one said he wasn't deserving. His work required both quantity and quality, still, no one had to wait on him. He was a popular sort of guy which caused some to protest that he had a "pull". These were a few who had worked hard too. They knew as far as their work was concerned, they deserved the promotion. They wondered why they didn't get the call.

What the "Boss" saw and they didn't was, Jeff didn't rely on personal efficiency alone. In addition to his work, he had cultivated personal qualities which were desirable on his new job.

In a way the additional qualifications he possessed were harder to achieve than the work he had been doing. No matter what, Jeff always had a pleasant word for everybody. He knew that everyone had burnt toast for breakfast now and then and a "Good morning" helped, even if it wasn't.

He knew the "Timid soul" in every man yearned for the respect and affection of fellow man. People liked him because he liked them and made an effort to show it.

He got on with others because he didn't carry a chip on his shoulder.

He warmed up inside when someone said, "I heard something good about you." He knew it had the same magic on others when he did the same for them.

Because he knew how badly he hated to ask for help from others, he made the practice of offering his services before they were asked. He soon found others were doing the same for him.

He remembered how "lost" he had been when he came on the job and sympathized with and aided those who were just starting out.

He didn't string halter his popularity by an occasional gossip at someone's expense and hardest of all, he wasn't a sensitive soul but let a good many things go out the other ear because they really didn't matter.

The boss knew, besides being a good worker, Jeff had *uncommon sense*.

**CONNECTICUT SCIENTIST  
 SAYS SOYBEAN OIL MEAL  
 MAKES BEST FERTILIZER**

(Continued from Page 1)

on soybean oil meal, the return on one acre of tobacco would be \$140.00 greater at the harvest.

*Did it increase the production of tobacco by that much?*

No. Tobacco, like your corn, is planted so many hills to the acre. What actually happens is an increase in quality to the extent that it graded for that much more.

*Were there any other points where soybean oil meal had the advantage?*

Yes. Nitrate of soda, for example, which stood second on the list had to be applied three or four times a year because its fertilizing qualities were maintained for such a short time. There is really no comparison between it and soybean oil meal because soybean oil

meal needs to be applied only once a year.

All we have to say is, we hope the customers hear about this and that those who are already buying soybean oil meal for their stock learn it is just as good for their crops too.

It looks like the company that said, "If we had the equipment, we would make soybean products, if we had the soybeans," has overcome the ifs.

Two major difficulties remain. The first, in getting the consumer to realize that soybeans, unlike some medicines for which a cure-all may be claimed, really make good on everything claimed for them—and a whole lot more. This job is well under way.

The second, is the ever present matter of a margin of profit. If we can manage to process soybeans, with profit, at a figure which others cannot meet and at a price which the customer can afford to pay, we will get the bulk of the business and will be able to expand our operations. If we cannot, but others do, their margin of profit will permit them the expansion while we fall back. The market we have created, the farmers we have turned to the growing of soybeans, all the work we have done will simply boost the other fellow as he leaps ahead.



The direct costs of accidents in 1937 were in excess of 3½ billion dollars. \$115.00 was the average cost to every family.

\* \* \*

Strange Fact No. 2: The top edge of the wheel on a moving vehicle moves twice as fast as the vehicle, the hub moves with the same speed as the vehicle and the bottom edge of the wheel is perfectly still with reference to the point of contact. (John Kuhns).

\* \* \*

*History may repeat itself, a wise man, never,*

\* \* \*

194 one thousand watt lights giving 62 color combinations in a 22½ minute cycle are used to achieve the brilliant color illumination of the Office Building. (J. M. Lindsey).

\* \* \*

An average of 76 persons take the full "Office Guest Trip" each week. Most interesting object, the "Flow" chart showing the products made from corn.

\* \* \*

*Go get it, if you want it; send for it if you don't.*



By Bill Brumaster

When Softball jumped into the limelight out at 27th and Eldorado she sure jumped. For those who haven't found out, there are two games a night on Mondays, Tuesdays, Wednesdays and Thursdays. The first game begins at 7 and the second at 8.

\* \* \*

Action has been at red heat and George Leonard's "House on Wheels" has been feeding and watering it. You'll have to go out there to see what George has to offer but here is what is pulling the crowds. In 34 games a total of 678 runs have been scored, an average of 19.9 per game. So far 46 home runs have been hit. The record for one game is held by Siweck who collected three round trip bingles one night. Sapp is roosting on a nest of 6 to lead the league in the same department. Two of Sapp's clouts came in a game he was pitching for a win by chalking up 16 strike-outs for the high single game performance this year.

\* \* \*

The most runs scored in a single game by one team is 23, achieved by "Norv" Crane's Bean Meal outfit. This happens to be the only game they have won to date. The highest number of runs scored by two competing teams is 40.

\* \* \*

A summary of the team records is as follows:

Teams	Won	Lost	Per-cent	Total Runs	Ave. Runs per game
Crystal White	5	1	.833	73	12.1
Salad Oil	6	2	.750	90	11.2
Sausage Flour	6	2	.750	66	8.2
Grits	4	2	.666	74	12.3
Gluten Feed	3	4	.428	81	11.5
Cubes	3	4	.428	60	8.5
Stayco	2	4	.333	57	9.5
Edsoy Oil	2	4	.333	56	9.3
Golden Table	2	5	.285	64	9.1
Bean Meal	1	6	.142	57	8.1

Florence Brinkoetter, "Champ" to you, defeated Lois Van Deventer to win the Ladies' "A" division tennis tourney. Dorothy Minick, "Good Morning" to you, strung up a victory over Mary Jane Long to take third place laurels. In the "B" division, Ruth Flynn defeated Dorothy Schaaf in the finals to claim the gold trophy while third place is still pending the re-

turn of Schimanski and Fletcher who are vacationing.

\* \* \*

Vacation troubles have handicapped the completion of the men's "A" tourney during the last week. Shildneck is ready and rarin in the final bracket awaiting the outcome of the Deets-Mitchel semi-final match. Over in the "B" division, Martina dark-horsed it through to a 6-4, 6-4 triumph over Despres for the championship. Richey managed third place honors to complete the play.

\* \* \*

A newspaper man once described the birth rate in China as, "Leading one, carrying one and one on the way." That suits Staley golf to a tee. While all the rest of this has been going on, Staley golfers have been having one of their best years. One tourney in the final stages, another singles just beginning and doubles yet to come.

\* \* \*

The men's golf championship lies between the winner of the L. Baumen-C. Smith match and the H. Hise-L. Owens game.

IF YOU ARE INTERESTED IN PHOTOGRAPHY

By Ted Threlfall

(Ted Threlfall, Yard Foreman, whose interest in photography dates back more years than he cares to say, has agreed to contribute a series of Camera Helps for the "News" based on the commoner faults, the little things that go wrong and make a picture look like something the dog had been playing with or else, didn't print at all. What Ted has to say will apply to all cameras from the least to the most expensive and should be of particular interest during the vacation season when most of the camera shots are made.)

SAYS TED:—The first step in picture satisfaction is to buy the best camera you can afford. The better the camera the better you can cope with various light conditions and subject movement. ....Eighty percent of the pictures you take will be portraits, pictures of someone, a dog, a tree, a house or some special object that is relatively close to the camera, soooo—learn to operate the portrait attachment on your camera and use it on everything but landscapes. The manufacturer's directions will be sufficient and may be obtained, free of charge, at the store where you bought your camera. Just remember, when you are told to *measure the distance and set the camera*, measure it "on the nose." Don't guess it.

.....Pose your subject in front of a simple background. An elaborate one may detract interest from the subject. Good photography is concentration of interest.

.....Concentration of interest may also be obtained by keeping the subject away from the background. Another method is to use the largest lens stop possible under the light conditions and the fastest shutter speed. This combination decreases the "Depth" of the picture so that the focus is on the subject only.

.....Now: *See that the lens is clean.* It is made out of fine glass and will be scratched in cleaning unless you use a chamois or special lens cleaning tissue.

- Set your shutter speed.
- Set the diaphragm opening.
- Aim your camera.
- Focus your camera.
- Snap you picture, and
- Wrap it up.

If your camera is equipped with a shutter having variable speeds and a lens with more than one opening, you will find the following chart worth carrying along.

	Close-Ups		Landscapes		Mountains and Marine Views *	
	Shutter	Lens	Shutter	Lens	Shutter	Lens
Bright day	1/50 sec	F.16	1/50 sec	F.22	1/50 sec	F.22
Slightly cloudy	1/25 sec	F.11	1/25 sec	F.16	1/50 sec	F.16
Cloudy	1/25 sec	F.8	1/25 sec	F.8	1/50 sec	F.11

\* The use of a No. 1 Yellow filter will catch the cloud effect and improve these pictures 100%.