

## SHUT-DOWN TAKEN ADVANTAGE OF TO MAKE REPAIRS

### SECOND QUARTER PROFITABLE ONE FOR OUR COMPANY

#### Net Income of \$319,667.85 Reported

At the close of the Second quarter of this year, ending June 30, a net income of \$319,667.85 was reported to the New York Exchange. This figure is \$35,784.33 less than our net income for the first quarter of this year but it brings the total for the first six months to \$819,120.03. This is \$355,385.78 more than our net income for the first six months of 1938.

As "Net Income" these figures represent the profits of our company *before the payment of dividends*. Dividend payments during each quarter have reduced the amount so that our corporate savings are somewhat under the above figures.

#### Soybean Grind Reflected In Income

This year, America saw the largest soybean grind in her history. Staley's were able to participate in this to a satisfactory extent and this participation accounts, to a considerable degree, for our income during the first six months.

At the same time, a satisfactory domestic corn grind was maintained while our grind for export is described as "pretty good."

#### Last Six Months Should Be Good

A conservative viewpoint towards business for the remainder of the year is taken by our company. The third quarter, which is usually marked by sharp declines in our sales and often by losses, is expected to repeat this year. Both shut-downs have been scheduled for that period and they will be reflected in our business. In addition to this, the corn and soybean grinds will slump. It is an off-period for soybean operations and usually is for corn.

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### Numerous Large and Small Jobs Completed

The recent shut-down was vacation time for almost five hundred Staley people but it was no highway or byway with rippling trout streams or sight-seeing for Ted Threlfall's gang.

It was work, and more work. The only difference between the shut-down and the regular trick Ted's men take was in the size of jobs they were called upon to do. For anyone unaccustomed to seeing big "stuff" raised and neatly dropped into place, the sights unfolded by the work of the Yard staff would rival any to be found within several hundred miles. And seeing them would require the energy of a load of dynamite and the persistence of a mountain climber just to keep up with Ted as he made his inspection tours (Ted rarely uses the man-hoist. He says he can make better time walking up and down steps and, by George, he does.)

#### If It Is Lifting, Dropping, Pushing or Pulling, The Yard Does It

The Yard, as almost everybody knows, helps all the mechanical departments by setting equipment, or lifting it, or moving it. It is heavy work with machinery supplying most of the brawn and the men the brains. However, "This shut-down," Ted said, "didn't call for some of the record sized jobs the Yard has done in the past but it had its share of 28 ton jobs."

#### Vacuum Pans in Refinery Changed

"Take that one, for example, in the Refinery. The huge vacuum pan castings were worn out and needed replacing. They had to be raised while connected to the moisture catch-all."

It was an easy job, after all the cables, chains and supports were in place, if one looks only at the ease and speed with which the men accomplished the raising. Just to keep the record straight, it took plenty of brains and you have to

give the boys credit, they knew exactly how to handle the work.

#### They Hammer Down To Raise It

When they were ready to raise the casting, the chains were tightened and 28 tons gave a bit. Then the men started in with sledge hammers and air hammers pounding DOWN on the flange that coupled the sections together. It sounds crazy and it looked crazy, but they say genius is just short of being "that way" and they must have meant Ted's gang. The load came up, all 28 tons. It seems the pounding was to free the load where several hundred reluctant bolts were holding it.

#### Fly-Ash Cleaned Out of East Smoke Stack

Just as interesting but not quite so heavy, were the other jobs underway. There was the cleaning out of the breeching in the east stack on the Boiler Room. A specially designed crane was used for this purpose. It was tall enough to reach to the top of the building. Then there was the installation of a new steep in the Steep House. Its 30 feet long timbers had to be set in place and tightly bound together. Like the others, it resembles a huge barrel but is hundreds of times larger. And if you have ever tried to put the staves of a barrel together and cooper it, you can imagine the enormity of the task set before the boys.

#### New Starch Mixer in #16 Building

Down in #16 Building, there was the removal of one part of a cyclone that was no longer needed and the repair of the bottom of the cone of another. A neat little task of handling a sheet metal cylinder.

And there was a job of removing the heating coils in one of the large kilns in #16 Building. In the Feed House, extensive repairs on the moisture escape stacks were

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## REPAIRS MADE DURING THE RECENT SHUTDOWN

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made. The Expeller Room came in for extensive replacements and rebuilding of the expellers, not to mention the installation of 10 new augers in the packing bins at the Packing House.

All of these jobs required special knowledge to handle them, and a special bit of managing to have the right man at the right place.

### Looked Like Breaking Up House

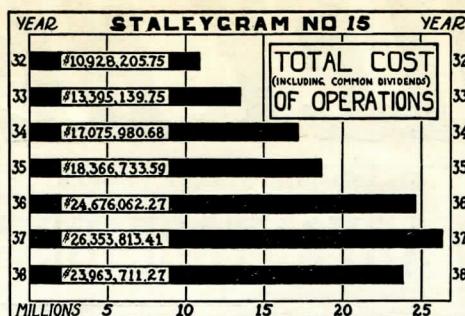
A casual observer would have sworn that the whole plant was being dismantled, so numerous were the jobs underway. Saturday morning it looked like we wouldn't be ready to go for weeks. But, as Ted pointed out, "The big job is getting ready. The actual work in swinging a 20 or 30 ton piece out of place and replacing it with another sometimes requires as little as 2½ hours."

The amazing part of it all was the enormity of the equipment involved and the precision of a watchmaker that was necessary to restore perfect running order.

### And SAFELY Too

How did they do it? There were at least four good sized amounts of the following ingredients used: Experience, of the 24 karat variety, Brains, 100% C. P., Co-operation at 40 baume. All stirred together, three shifts a day for seven days and well garnished with SAFETY. Plenty of the latter was used.

All new jobs. All done in new ways. Tuesday, Mrs. May said, with a smile in her voice, "We had no unusual cases at First Aid and the accident frequency remained normal." Which echoes the National Safety Council's axiom, "Efficiency and Safety go hand in hand."



## SECOND QUARTER PROFITABLE ONE FOR OUR COMPANY

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Additional uncertainty for the corn grind is caused by the quantity of corn that has been stored by the farmers under government loans. It is impossible, at this time, to determine the price effect its release will have upon the corn products market.

It is a safe bet that the third quarter will be dull, however, it is impossible to anticipate what the fourth quarter will bring. Three factors still undetermined will play a controlling part. The first is the abundance of the fall corn crop, the second, the attitude of the government with respect to its agriculture policies involving corn and the consequent importance of tapioca as a competitive product. The third is the extent to which local soybean competition will effect our own soybean operations.

In consideration of these factors, however, and our company's continued desire to offer the trade superior quality in products better and better suited to its use, a present estimate of a gross income 7% greater than in 1938 is held by our executives.



By the first of July last year John Butler, Thomas Waggoner, Edward Buckley, Joe Hammel, Carroll Sutton, George Bafford and Ernest Hinton had each been hurt badly enough to lose about ten days time. By the first of July this year none of them had lost any time because of accidents. The reason they hadn't is that you have been working more Safely. The first half of last year produced twenty-eight lost time accidents. The first half of this year produced twenty-one, just three-fourths as many.

It's worth something to those seven men that they weren't hurt this year. It has saved them pain and idleness and money. It has saved their families a great deal of worry and made seven homes brighter. It's worth something to you that their places weren't taken by seven other injured men. You would have made one of that number.

• • •

There are eleven gas masks in our plant. Three are in No. 16 building (for protection against chlorine), one is in the Oil Refinery (for protection against Ammonia) and the others (for protection against carbon monoxide and all poisonous gases, smoke or fumes) are located at strategic points around the plant. We hope you will never have occasion to use one of them but—if you do—remember these two things:

1. Pull off the seal on the bottom of the canister and write the date on the canister. (Canisters must not stay in service more than one year after the seal is broken.

2. After you have put on the face piece and tightened the headbands, place your hand over the opening on the bottom of the canister and inhale deeply. If there are no leaks the face piece will collapse against your face. If the face piece *does not collapse* there is a leak somewhere and the mask must not be worn into gas.

## OUR OFFICIAL BOX SCORE FOR SAFETY

	May 1939	June 1939	June 1938	This Year to July 1	Last Year to July 1	Percent of Change
Total Injuries .....	357	427	319	1887	1535	+11%
Eye Injuries .....	76	64	50	341	296	+15%
No Goggles .....	2	2	6	15	55	-72%
Reportable .....	6	8	21	48	79	-39%
Lost Time .....	2	4	9	21	28	-25%
Days Lost .....	4	**51	91	**211	292	-27%
*Wages Lost .....	\$22.40	**\$285.60	\$509.60	\$1181.60	\$1635.20	-27%
Late Reports .....	15	18	14	54	77	-29%

\*\*Estimated because one injured man has not yet returned to work.

\*Figured at 70c per hour. Staley average rate for 1938.



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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.

### THE COMPETITIVE SYSTEM

It takes all kinds of people to make a world. Most people are friendly, sincere, and honest, but every community has a sprinkling of people who are selfish, who are not sincere, and who are not entirely honest. These insincere and unethical people can be found in all groups of our economic society.

Any group of employees is likely to contain one who will not do his own work but will prefer to slide out from under it or grind his ax at the expense of others. Any neighborhood may contain one person who will try to impose on the rights of his neighbors. Any group of business men may contain one who will follow unethical practices in an attempt to gain an edge over his competitors or over his employees. Any group of politicians may contain some who will double-cross their associates or their voters to gain money or power. There is no group of employees, or employers, or customers, or politicians that is entirely good or entirely bad.

Every nation, state, city, and town has some such people among its citizens and always will have them. The earnest, honest people, who outnumber the unethical people, must find ways to deal with them.

The citizens of a competitive democratic society have the power to control and to penalize selfish, unethical, and dishonest people.

#### Americans Can Take Care of Themselves

Employees get wise to the fellow employee who slyly evades his responsibility, and makes the rest of them carry his load. Employees penalize such a fellow in a hundred ways. Employees also penalize foremen and superintendents and employers who are stupid, selfish, or unfair.

A selfish and unfair man in a community will be penalized by his neighbors. They will band against him, unconsciously or con-

sciously, omit him from their affairs, and "job" him. When everything is added up, he gets more of a trimming than he gives.

A business man who is selfish and unethical gets disciplined and penalized by associates, by competitors, by customers, and by employees. His associates give him only half-hearted support and destroy efficiency; his competitors go out of their way to show him up to his trade; his customers force him into unprofitable deals, or take their business to his competitors; the banks and his sources of supply learn that he can't be trusted, and so restrict or cut off his credit. Eventually he gets thrown out and replaced, or he loses his business and his investment, or he winds up with a small and broken business that hardly keeps him alive.

The politician who double-crosses the voters who elected him will eventually be penalized by the voters. Sometimes the penalty is evaded for quite a while, because of political machines. But sooner or later, the voters rebel and throw out such politicians.

#### The Power of Public Opinion

The power of independent and democratic people to penalize selfish and dishonest persons is called "the power of public opinion." The public is usually slow about using this power. Consequently, unethical people can sometimes get by for quite a while. But when the

public chooses to use its power, it can, and does, ruin the people who misbehave.

#### Competition Does It

The people of the United States can control their own welfare by the power of public opinion only so long as the competitive system exists.

Competition for public office forces politicians to watch their step. Competition between businesses for the trade of customers gives the customers a control over business. Competition between businesses for efficient workmen permits the employees of the United States to retain their rights to be independent.

Competition between the executives of businesses for jobs, for customers, for employees, and for the money of investors makes it possible for business to discipline and penalize unethical operators.

Thus the competitive system gives the people of the United States the privilege of disciplining unethical groups by application of the power of public opinion. And so long as competition exists, that power will be held by the people.

But if the competitive system should be abandoned and replaced by a planned society, the control of all affairs and all individual actions of the people of the United States would necessarily centralize in government and could no longer be held by the people.



*This hot weather should be taken with a grain of salt.*

\* \* \*

489 Staley plant employees took advantage of the shut-down for vacations. 251 had taken vacations prior to the shut-down period.

\* \* \*

*A telegraph pole never hits an auto except in self-defense.*

\* \* \*

If the quality of co-operation the men and foremen are giving the First Aid and Safety Director continues at its present pace, Late Reports to First Aid will be a thing of the past by 1940. In 1936 there were 19 each month. In 1937, the average was 17 each month. 1938 had an average of 13 per month and the first 5 months of 1939 whittled the average down to 7 per month.

\* \* \*

*Many a woman thinks she can drive as well as a man and, too often, it is the sad, sad truth.*





Sunday, July 9, the Staley softball team played the Vandalia J S and S Shoe company to an 8-1 standstill. The attraction drew one of the largest crowds yet to witness a conflict at the east side field. Expecting, of course, the classic last year coached, captained and managed by Galloway and Staley. An actual count revealed 237 cars cramped around the field with spectator space at a premium.

★ ★ ★

By the way, Don Hall connected with a homer in that game and so did the very, very pleasingly plump "Teenie" Koshinski. "Teenie's" bingle was the longest ever cracked out on the field. It traveled clear up to William's street before coming to a stop 370 feet from home plate.

★ ★ ★

The first half of the city softball league, of which Staley's are members, ended with Staley's in third place. Losses to the Purity Bakers and Luster's with 7-5 and 4-3 scores respectively nicked them out of first.

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The softball team has only lost two games, to date, to foreign opposition. One to Bloomington and one to Peoria. The hardball team has bowed to the same number. Once to Peoria and once to Taylorville. However, they have only lost one game in the city league, that to the Water Works. That gives them a record of 9 wins against the single loss.

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In the Staley softball league, where enthusiasm is running away with itself, the following results have been posted:

Team	Won	Lost
Boiler Room .....	3	0
Pipe Shop .....	3	1
Extra Board .....	2	2
Electricians .....	1	1
20 Building .....	1	1
Standards .....	1	2
Tinners .....	1	2
Laboratory .....	1	2
Office .....	0	2
17 Building .....	0	4

## HEAT PROSTRATION AND SUNSTROKE

### Heat Exhaustion . . . .

Heat exhaustion is caused by direct exposure to the sun's rays or by indoor heat such as is encountered in engine or boiler rooms, foundries, steel mills, bakeries, etc. Is is especially likely to strike those who are in poor health.

It begins with dizziness, nausea, cold skin, profuse sweating, chilliness, and often cramps.

You can avoid it by doing the following:

1. Keep your skin clean.
2. Wear light, loose clothing.
3. Eat moderately. It is better to undereat than to overeat.
4. Eat fruits in moderation.
5. Avoid diarrhea.
6. Avoid strong drinks.
7. Lemonade, orangeade, and other citrus drinks in moderation can be used to advantage.
8. Avoid loss of sleep, over-fatigue, and worry.
9. Cool water (not over 52 degrees Fahrenheit), to which is added plain table salt, will assist in preventing heat exhaustion. The proportion used should be equal to  $\frac{1}{4}$  teaspoonful to a six ounce glass of water. This replaces the salt in the body lost by excessive sweating.

### First Aid for Heat Exhaustion

1. Remove person to a quiet, cool place.
2. Loosen tight clothing.
3. Lay the patient on his back with head lower than the feet.
4. Keep patient warm.
5. When victim is conscious and able to drink, give hot coffee or aromatic spirits of ammonia in water, but not ice water.
6. Call a doctor.

### Sunstroke . . . .

Sunstroke is very different from heat exhaustion. It is indicated by the following symptoms:

1. Dry, hot skin.
2. Red face.
3. High fever.
4. Dizziness, raging headache with shooting pains in the head.
5. Hard and loud breathing.
6. There may be convulsions.

### Treatment for Sunstroke

1. Remove patient to shady spot where it is cool.
2. Strip to the underclothes.
3. Lay on back with head and shoulders of victim raised.
4. Put ice or cold, wet cloths on the head.

5. Cool the body with water or wet cloths. Avoid sudden shocks.

6. When victim is conscious and able to drink, give person cold but not ice water.

7. No stimulants.

8. Call a doctor.

## 22 MEN RECENTLY ADDED TO EXTRA BOARD

Employment at Staley's has swung upward during the last several months. The dish cloth deal in the Package Sales division made the addition of almost 75 women necessary for Packing House work. More recently, the hump in activities at #17 Building required the recall of all previous employees on the non-reporting list who were entitled to service rights. This list failed to supply all the help needed and 14 additional men were employed on June 15th.

With the approach of the shut-down, more men were needed for plant clean-up work and 8 men were added to the Extra Board personnel. This employment brought the Extra Board list to 195 men as compared to the normal requirement of 140 men usually listed on the Board.

## ARE YOU LISTENIN'?

Commie baseball fans who get their game from the depths of an easy chair via WJBL are hearing about Staley products during pauses in the game. Staley's and 14 other co-operating Decatur businesses have joined to make these broadcasts possible this year.

Sales chats about the merits of the sponsors' merchandise are given in rotation so that each sponsor is mentioned once or twice in an evening. These broadcasts were begun on May 1, and the Staley script is being prepared by R. F. Holloway, our own advertising expert. R. F.'s copy tells fans something about the grand old game and winds up with a brief mention of some particular Staley product. Quite a relief from the usual commercial blurb.

## The Trading Post

### FOR SALE:

2 room house with basement on 4 lot property at 24th and Division; has chicken house and yard. Will sell reasonable. Hawthorne, Garage.

Inboard motor boat, 17 feet long. Will carry 5 passengers. Makes speed of 32 miles per hour. Cheap. Hawthorne, Garage.