

# STALEY NEWS

## FELLOWSHIP CLUB BECOMES \$50,000 BUSINESS

### EMPLOYEES RECEIVE AVERAGE BENEFITS OF \$2.55 PER MONTH

On April 2, 1917, a small group of Staley employees formed a Club in order to "increase the spirit of good fellowship among employees of the Staley Manufacturing Company, better ourselves mentally, morally, socially, physically and financially, advance our education, strengthen our characters, increase our earning power and be a credit and honor to ourselves, the Staley Manufacturing Company, city, state and country."

Since the time of that small beginning, the Staley Fellowship Club has expanded step by step with it's parent company. Its growth and extension of services to 1791 members is a tribute to the leadership which it has constantly enjoyed throughout its 23 years.

#### Non-Profit Aims

That today the Club has grown to the point where it's activities required an expenditure of \$48,233.77 during the past fiscal year which ended April 30, suggests a business venture of no small proportions. A venture with non-profit aims that provides amusement, recreation and assistance to members during periods of distress so that their physical well-being and comfort will better enable them to undertake the responsibility of earning a living.

Significant, also, of the worthiness of the organization is the fact that it has attracted the support of its parent company to the extent that the income from members has been matched dollar by dollar by the business that gives it life.

The income of the Club last year amounted to \$52,268.19. Almost half of this was contributed by employees. The expense statement for the last fiscal year is given in the adjoining column.

The successful manner in which the activities shown above were carried on by the various committees, the officers and the manager of the Club, is a high tribute to them. Their success is particularly outstanding when one considers the many difficulties which they must overcome.

#### Close Cooperation Is Needed

An important function, for instance, is to extend prompt and efficient assistance in the form of sick benefits and hospitalization to members stricken "off work". This work is almost impossible to perform at times due to the failure of members to report their disability within 48 hours after its onset. Some fail to report at all because they did not know that they were entitled to benefits.

One Department head, for example, recently said, "Are you telling me that I am entitled to hospitaliza-

tion of \$3.00 per day for my stay in the hospital . . why, I thought that those payments were not for executives." His surprise turned to amazement when he learned that he almost qualified for sick benefits, too. "Say," he said, "I think all Club members should be told that they are protected at the rate of \$15 per week in the case of males and \$7.50 per week for females, if they suffer non-occupational accident or illness lasting for seven days or longer, and that they are entitled to receive \$3.00 per day for hospital care up to \$100 in any one calendar year."

"Why," he continued, "I thought that all I was eligible to receive was \$1,000 of insurance and a free ticket to such entertainment as I cared to attend."

That, no doubt, explains why some fail to report their illness within 48 hours. Few think of their Club in any light except social activities until after they have been sick and return to the job and discover how much more membership means to them than they thought.

(Continued on page 72, column 3)

#### 1939.40 Expenditures

Purpose	Amount Spent	Ave. Cost Per Member Per Month
Insurance .....	\$17,792.53	97. c
Sick Benefits .....	17,721.35	92.2
Hospital Benefits .....	2,912.00	15.1
Administrative Expense .....	2,311.62	12.
Softball .....	1,013.86	5.3
Entertainment (W) .....	892.16	4.7
Dancé (W) .....	845.05	4.4
Visiting Nurse .....	763.80	3.9
Basketball .....	500.00	2.6
Relief Benefits .....	382.64	2.
Miscellaneous .....	380.98	1.9
Boy Scouts .....	164.01	1.9
Bowling .....	319.59	1.6
Entertainment (C) .....	289.49	1.5
Hard Ball .....	274.25	1.4
First Aid .....	268.50	1.4
Flowers and Funeral .....	244.44	1.3
Club House .....	199.28	1.
Handicraft Club .....	195.24	1.
Stationery and Printing .....	180.86	.9
Donations .....	145.00	.7
Golf .....	100.47	.5
Horse Shoes .....	73.67	.4
Election Expense .....	40.73	.2
Table Tennis .....	10.69	.1
<b>TOTAL.....</b>	<b>\$48,233.77</b>	<b>\$2.55</b>

**FELLOWSHIP CLUB NOTES**

By DAN DAYTON, *Secretary*

A special meeting of the Board of Governors of the Staley Fellowship Club was held May 6th, 1940, for the purpose of the naming of the committee for the fiscal year, 1940-1941.

Glen Moran, president of the Fellowship Club, was nominated to the office of permanent Chairman of the Board of Governors of the Staley Fellowship Club and was elected unanimously.

Mr. Moran presented a list of members of committees for the fiscal year, 1940-1941. The list is as follows:

*Finance:*

R. S. Bass, Hugo Brix, Dan Dayton.

*Social:*

Henry Sims, Harry Gepford, Homer Chastain, Thomas Moran, Frank Grossman, Henry Scherer, Jesse Fisher.

*Athletic:*

William T. Brumaster, Chester Boyles, Joe Hilberling, E. R. Roberts, Charles Fitch, Ed Smith, W. J. Thornborough.

*Gardens:*

C. W. Thornborough.

*Boy Scouts:*

Leo Reidlinger, R. E. Greenfield, W. G. Reynolds, E. D. Lahniers, Harry Casley.

*Handicraft:*

E. D. Moore, William Robinson, Paul Simroth, Glenn Hott, Ted Shondel.

*Relief:*

Gerald Horton, John Anderson, Wilbur Coon.

**CREDIT UNION TO EXPAND SERVICES**

**Loans Now Available for 36 Months**

By *L. Hiser, Secretary*

The business meeting of the Staley Credit Union directors on May 3rd resulted in action which now permits the organization to loan money for a wider range of purposes and for longer periods of time. Prior to the meeting, a time limit of 24 months had been set on loans to keep invested funds turning rapidly enough to serve the loan needs of members.

During recent months, however, steady employment has enabled greater numbers to take advantage of the savings feature of the Credit Union in turn making more money available for loan purposes, for periods ranging up to 36 months.

The prospect of increased funds and longer loan periods is expected to encourage members to transfer their contracts with expensive loan companies into their own loan organization.

Consolidation of outstanding bills into one account with the Credit Union is also expected since the purposes for which loans can now be made have been extended. In the past, allocation of money for the purchase of larger items such as automobiles, property and business investment had been restricted due to the demand for money for doctors, food and other provident needs. Following the May 3rd meeting, money may now be had for the larger items on an extended period of time which will permit a more comfortable budget plan for repayment.



You have probably noticed the shiny new salt tablet dispensers which have been put up at a number of drinking fountains in the plant. If you have taken tablets out of them, you have noticed that the tablets too are changed. You may have wondered why. Here is the story.

When we first started using salt tablets to prevent heat exhaustion some five years ago the idea was very new and the only tablets available were sixteen grain tablets of pure salt. That type of tablet has been used in the plant ever since but in the last two or three years the consumption of tablets in our plant has been decreasing due to the fact that more and more people have complained of nausea and discomfort after taking them. The consensus of opinion seemed to indicate that sixteen grains of pure salt was something of a shock to the stomach and that the dose should be decreased. In the meantime, experience in the steel mills had shown that dextrose mixed with the salt eliminated nausea and provided a little extra energy which helped to prevent heat-fag. With those things in mind we have provided this year a ten grain tablet consisting of seven grains of pure salt and three grains of dextrose.

When the first really hot weather comes, or even before then if you feel a need for them, we'd like you to try the new tablets no matter what kind of experience you had with the old ones. Loss of salt from the body through perspiration is the cause of heat exhaustion. If you are to avoid trouble in hot weather you must replace the salt you lose. We now feel that we have eliminated the only objection that anyone ever had to salt tablets and we are not going to expect even one case of heat exhaustion this summer. Incidentally, the new dispensers work a great deal better than the old ones did. We are not expecting any of them to clog up or to break tablets.

**OUR OFFICIAL BOX SCORE FOR SAFETY**

**LOST TIME ACCIDENTS—**

To May 1, 1940.....	<b>15</b>
To May 1, 1939.....	<b>15</b>

**DAYS OF LOST TIME—**

To May 1, 1940.....	<b>260</b>
To May 1, 1939.....	<b>156</b>

*We are not doing as well as we did last year.*

**REMEMBER—Accidents don't just HAPPEN —they are CAUSED. Are you causing them?**

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

**NEW FRONTIERS**

At least one story of the settling of the west asserts that the reason our forefathers crossed the mountains was to obtain more ground for the raising of corn. The story goes on to say that the development of rail and water transportation followed as the only means of squeezing a profit from more abundant crops of corn.

In those days, land represented wealth and opportunity. Pushing the frontiers westward by our pioneers brought them days of hardship followed by years of comfort and security.

Today, with the disappearance of land frontiers, and the establishment of boundaries on the north, south, east and west, most of the tillable ground has been claimed.

So, with the passing of the wilderness, there has been heard the cry that there are no more frontiers. There is no more room for adventure. There is no more room for achievement.

Necessity, however, which has fostered and richly repaid human achievement in the past, has obliged men and women to seek other fields for reward. As materials and resources became more scarce, and expensive, it has become necessary to find cheaper substitutes, or new sources of supply by transforming materials already at hand which are still abundant. It has followed that the laboratories of America have become the new wilderness, and the scientists the new frontiersmen. The development was slow, but sure, gaining in breadth and intensity as necessity became stronger and stronger.

Finally on February 17, of this year 2,000 individuals representing all phases of life in this country, gathered to pay honor to out-

standing industrial research men from all over the United States. The occasion was held in celebration of the 150th Anniversary of the founding of the American Patent System.

The "Modern Pioneers' Celebration" was an impressive event. The large audience was in the presence of 500 men who, through invention and research had made millions of jobs possible where none existed before. Those who went away after witnessing the dramatic event carried with them a new conception of the importance of the research man and the inventor to our way of life. A conception that is probably shared by every thoughtful person who holds a job depending upon industrial progress.

**Social Security & You**

Q. If an individual expects to retire at a certain date, can he file application for benefits beforehand?

A. The act provides that three months before an individual ex-

pects to be entitled to benefits, he can file his application.

Q. What is meant by covered employment under the old age insurance system?

A. All employment in industrial and commercial pursuits in the United States (and on American vessels after January 1, 1940) is covered by the old age insurance program.


Q. What does the term "fully insured" mean, as used in the old age insurance amendment?

A. In general, a "fully insured" worker is one who has worked in covered employment for a period of time equal to half the time after 1936 (or his 21st birthday) and before he reaches 65 or dies. The minimum period necessary to be fully insured is six quarters in covered employment. After a worker has forty quarters of coverage, he is "fully insured" regardless of whether he is in covered employment thereafter.

Q. What is meant by "currently insured"?

A. The status of having been "currently insured" applies only

(Continued on Next Page)



**THE KERNEL JAYS**

Attention has recently been drawn to recent taxing measures taken by England to support her war. Here are some of the interesting tax data we find on our warless problem in America.

\* \* \*

Motor vehicle taxes now annually equal 1/4 the value of all the motor vehicles on the highway.

\* \* \*

Railway taxes last year averaged 1 million dollars a day.

\* \* \*

*Seems as tho the planks in most politicians' platforms are largely made of bark.*

\* \* \*

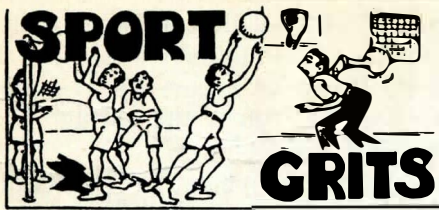
Federal obligations now total about 49 billion dollars on which the interest now runs 1 billion 100 million dollars a year.

\* \* \*

Out of every dollar gathered by the government, almost 60 cents is in the form of hidden taxes.

\* \* \*

Since the turn of the century, taxes have risen from a yearly average of \$18 to an average of \$111 per person. The government debt today is about \$459 for every person in the country.



By Tony Romano

Staley's rapidly improving hard-ball club had easy going on April 28 when they took a flier against the Decatur Redbirds in their first scheduled game of the season, which netted them 20 runs to the Redbirds' two in a seven-inning fracas. Batteries for the Staley team consisted of Hilberling, Doolin, and Artze at the pitcher's slab and B. Hall behind the plate.

Pete Kelley, Carl Grant, Irv. Smith, and Joe Hilberling sparked the Staley victory with their brilliant performance in the batter's box.

★ ★ ★

Staley bowlers wrote "That's All" to a fine season when the sweepstakes were held in the Senior and Minor Leagues. In the Minor League T. Corrington captured first place in the handicap event with a total of 655 pins, for which he was awarded first place money amounting to \$10. R. Devore amassed the second highest number of pins for \$5, E. Plousard collected \$4.00 for third place, and O. Hinton took fourth place money amounting to \$3.00.

★ ★ ★

The season's play in the Senior League provided the Yard with \$63.50 of prize money and the Lab., which tied with them for first place, with \$51.50. The third place Starch Shipping Team won \$41.50 and the Executives received \$31.00 for fourth place.

In the last issue of the News the Lubricators and the Kilowatts were credited with the high-team game and high-team series respectively in both the Senior and Minor League play. The Laboratory is the authentic roller of high-team game in the Senior league, with 1043 pins and also had the high team average of 857. The Yard had the high-team series of 2,905 pins.

## SOCIAL SECURITY AND YOU

in the case of a worker who has died before becoming fully insured. A "currently insured" individual is one who has worked in covered employment for at least half the quarters during the three years prior to death.

Q. What survivors benefits may be paid with respect to a currently insured individual?

A. If an individual was currently insured, the following survivors benefits are payable: 1. Monthly benefits to dependent children and to a widow with such children in her care; 2. If there is no survivor entitled to monthly benefits, a lump sum death benefit.

Q. Then dependent children and widows with such children are assured of monthly benefits, whether the worker was fully or currently insured?

A. Yes, but aged widows or dependent parents may receive monthly survivor's benefits only if the worker was fully insured.

Q. If a widow has been working in a job covered by the old age insurance plan and is entitled to a benefit based on her own wage record, would she be entitled to a benefit based on her husband's earnings?

A. She would receive either the benefit she herself had earned or the benefit based on her husband's earnings whichever is the larger.

Q. At the age of 55, an unmarried woman has legally adopted two orphan nieces. When she reaches 65, they are 12 and 14. She is entitled to a monthly benefit but would she get supplementary benefits for her adopted children?

A. Yes, since the children were legally adopted before their aunt was 60 and are dependent on her, each of them would get a benefit equal to one-half of her own benefit — if she were entitled to \$25.00 a month, the total monthly payment for the family would be \$50.

Winner's money in the Senior League Sweepstakes, amounting to \$12.00, was won by R. Trowbridge, for 680 pins. I. Bauman took second place money, amounting to \$6.00, while R. Beal and F. Moore took third and fourth place for \$3.00 and \$2.00 respectively.

## FELLOWSHIP CLUB (Concluded)

Every member, however, receive a membership card and a copy of the constitution and by-laws when he enters the Club. Both of these publications list member benefits. Both of these should be kept in a safe and regular place in the home along with other important papers. It is important that this be done because a failure to follow the rules may result in a loss of benefits where members fail to apply for them as prescribed by the rules.

Membership in the Fellowship Club is important and valuable. It provides very real financial assistance in the way of insurance, sick benefits, hospitalization, visiting nurse service, etc., to all members in addition to its supplementary recreational and social activities. All that is required is member cooperation by . . .

1. Reporting all changes of address immediately.
2. Reporting illness or non-occupational accidents that require lost time immediately after the disability or at least within the first 48 hours after the occurrence — either to the Time Office, Secretary of the Club, or Department Head.
3. Reporting any change in marital status and requesting changes in your insurance beneficiary.

The Fellowship Club insurance provides for prompt payment of the insurance to the person named, and when any need for change occurs, this change should be requested immediately to make certain that the person you wish to receive the insurance, gets it. While not numerous, there are individuals now members of the Club whose beneficiaries are deceased.

Prompt attention to these three rules assures everybody of at least receiving \$1.25 worth of value for the membership fee.



FOR SALE:

Boy's bicycle \$5.00; Man's bicycle \$12.00; Dressing table \$4.00; Oliver typewriter No. 5 \$3.00; Oak typewriter Desk \$10.00; can be seen evenings after 6 p. m. at 262 W. Packard street.