

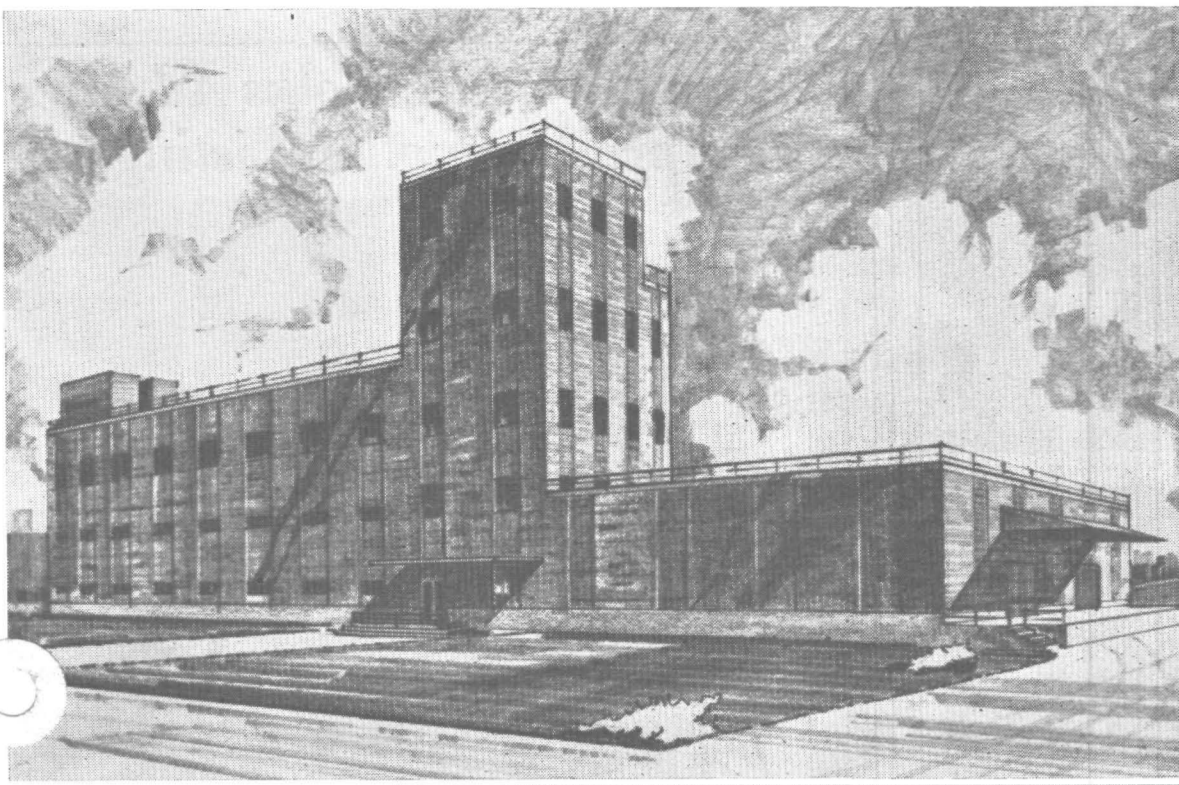
A. E. Staley Manufacturing Co., Decatur, Ill.—Return Requested

Staley NEWS

Vol. 6, No. 7

Decatur, Illinois

May, 1964



Dextrose Building Underway

Construction of the new dextrose plant, focal point in the largest single expansion program in Company history, began last week with work on footings, underground facilities and a warehouse.

Scheduled for completion next spring, the new crystalline dextrose plant will produce 100 million pounds of the pure white corn sugar per year.

The dextrose unit is the last or element to get underway \$10 million-plus construction sequence launched last summer.

Related projects are expanding basic corn grinding, starch conversion and power facilities to make Staley a full-scale producer of both liquid and crystalline dextrose.

The buff brick dextrose building will be 280 by 90 feet, one to five stories in height, enclosing some 900,000 cubic feet overall. A three-story west section will house crystallizers and production equipment, a five-story center section the drying, cooling and packing operations. Warehouse and loading facilities will occupy the single-floor east end, which faces the east gate.

More than a mile of stainless steel piping will carry liquid ingredients received from the Syrup Refinery through the process to crystalline dextrose form.

Christy-Foltz of Decatur is contractor for the initial work. Construction of the plant proper scheduled to begin in July.

The Staley Company holds key patents covering the manufacture of enzymes and the enzyme conversion of corn syrups and crystalline dextrose. The enzyme conversion technology is coming into wide commercial use in this country and abroad by Staley licensees.

Annual Meeting Set for May 11

The Annual Stockholders meeting will be held Monday, May 11 at 2 p. m. in the Research Center Auditorium.

Proxy statements announcing the meeting date and reservation forms were mailed out early last month to each of the Company's stockholders, some 200 of which are Staley employees.



DAWN OF DEXTROSE—Artist's conception shows one to five story buff brick dextrose production center (top). Field engineer Hal March, left, and George Wack, chemical engineer from Facilities Planning, confer on building plans as heavy equipment carries out excavation activities.

President Scheiter on the Profit Slump . . .

Employee Ideas, Initiative Important

Employee ideas and initiative are keys to meeting the current profit slump brought on by declining margins in both corn and soybeans, President E. K. Scheiter told a management staff meeting April 17.

After outlining causes behind the worst soybean conditions in history and the fact that starch and syrup prices had not kept pace with cost increases, Mr. Scheiter pointed to several programs underway to help meet the situation:

"Currently underway is an accelerated effort to bring some newly developed products from final research stages to commercial availability. There are a number of new and modified products for which we have high hopes. You will be hearing of them soon," he said.

"We are in the midst of the

most aggressive acquisition program in our history, seeking companies and ideas in both consumer and industrial products. By broadening our scope of activity, we intend to help sales and earnings and, in turn, the lot of all employees.

"Engineering and construction of a new 100-million-pound dextrose plant is being pushed at full speed.

"Regularly restudying every activity is a standard part of the business today. It takes on added emphasis now, and with the help of our people we will continue to discover new ways in which we can produce and sell more products of higher quality at less cost," he said.

"General belt-tightening usually comes up first in times like these. This is, and has been for some time, a regular prac-

'Cost-Price Squeeze' Brings Dip in Profit; Sales Surge Halted

The Company's second quarter earnings dropped to the lowest ebb in more than a decade as a result of the worst soybean conditions ever and a sharply tightening cost-price squeeze in corn milling that offset sales gains in both industrial and consumer products.

Income was \$830,000 on sales of \$41.1 million for the three months ending March 31, compared with \$1.3 million and \$45 million for the same period a year ago.

Stock, Cash . . .

Prizes Offered For Employee Suggestions

Employees offering the four best suggestions for improving Company performance will be awarded prizes during a "Suggestion Sweepstakes" contest sponsored by the Staley News.

A share of Staley Common Stock, a \$25 U. S. Savings Bond, \$10 and \$5 cash will go to the winners.

All Staley employees are eligible to participate, and you may enter as many times as you choose. Simply jot down your suggestions on the form on Page 4 or a plain sheet of paper, and mail your entry to the Editor, Staley News.

Suggestions should be designed to help the Company's immediate earnings, consistent with supplying expanded demands with top quality products, maintaining long-range programs and necessary maintenance activities and employee safety. Suggestions should be directed at areas and activities with which the employee is in direct contact.

"Suggestion Sweepstakes" winners will be announced in the Staley News.

And but for a change in accounting policies on depreciation and investment tax credits under the 1964 Revenue Act, the income figures reported would have been \$301,000 lower.

Even with the accounting change, net income was the lowest of any second quarter since 1952, when \$517,000 was recorded.

Income for the six months totaled \$1.9 million, down nearly 30 percent from the \$2.7 million a year ago. Sales over the period were \$87 million, compared to \$90.8 million a year ago.

An unprecedented decline in soybean milling margins, triggered by the New Jersey vegetable oil debacle last fall, sent selling prices down while soybean prices advanced. Diminished worldwide demand forced production cutbacks throughout the soybean processing industry.

Compared to last year, soybean prices are some 20 cents a bushel higher, while prices for crude soybean oil, for example, have declined some 20 percent from 10 cents to 8 cents a pound. Lower livestock prices have held soybean meal prices down.

Corn prices, which were as low as 98.5 cents a bushel last year, have not been below \$1.06 this year, and are now around \$1.20. At the same time, competition has forced lower selling prices for starches and other high-volume products.

Pearl starch prices have dropped 40 cents a hundred-weight, and in bulk syrup the Company has been forced to lower established prices to meet those offered by insurgent competition.

Corn oil is selling for 10½ cents a pound, compared with 12 cents a year ago. Gluten meal is also down from last year's prices.

Sales volume continued at record paces in corn derived products, but this was more than offset by lower prices and higher costs.

Here is how we fared on a division-by-division basis:

Industrial Products—all-time record syrup tonnage, second quarter sales record in starches, overall sales up, profits down because of lower product prices.

Grocery Products—new second quarter sales high, paced by

(Continued on Page 8)

... and throughout the industry.

"Although our trimming activity is company-wide, a heavy burden falls on Manufacturing, which must attain these difficult goals in the face of continuing modernization and expansion program. Manufacturing is performing well under these conditions. Tribute is in order, but also a challenge—we must do better.

"With conditions as they are in our industry—indeed in the world today—we must all come up with ways to do our jobs better and utilize our mental resources to inaugurate new ideas and opportunities for progress and growth.

"With the help of every employee, I am confident we will do this," he concluded.

Sixty-three Mark Anniversaries

Sixty-seven Staley Folks celebrate anniversaries of careers totalling more than 1,000 years during May and June.

Leading the list are **Ralph Smith**, 5 & 10 Bldg., and **Ervin Snook**, Grocery Products (Kansas), who mark the 40-year milestone in their careers with the Company.

Others with anniversaries in May and June are:

35 Years

- James L. Carter, Millw., June 13
- Ralph F. Clifton, Elec., May 16
- Herbert W. Harless, Elec., June 31
- Leroy Parker, 20P, June 23
- Henry A. Scherer, Process & Methods, May 24

30 Years

- Rankin P. Baum, Lub. & Oil, May 5
- William R. Boyer, Financial Div., June 26
- Lynden W. Etcheson, Sm. Mach. Shop, May 17
- James H. Galloway, Prod. & Maint., June 1

25 Years

- Robert R. Clark, Sr., Millw., May 23
- Stanley DeJanes, Refined Oil, May 17
- R. L. Nagle, Groc. Prod., June 22
- Otto Oak, Yards, May 12
- Kathryn M. Rhodes, 17 Pkg., June 21

20 Years

- Charles A. Bradley, Inst. & Cont., June 8
- Ernest Gerck, Yards, May 18
- Anne Hague, Cost & Analysis, May 8
- Rudolph Sowa, Elev. C&D, May 18
- John E. Travis, Cont. Lab., June 5
- Buford A. Walters, Fd. Hse., June 20

15 Years

- Dennis L. Durbin, Pl. Prot., June 1
- William E. Gibbons, 17 Bulk, June 2
- Theodore W. Jackson, Rd. Hse., June 8
- Donald R. Kush, #20 Bag Rm., June 16
- Floyd Maddox, 20 S., June 27
- Joseph T. McElyea, 20P & 118, June 27
- Ralph F. McLaughlin Jr., Rd. Hse., June 16
- Arthur L. Mense, #34 Bldg., June 24
- Elmer F. Miller, Groc. Prod., May 1
- Louis H. Miller, Jr., Pt. & Roofers, June 8
- Lewis J. Mitchell, #20S, May 31
- Wilbur F. Morrison, Boiler Rm., June 1
- Robert L. Owens, Rd. Hse., June 1
- William H. Reimer, 20P & 118, June 27
- Claude L. Stine, Jr., #20S, June 2
- Robert G. Wittig, #5/10 Bldg., June 23

10 Years

- John P. Bolas, Ind. Sales, June 3
- Larry L. Burrow, #101 Bldg., June 24
- Charles T. Frey, Maint. Dept., June 22
- Carl E. Idema, Groc. Prod., June 28
- Harry L. Johnson, Millw., June 24
- Jesse F. Jolly, Maint. Dept., June 21
- Gerald L. Miller, Cont. Lab., June 28
- Max A. Napierski, #34 Bldg., June 25
- Robert E. Nisbet, Chem. Eng., June 1



Smith Snook Carter Clifton



Harless Parker Scherer Baum



Boyer Etcheson Galloway DeJanes



Nagle Mrs. Rhodes Mrs. Starbody

George M. Prust, Personnel, June 14
 John D. Robinson, #59 Bldg., June 25

5 Years

- Dolores J. Auton, Eng. Rsch., June 8
- David A. Blanchard, #20S, June 9
- Bryant E. Bomball, Oil Ref., May 21
- Howard L. Buchs, Painesville, May 12
- William L. Budds, Cost & Analysis, June 24
- John P. Crane, #5/10 Bldg., June 25
- Jerry L. Cunefare, Chem. Rsch., May 25
- Thomas E. Gunnigle, Inv. Plan. & Cont., June 12
- Edwin M. Hughes, Eng. & Maint., May 18
- Robert W. Magruder, Eng. & Maint., June 15
- Wayne S. Martin, Equip. & Maint., June 29
- Frank A. Peterson, Ind. Sales, June 1
- Michael S. Ruffolo, Ind. Sales, May 25
- Darrell J. Smith, Yards, June 17
- Richard G. Smith, Tech. Services, May 11
- Donald F. Thompson, Eng. & Maint., May 18
- Russell B. Trowbridge, Jr., Prod. Cont., June 1 (on M/L)
- George R. Virgil, Paper Ind. Sales, June 8

Mrs. Starbody's anniversary was in last month's edition, but we just got the picture taken and didn't want to miss the chance to let it brighten this page.



WOMEN'S CLUB LEADERS—Here is the group that's steering things for the Staley Women's Club this year. They are, from left, seated: Ione Garver, vice president; Eileen Blythe, president; and Audrey Koshinski, recording secretary. Standing: Amanda Garfoot, trustee; Beverly Seitz, trustee; Kathleen Reedy, secretary; Beverly Blakeman, corresponding secretary; and Martha Murge, trustee.

Fourteen Staley Folks Advance In April Promotion Listings

Fourteen Staley folks were stepped up in this month's promotions.

Wayne Blick was promoted from shift foreman at the Syrup Refinery to Feed House Building foreman, replacing Milton Beaudine, who left the Company. Blick started in 1941 on the extra board, and spent most of the ensuing years in the Syrup Refinery.

David Clark was promoted from development engineer in engineering research to chemical engineer in process and methods engineering. He joined the Company in 1958 as associate development engineer and moved up to development engineer last May.

Robert Cowgill was promoted from the hourly roll to relief foreman in Production. He had worked most of his time in the Mill House since joining the Company in 1949.

Walter B. Fisher has been promoted from technician in applications research to trainee in paper industry sales. He started in 1950 on the extra board, and was promoted to research technician in 1959.

Gene Hyland has been promoted from area maintenance engineer to project engineer in Electrical and Mechanical Engineering. He started work while attending the University of Illinois in 1956, was named junior engineer in 1957, moved up to design engineer in 1960 and was promoted to area maintenance engineer last year.

Ilmar Palm-Leis has been promoted from design engineer to area maintenance engineer in Electrical and Mechanical Engineering. He joined the Company in 1955 as a draftsman, was promoted to junior engineer in 1957 and moved up to design engineer in 1960.

Other promotions:

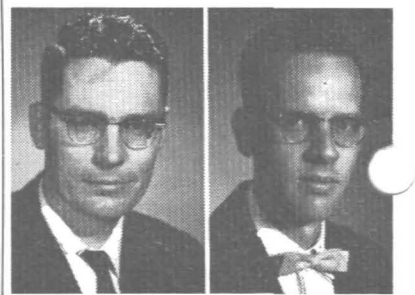
Charles Blagg, from messenger, Printing & Mailing, to shop clerk, Engineering & Maintenance.

Mary Brown, from shop clerk, Maintenance, to office manager, Electrical & Mechanical Engineering.

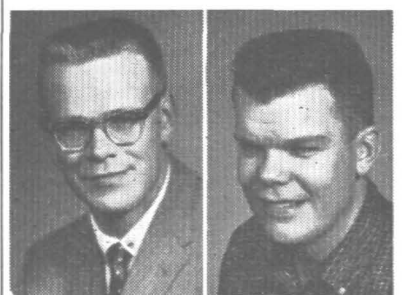
Dwayne Guffey, from hourly roll to messenger, Printing & Mailing.



Blick Cowgill



Clark Hyland



Palm-Leis Fisher

James Keyes, from hourly roll to work order clerk, Maintenance.

Shannon Kirk, from typist, Employment & Salary Admn., to clerk-stenographer, Traffic.

Judith Richardson, from clerk-stenographer, Traffic, to department secretary, Advertising & Merchandising.

Annette Smulik, from messenger, Steno-Clerical, to work order clerk Maintenance.

Sharon Wilkerson, from messenger, Steno-Clerical, to Ozalid operator, Printing & Mailing.

Leiser Appointed Group Leader

Appointment of Roger Leiser as process development group leader has been announced by Dr. William Hagenbach, director of Engineering Research.



Leiser

Leiser had been senior process development engineer since joining the Company in 1962. He replaces Dr. D. P. Macarus, who resigned to join another chemical concern.

A University of Illinois graduate in chemical engineering, Leiser has been project leader in development for Pittsburgh Plate Glass in Barberton, Ohio.

Frisco Perry Retires

Frisco Perry, 75 Bldg., retired May 1 after 19 years service, for the month's only retirement.

After starting in 1945 on the Extra Board, he spent all his years working various jobs in Feed Packing House.

More Food for Less

Twenty years ago, there were some 1,500 food items available, and consumers spent 22 cents of their after taxes dollar on food. Today's consumer spends only 19 cents of his after-tax dollar on the more than five times greater array of goods.



... wins speech contest

Bev Collingwood Wins In Area Speech Contest

Beverly Collingwood, Research secretary, was judged area Toastmistress Club speech champion in competition in Champaign April 12. She will represent the Central Illinois council in regional competition May 23 at Enid, Oklahoma.

Mrs. Collingwood triumphed over winners of individual chapter speech contests with a talk on the subject of national goals. There are eight clubs in the area council of Toastmistress Clubs.

She had previously been selected by an independent panel of judges in a contest among members of the Decatur Toastmistress Club.

Eight council-level winners will be competing at Enid for the right to represent the South-Central Region in international competition at Denver, Colo., in July.

Mrs. Collingwood has been in Toastmistress Club since February, 1963. This was her first contest effort.

There are 16 members in the local Toastmistress Club. Other Staley gals in the group include Pauline Turner, 17 Bldg., Doris Murphy, Executive, and Lois Crouch, Research. Ruth Kolb, retired Law Division secretary, is a charter member of the local chapter.

Staley Welcomes . . .

- Philip Beadles, Biochemical Rsch.
- Frank del Valle, Applications Rsch.
- Lyle Dixon, Groc. Prod., St. Louis.
- Weir Forrest, Industrial Sales.
- G. M. Griffith, Engr. Rsch.
- Marie Kaye Jones, Steno-Clerical.
- Margaret Leilich, Refined Oil, N. Y. Office.
- Charlyn Jean Moore, Ind Sales Chicago.
- James Newcome, Biochemical Rsch.
- Judith Ostrander, Overseas.
- Judith Price, Storeroom & Reclamation.
- Janet Spann, Steno-Clerical.
- Ray Steffen, Chemical Rsch.
- Joseph Unekis, Personnel-Training.
- Linda Wainscott, Purchasing.
- Sandra Williams, Research Library.

Over 1,800 Employees Get Insurance Benefits

Some 1,800 Staley folks and their families received benefits from their Fellowship Club insurance in a year that marked the Club's entry into the realm of million-dollar businesses.

Record Fellowship Club income for the year ended March 31 was \$1,004,151. The money came from member premiums of \$278,328, Company contributions of \$391,220, dependent premiums of \$309,498, gains on sales of securities, interest on securities and miscellaneous income.

Weekly health and accident, medical, surgical and hospital benefits for the 12-month period amounted to some \$640,000, with the rest of the income going to the insurance underwriter for major medical and life insurance premiums, and operating expenses.

Operating expenses for the year were about 2.5 per cent of income — a significant figure when compared with a 3.6 per

cent figure for Blue Cross, described by that organization as a "remarkable low" in a recent annual membership report.

Of approximately 800 members claims, 703 included weekly health-accident coverage, 730 hospital benefits, 594 medical and 400 surgical.

In basic member benefits, \$185,667 was paid out for health-accident coverage, with an additional \$141,975 going to pay hospital bills, \$30,886 for surgical and \$14,238 for medical services.

Life, accidental death and dismemberment, and permanent total disability claims paid \$164,677.

Some 990 wives and children of Staley employees received \$187,262 in hospital benefits, \$37,973 for surgical and \$9,064 for medical.

In addition, some \$33,000 in supplemental hospital and medical benefits were received through the supplemental Company contribution to members' accounts.

Total Fellowship Club membership for the year was 3,232, including 2,900 active and 332 retired employees. This compares with 2,873 active and 310 retired for a 3,183 total a year ago.

Income gains for the year were attributed to the addition of nearly 50 new-employee members and increased premiums paid as a proportion of the higher employee earnings.

Powers to Head Tech Society

New Staley Technical Society officers were elected April 24 following election of four new executive committee members at the Society's April 23 meeting.

Elected chairman for the upcoming year was Bob Powers.

Other officers and committee chairmen on the new executive committee:

- Ed Koval, Vice Chairman
- Hoyt Coverstone, Secretary
- Duane Chicoine, Treasurer
- Bud Taylor, Assistant Treasurer

R. J. Hathaway, Publicity Chairman

Harry Young, Assistant Publicity

Dick Lockmiller, Sergeant-at-Arms

Chicoine, Coverstone, Koval and Taylor had been elected to two-year terms on the eight-man committee by the membership vote.

Retiring from the executive committee were:

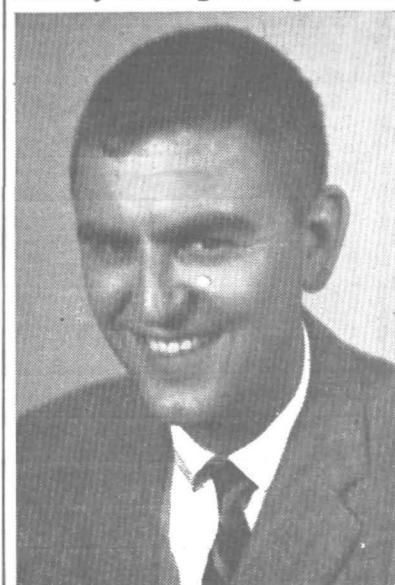
- Dr. D. P. Macarus, President
- R. L. Simms, Treasurer
- M. G. Roberts, Publicity Chairman

Charles Harris, Sergeant-at-Arms

Dr. James A. Bralley, vice president, Research, serves as an ex-officio member of the committee.

Total membership for the year was around 300. Average meeting attendance was 85.

The Society will resume monthly meetings in September.



... heads Technical Society

A Few Plots Open In Staley Gardens

There are still a few plots available in Staley Gardens for those employees who want to fulfill part-time roles as "men of the soil."

As of last week, 92 of the 104 spots in the 10-acre company-owned field east of the Research Center had been spoken for by employee gardeners.

The gardens have been fertilized, and were disced for the second time following the heavy rains of last month. Civil engineers plot the tract and the Yard Dept. stakes the 50 by 75-foot individual plots.

To reserve your-little-acre, call Clyde Henly on 8257 or 423-1859.

Staley Gardens were established during the early years of the Great Depression for employees' use, were used as "Victory Gardens" in World War II years, and have since been maintained by popular demand.

Staley News to Run Summer Job Bureau

Do you have a son or daughter who needs summer work? Or are you looking for a student for part-time yard chores, babysitting or the like?

If you have an available youngster, send his or her name in to the Staley News, along with the hours of availability and the type of work desired. This information will be published in hopes of matching the available youngsters with work needed by other Staley employees.

Persons seeking summer help can either list their needs in the News, or scan the list of available in the next edition.

Send information to the Editor, Staley News, 1-W, or phone extension 372. Deadline for information is the 20th of the month for publication the next month.



PRIZE-WINNING GALLERY—Photographer Lee Jeske poses (for a change) with his award-winning prints from recent Illinois Association of Professional Photographer's judging.

Staley Photographers Honored At Annual Convention, Judging

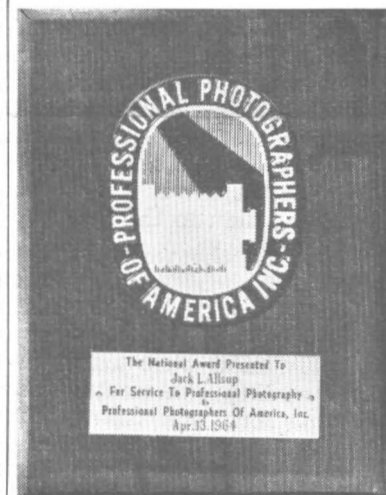
Staley photographers past and present were honored by the Professional Photographers of Illinois and the nation in their annual state convention and print competition at Springfield April 12-14.

To the late Jack Allsup went an award for outstanding contributions to professional photography, presented to Mrs. Allsup by the president of the Professional Photographers of America. Jack won scores of awards during his seven years with Staley, capped by his master of photography degree awarded posthumously last summer and the special national award last month.

For his Staley successor Lee Jeske the convention was also highlighted by honors. All six of his entries were chosen to hang in the exhibit and four won ribbons, including firsts in two of the four divisions he entered and honorable mentions in the other two.

The two first-place awards were for industrial and scenic prints. A Scovill Gardens color snowscape and a strong black-and-white shot of our coal dock area, printed by an exacting line-etching technique, won the blue ribbons. Color portraits of his son, Mark, and a new-design bottle of Staley corn oil with painted daisies were the other ribbon winners.

Jeske, who joined the Company last September after some 15 years in commercial photography and service as an Air Force bombardier, was participating for the first time in the competition of Illinois and nearby-state professional photographers.



TRIBUTE—Here is the plaque awarded to the late Jack Allsup for his outstanding contributions to the professional photography by the Professional Photographers Association.

Local Talent Show To be Sponsored By Staley Women

A Talent Show featuring Staley employees will be held on Thursday, May 21 under the sponsorship of the Staley Woman's Club.

The show will go on at 7:30 p. m. at the Elks Club, following the Club's regular monthly dinner meeting.

Prizes of \$10, \$5 and \$3 will be awarded to the three most talented Staley folks, in the opinion of some discerning but talent-free employee judges.

Entries are now being solicited by Woman's Club members. Participation is encouraged by any Staley employee, so be it singing, dancing, magic, acrobatics or other humor—whatever your talent—sign up now!

Additional information may be obtained from Bonnie Jess, Woman's Club program chairman.

Prominent Staley Customer . . .

Fuller Executive Sees Vast New Glue Uses

Are we heading for the day when clothing and shoes will be fully assembled and seamed through use of glue? When skyscrapers and homes will be constructed of prefabricated and assembled materials? When an entire automobile will be glued together, free of screws, solder and rivets? When our streets, highways and bridges will be paved with glue, minimizing high repair and maintenance costs? When a person's broken or deteriorated body can be glued back together again?

The answer to all these questions is "Yes!" according to the expert opinion of one of the most prominent members of the national adhesives industry, who points out that much progress has already taken place along these lines.

The speaker looking into a practical crystal ball which reflects the industry laboratories' highly competitive search for newer, lighter and tougher synthetic resins which can patch human arteries or hold a space capsule together, is Richard E. Smith. He's a vice president-research and development for 77-year-old H. B. Fuller Company, industrial adhesives manufacturer with headquarters in St. Paul, Minn., and 24 plants throughout the United States, Canada and South America.

The U. S. Department of Agriculture's Economic Research Service reported recently that Americans annually use about 2 billion pounds of adhesives each year. The layman's reaction to this glue torrent is apt to run something akin to this:

Where in the world are we using all these billions of pounds of glue annually? We just can't be licking that many postage stamps, sealing that many letters, mending that many pieces of home furniture, taping that many cut fingers with adhesives. Maybe our grade school kids, with their celebrated, free-wheeling abuse of the paste-pot in art classes, are using most of it!

All of these hypothetical suggestions amount to less than a drop in the world's proverbial glue bucket, according to Smith, who points out that most of these

'News' to List Giveaway Items

Most of you have undoubtedly heard, from time to time, someone say "I wish I could find a good home for such-and-such", or "I know someone would like to have such-and-such that I'll just have to throw away."

Here's our answer. Beginning next month, a "something-for-nothing" column will appear as a regular feature of the Staley News, a service to those folks who propose to enlighten others' lives by giving them something.

If you have something you would like to give away, describe it in writing or by telephone to the Staley News, 1-W, ext. 372 between the 10th and 20th of the month. Then hold on to it until the News comes out.

If you never hear any more about this, you'll know that there just ain't no such thing as "something for nothing."

The H. B. Fuller Company is an important customer for Staley starches and dextrins. As a supplier to the adhesives industry, we wholeheartedly subscribe to the idea of glue holding the world together.

chemical bonding agents play a large part in the space race, military programming, road and skyscraper construction, home building, furniture, clothing and (just look at your consumer purchases) every conceivable kind of packaging.

In the last 20 years, says Smith, glue in a variety of forms has in many fields replaced screws, rivets, nails, pegs and soldering.

It takes nine specific glues to enable you to light up that smoke, including those used in packaging and shipping.

The medical profession has successfully used bonding agents to repair human arteries in delicate brain operations and in treatment of aneurysms. Other new epoxy resins are employed to weld bones in humans and animals.

One of the first to bring resin into the operating room was Dr. Bertram Selverstone, of Tufts University medical school, who began spraying bulging arteries with the clear resilient glue in the late 1950s.

A new product on the market, identified as "resiweld" by its maker, the Fuller Company, is billed as "stronger than concrete, almost unbreakable, resistant to chemicals, weather and the thaw-freeze cycle."

The material is viewed as a boon to state and local highway departments faced with annual spring road depredations and high repair costs.

The garment industry is heading for the day when entire suits will be assembled with near-perfect seams through use of adhesives, says Smith, who points out that new bonding agents are replacing the thread and nails in shoes.

Smith feels "adhesives are the logical bonding and fabricating agent for airplanes and spacecraft."

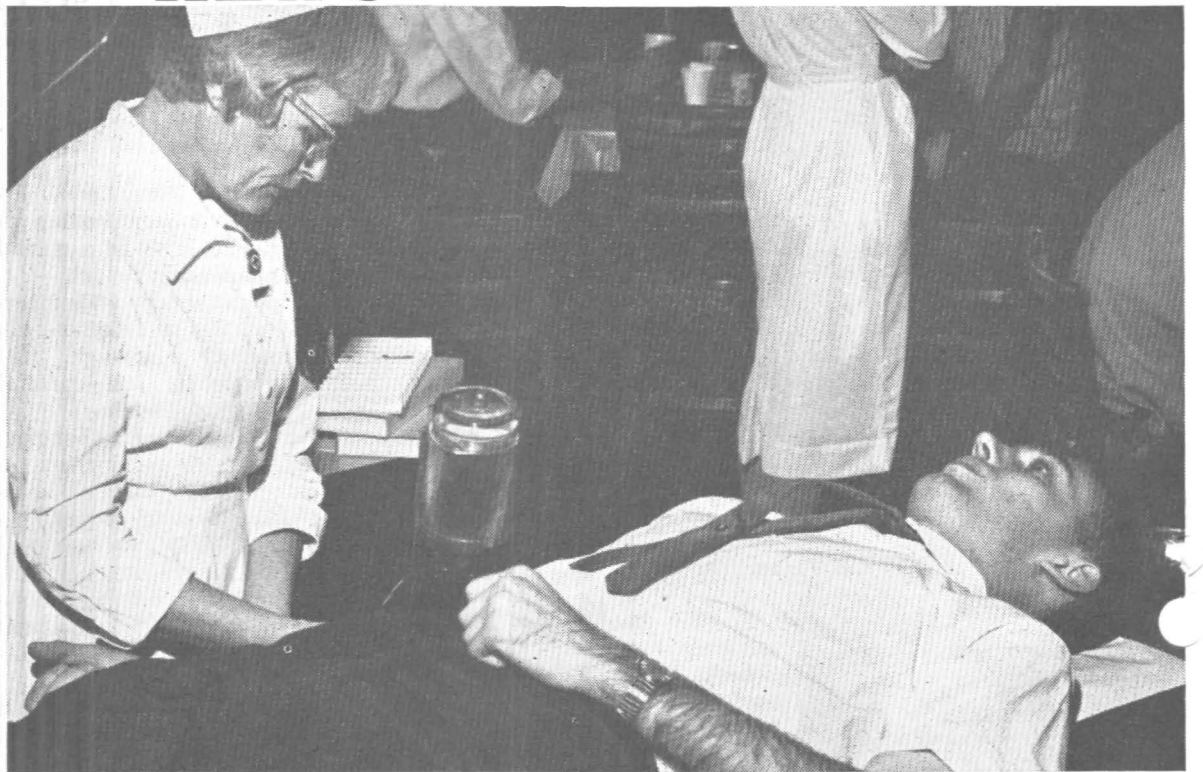
He said present aircraft adhesives are designed to withstand about 500 degrees Fahrenheit, but synthetic glues which will take temperatures up to 1,000 degrees and higher are on the horizon.

Today's automobile contains between 8 and 25 pounds of adhesive material but the day is coming when an entire car will be free of screws, solder and rivets, Smith predicts.

Present construction and maintenance procedures will be greatly altered by the emergence of new glues, Smith believes.

"The practice of bulldozing out a space in the dirt and dumping several thousand parts into the mud and then laboriously assembling all these parts by hand just cannot be continued," he said. "In the near future, houses will be prefabricated and assembled within a mere fraction of the present field time.

"With future 'glues' being stronger than the metal being bonded, the entire framework such as girders of skyscrapers will be held together without rivets."



BLOOD DONOR—One of the 441 Staley folks who helped make April's Bloodmobile visit successful was Tom Fisher, Salary Administration. Attending to him is volunteer nurse Mrs. E. M. Tomlinson (wife of "Tommy", Civil Engineering).

New Foreman's Club Chairmen Announced

Three Foreman's Club committee chairmen listed as incoming in last month's News were actually retiring from their posts after a year's service, while the other three were reappointed for a second year.

Reappointed were Ed Lashinski, Food, Wibb Falk, Membership, and Tom Moran, Auditing.

Retiring chairmen are Emil Schimanski, Dick Hopkins, and Estol Smith. They are replaced by Bill Bishop, Jr., Program; Frank Lewis, Welfare; and Paul Breyfogle, Rules & By-Laws.

Serving on the Club's Food & Service Committee are:

- Larry Tremps
- Carl Waltens (ret.)
- Bill Brumaster
- Ralph Clifton
- Paul Jones
- Willard Kearnes
- Dean Burdick
- Woody Smith
- Wibb Falk
- Paul Strong
- Buck Scherer (ret.)

Assisting in Membership Committee work are Jim Cozad, Bob Siweck and Harry Atkins.

Diaper-Sweet Push

Grocery Products is in the midst of a full-scale promotion of Diaper-Sweet.

Now and through June 1, salesmen are plugging the product through retail outlets with tie-in local advertising and floor and shelf displays.

Golf Program Set For Foreman's Club

Richie Hammel, Scovill golf pro, will present some golfing tips and review this year's rules changes at the Monday, May 18 Staley Foreman's Club meeting.

Showing of a film on golfing is planned to round out the planned program.

Call First Aid First

Before moving an injured person, or allowing one to move after injury, call First Aid.

Safety officials warn that further injury can be inflicted by fellow employees trying to be helpful. The only time an injured person should be moved is to avoid danger of further injury if they are not moved.

First Aid personnel will advise on care for the injured and arrange transportation to the Medical Center or a local hospital, if necessary.

Staley Folks Honored At Education Banquet

Five representatives of the Company and four affiliated high school students were among those honored at the annual "Employer Appreciation Banquet" sponsored by the Decatur Public Schools' cooperative education program April 9.

Staley representatives at the banquet were Harold Doddek, Mary Doherty, Kermit Shively, Edna Sims and Mrs. Bonnie Jess.

They accompanied the four high school students who have been combining part-time work in their areas with their regular high school studies this year under the office occupations program.

Students working part-time here are Eldonna Getz, Stephen Decatur, Jean Hayes, MacArthur, Ellen Beck and Carol Friend, both of Eisenhower.

Each year the Company assists in the cooperative education program by bringing in senior girls to gain experience in office work.

Staley Donors Give 441 Pints Of Blood

Staley employees donated 441 pints of blood to the Red Cross Bloodmobile during its visit to the plant April 16 and 17.

The mark was eight pints short of meeting last year's total. Sixty prospective donors were rejected in this round, compared to 47 a year ago.

Two hundred eighty-nine pints were donated on Thursday, and 152 on Friday.

Co-chairmen of the blood program were Emil Schimanski and Hubert Crum. The Bloodmobile was set up on the second floor of 77 Bldg., staffed by a team of Red Cross employees and volunteer personnel.

Returning from Leave . .

David W. Miller, Grain Division.

Granted Military Leave .

Robert Cahill, Extra Board.
Charles Dawson, Oil Refinery.
John March, Printing & Mailing.

— Entry Form —

"SUGGESTION SWEEPSTAKES"

Employee Suggestion Contest

First Prize: One share of Staley Common Stock
Second Prize: A \$25 U. S. Savings Bond
Third Prize: \$10 Cash
Fourth Prize: \$5 Cash

Suggestions should be designed to help the Company's immediate earnings, consistent with supplying expanded demands for top quality products, maintaining long-range programs and necessary maintenance activities and employee safety. Suggestions should be directed at areas and activities with which the employee is in direct contact.

SUGGESTION: _____

Your Name _____

Department _____

— Mail to the Staley News, 1W —

Wendy Duckitt Views Country, Company . . .

Newcomer Finds U. S. Ways Pleasing, Confusing

People are friendly, refreshingly informal and easygoing, but prejudice hangs heavy. Living standards are wonderfully high, but because many seem to take it for granted, abundance is oft-abused.

These are the things that puzzle a newcomer to our Company and our Country in her first few months here.

She's Wendy Duckitt, Office Services, a native of England who first set eyes on the U.S., Decatur and the Staley Company last December. She came to live with an aunt and uncle here, choosing the U.S. from among five countries where she has relatives.

Foremost on her list of "likes" is the American Standard of living; she is overwhelmed by the plenty that is ours, and the numbers that share in it.

"Here, factory and office workers like those at the Staley Company have the means to live like the very high class in England", she says.

Wendy estimates that at least 60 percent of all Americans live on what Britons commonly associate with the high class existence. "What's more", she says, "most of the remaining 40 percent should, by all standards, live this way, with the opportunities that are here".

"For example, it would be virtually unheard of for a girl my age to own an auto in England. Here, it's quite common. In fact, I've been able to buy one in the few months that I've been here".

"But in the midst of all this plenty", she says, "it's amazing to see so many people taking it all for granted—not really appreciating all the wonderful things that surround them".

Wendy's pleased to find that social orders and class rule like those in England seem non-existent in this country. But she's concerned about racial strife and religious prejudice that has made itself "very evident" in her first few months here. "It seems that many people are still fighting the Civil War", she says.

"In England, there is little race or religious prejudice, comparatively at least", she says.

Wendy recalls here initial employment experiences with mixed emotions. "I was panic-stricken after being informed at the first plant where I applied for work that non-citizens were not considered".

"But I went on applying anyway, for lack of any other course to pursue. To my relief, this was not the case elsewhere, and some two weeks later, I was called to work here at the Staley Company".

In her experience at work, she is most impressed by the friendliness of fellow employees,

From the Rostrum . . .

L. M. Trempel, Food Technical Sales, addressed the Milwaukee Section of the American Association of Candy Technologists on "New Developments in Making Starch Jellies".

Dick McBride, Corporate Information Systems, addressed the Grocery Manufacturers of American Systems Research Meeting on "A New Approach to an Integrated Management Information System Study"—the Staley Company's experiences in the recently completed feasibility survey segment of the Total Systems Study.

and the ready acceptance of her co-workers in the Office Services messenger group.

"The girls seemed to accept me immediately, and went out of their way to make me feel at home. In England, they would have taken at least a week to decide whether they were going to like the new girl or not", she says.

"I was also surprised—and very happy—to see the informal ways about the office, the first-name relationships between managers and people working for them. This is rarely the case in plant on the Continent—they are much more formal".

Among impressions she's developed of our way of life:

Boys: Same the world over. Perhaps less formal here, stemming from less-strict upbringing. No "Dutch treating" here—good.

TV: Better here, England has only two channels, one nationalized.

The Twist: Confusing, because of no set pattern, everybody improvises (or was that the Shake?).

Installment buying: The "never-never" system—make your first payment and you never stop paying.

Dates: More mobile. Folks don't hesitate to travel 100 miles on a date here, unheard of in England.

And on the pat question of the Beadles: Yeh-yeh-yeh . . . like, with it!



PLEASANT MESSAGE—Wendy Duckitt, newcomer to the Staley Company and the U. S., gets an across-the-board look at Company operations in her job as Office Services messenger.

Staley Canada Ltd. Begins Packaging 'Sta-Flo, Sta-Puf'

Packaging operations for two of the Company's leading consumer products got underway this week at Staley (Canada) Limited's new production center in Ajax, Ontario, just outside metropolitan Toronto.

"Sta-Flo" starches and "Sta-Puf" fabric softener, already established favorites of Canadian housewives, will now be bottled at the Ajax plant for swift and convenient delivery to supermarkets throughout the country.

In addition, the Ajax plant will serve as Canadian warehousing center for the complete line of U. S. manufactured-and-packaged household products.

Staley (Canada) last month started full-scale production of synthetic polymer emulsions of the same type supplied to U. S. markets by U B S Chemical Division plants in Cambridge and Marlboro, Mass., and Lemont, Ill.

The polymers are used in making paints, floor polishes and industrial coatings. Production is under the supervision of U B S technicians.

The two buildings housing Staley (Canada) Ltd. were purchased a year ago and completely remodeled before installation of the production equipment.

Originally used by Austin Motors during World War II, the buildings include 15,000 square feet of production area and are situated on a five-acre tract in the Ajax development district approximately eight miles from Toronto.



Let's See, You Stay in Business . . . You're Out!

Of course that isn't what Mrs. Housewife is actually saying, on the surface at least. But that's exactly what she—and millions like her—do every time they select a product in the supermarket. They're saying, in effect, that the product they buy measures up—that business may continue to produce, pay its employees and make profits with which to keep investors and seek new

and better products to satisfy the wants and needs of the American public. When she says no, that's one plank in the corporate coffin. No sales, no profits, no money with which to return on investments and try to build a better mousetrap. And it doesn't matter how much one makes an hour if there are no hours to work. (Our model shopper, selecting some "Staley" syrup, is Mrs. Kathy Poe, Personnel).

Enzyme Discovery Traced . . .

Staley Dextrose Process Seen As Boon To Sugar Problem



Hurst



Stringer



Mrs. Tai

The pioneer development of the Staley enzyme conversion process, a discovery expected to account for the bulk of the world's crystalline dextrose in next few years, was outlined in a talk to the American Chemical Society by **Dr. A. Willard Turner**, biochemical group leader.

Dr. Turner described "The Production of Dextrose with Glucoamylase" in a symposium on new catalytic reactions in organic chemical processes, part of the Society's 147th annual meeting April 10 in Philadelphia.

Detailing development of the enzyme conversion process for crystalline dextrose production, Dr. Turner predicted "virtual abandonment" of the old acid conversion method as greater efficiency and superior product qualities of the new technique are realized.

The American Chemical Society presentation was taken from a paper entitled "The Production of Dextrose Monohydrate with Glucoamylase", prepared by **Dr. Turner, T. L. Hurst, C. S. Stringer, and Mrs. D. Tai.**

He traced Staley Research's concentrated efforts to come up with a method for producing dextrose that eliminated some of the problems that for many years held up full realization of the product's potential.

Some 25 years ago, he said, Staley scientists had opened a vast new field of applications for corn sweeteners with the enzyme conversion discovery for syrup production.

At that time, "Sweetose" syrups were introduced and immediately gained widespread acceptance in numerous sectors of the food industry.

Dr. Turner explained that the Staley research team, spurred by the success of the syrup enzyme system, then set out to find the right enzymatic combination for conversion to dextrose.

Discovery of a commercially producible source of glucoamylase turned out to be one of the major factors in determining the commercial success of the dextrose enzyme conversion process, he said.

EDITOR'S NOTE: Discovery of the patented Staley enzyme conversion process for dextrose production is the result of many years of dedicated effort by a number of individuals on the Staley research team. We pay tribute to all who played a part in this pioneer process development.

The result of the method is a dextrose that overcomes flavor, color and yield difficulties accompanying the old method of converting corn starch to dextrose by acid hydrolysis.

The enzyme method makes possible more efficient production of crystalline dextrose in addition to the quality superiority, he said.

Elimination of the former problems, particularly those of color and flavor, are cited as prime elements in the recent rise in the number of applications for dextrose throughout the food industry.

The Staley enzyme conversion process has been adopted for large-scale commercial production by licensees under Staley patents in this country and abroad, Dr. Turner said.

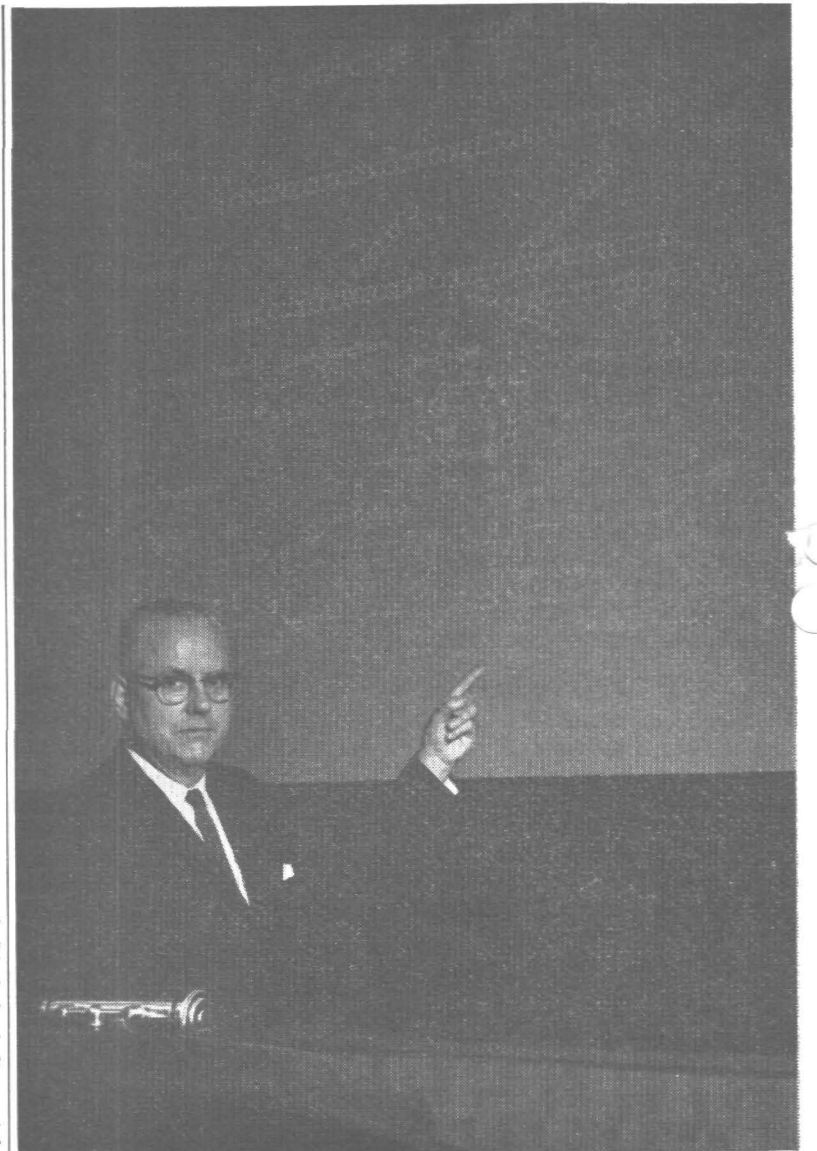
He said the advance will inevitably accelerate the swing to corn-derived sweeteners as the new technology moves into increasing commercial uses throughout the world.

Use of corn sweeteners has nearly doubled since 1948, while the total market for all sweetening agents has increased by approximately 50 percent during the same period. Corn sweeteners now comprise 16.7 percent of the total sweetener market (see chart).

Countin' Kernels

It takes 40,000 kernels of corn to make one pint of corn oil, according to a recent probe conducted by Industrial Sales' **Bob Meador.**

To prove this formula, multiply 40 ears times 1,000 kernels to the ear, cast aside the fact that there are 72,000 kernels to the bushel, take the 3 percent of each kernel that's oil—and squeeze!



STALEY WAY—Dr. A. Willard Turner uses slide showing starch molecules to illustrate presentation on Staley enzyme conversion process for dextrose production to the American Chemical Society.

Staley Represented At Aspirin Affair

Corn Division Vice President **L. E. Doxsie** represented the Company at ceremonies marking production of the 100 billionth Bayer Aspirin tablet March 25 at Glenbrook Laboratories, Division of Sterling Drug Inc., Trenton, N. J.

The 100 billionth aspirin was removed from a tableting machine by TV star **Miss Patty Duke**, who presented it to New Jersey Governor **Richard J. Hughes.** Miss Duke then presented the first of the second 100 billion tablets to Dr. **J. Mark Hiebert**, chairman of the board of Sterling Drug.

Last year Americans took an estimated 16 billion aspirin tablets, or 44 million a day, for relief from headaches, minor inflammation and a wide variety of other discomforts.

What we know as aspirin (acetylsalicylic acid) was discovered in 1853. But it was not until 1899 that it created a lot of attention by relieving pain and swelling in a patient suffering from rheumatoid arthritis.

For the statistically minded, 100 billion Bayer Aspirin tablets

laid in a line would reach to the moon and back then back to the moon again (some 700,000 miles) or from New York to Los Angeles and back 116 times; or encircle the earth 28 times.

Bayer is an important user of Staley starch in its Aspirin tablets.

Quintenz to Head New Maint. Shop

Formation of a new area maintenance shop at the Syrup Refinery and appointment of **Fred Quintenz** to head it has been announced by Maintenance superintendent **Al Foley.**

Quintenz had been Boilermakers foreman since 1962, and prior to that assistant Boilermakers foreman. He joined the Company in 1942 and is a graduate of the Apprentice Training program.

Named assistant foreman in the new shop were **Leo Riedlinger** and **Bill Fryman.** Riedlinger, a Staley employee since 1926, had been assistant Pipefitters foreman, and Fryman, a 18-year man here, was previously relief assistant foreman in Maintenance.

Annual Fun Fair Set for June 5, 6

The ninth annual "Fun Fair" will be held June 5 and 6 at Fairview Park.

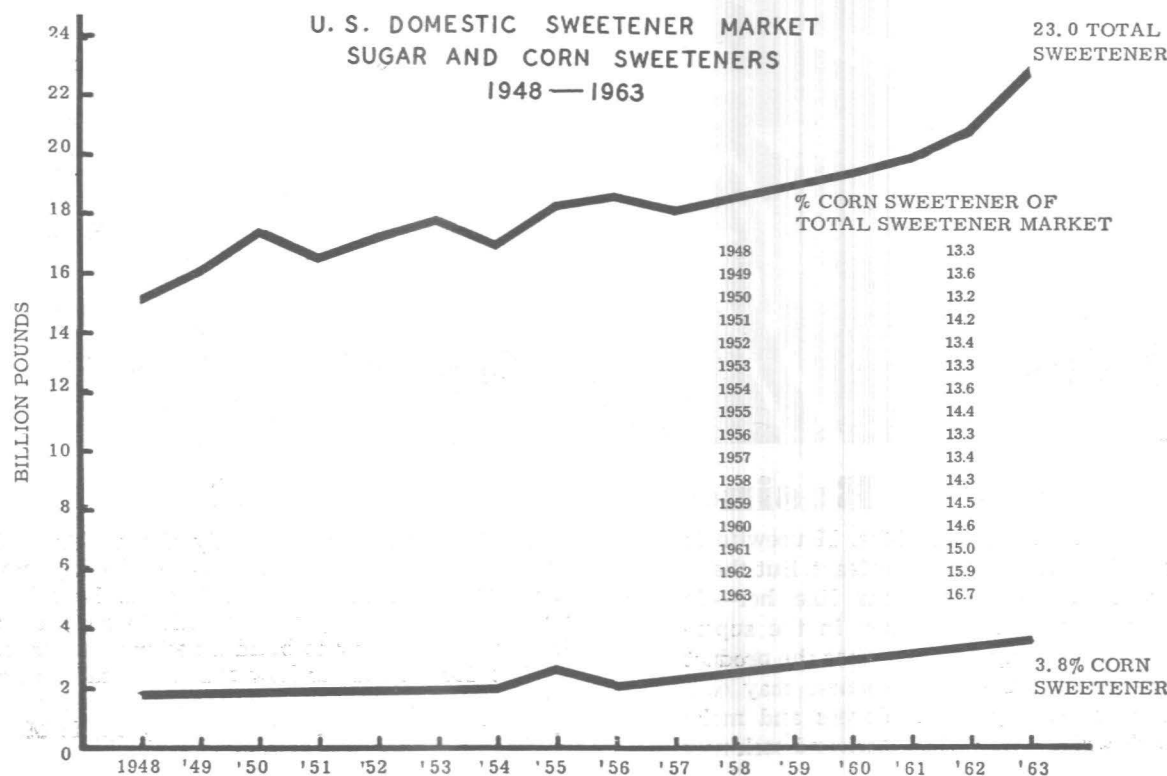
The event is sponsored by the St. Mary's and Macon County hospitals' women's auxiliaries for the benefit of the two hospitals.

Included in the slate of participating organizations is the Staley Women's Club. Local civic and fraternal groups provide entertainment, refreshments, and exhibits to aid in the fund-raising project.

Admission is free. Fun Fair hours are from 4 to 11 p.m. on Friday, June 5 and from 10 a.m. to 10 p.m. on Saturday, June 6.



Quintenz



Staley Singles Tourney Caps Busy Bowling Season

Wendell Bryant, 59 Bldg., won the handicap competition and Carl Grant, Millwrights, and Mabel Nemecek, Data Processing, copped scratch titles in the 3rd annual Staley Singles Bowling Tournament April 19.

Bryant's 704 series gave him a three-pin edge over a field of

153 Staley bowlers. Grant was second with 701, followed by Mrs. Nemecek with 685. Twenty-nine finished in the prize money.

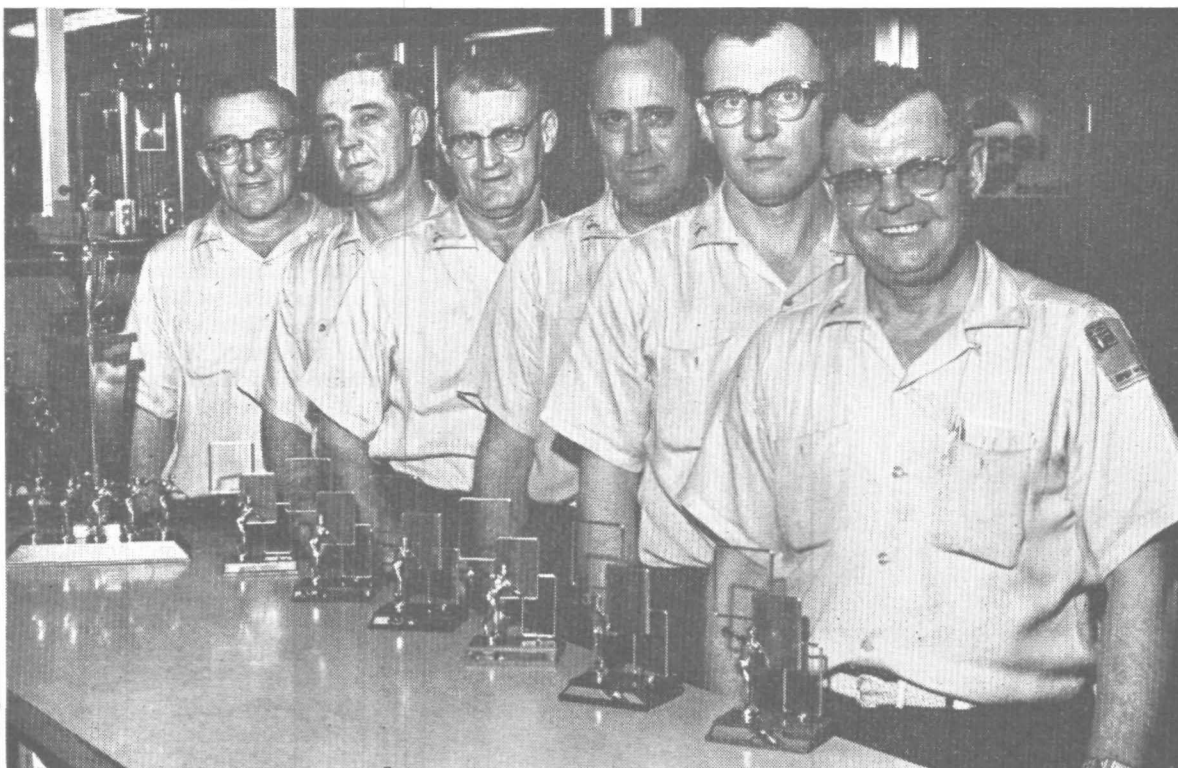
Grant won the scratch competition with a 677 series, while Mrs. Nemecek's 602 led all lady participants.

Kathleen Reedy, Distribution, was awarded the "extra effort" trophy.

Other handicap winners were:

- JoAnn Taylor, 673
- Otto Kurek, 668
- Jack Kunzeman, 663
- Tom Adams, 662
- Orville Hinton, 660
- Robert Murphy, 659
- Ernest Meador, 650
- Viv Belcher, 650
- Helen Wangrow, 649
- Ada Burchard, 643
- Gehl Tucker, 643
- Robert Ellegood, 638
- Ron Kornewald, 638
- Bob Koshinski, 637
- Wallace Bean, 635
- O. H. Nixon, 634
- Melvin Eagleton, 633
- Ronald Bean, 632
- Walt Koshinski, 630
- Keith Roberts, 629
- Clifton Martin, Jr., 628
- Melvin Grolla, 627
- Bud Campbell, 621
- Earl Donaldson, 621
- Don Kush, 621
- Clark Kikolla, 620

Co-chairmen of the tournament were Dorothy Collins, Viv Belcher and Russ Dash.

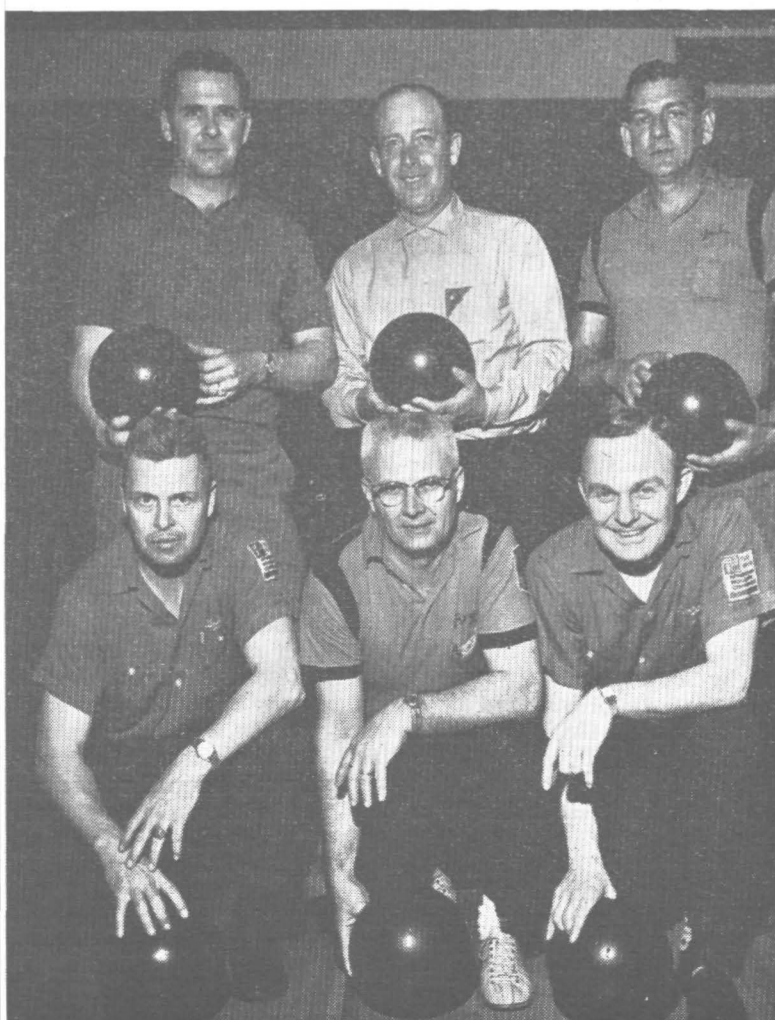


WINNERS—Here are the champs in the 10-team National League. They are, from left, Paul Mrotzek, Scott Page, Don Adcock, Jed Ellis, Koran Capshaw and Russ Dash.



WINNERS—Here are the champs in the 10-al League for the fifth consecutive year are, from left, A. V. Wilkie, Don Kush, team captain Jerry Gersmehl, Fred Ridlen and Bud Kretsinge.

SWEEPSTAKES FORM—A determined ten-pin size-up like this won Ron Bean the National League Sweepstakes and a cash prize. The run-off bowl was held following wrap-up of the league season two weeks ago (left).



WINNERS—In the 10-team AAA League, the champions are, from left, kneeling, Bob Hawthorne, Roy Finney, and Norm Kocher; standing from left, Howard Hawthorne, Charles Lake and Jack Kunzeman. This marked their third straight championship.



TOP O' THE HEAP—This is the kind of concentration that won Wendell Bryant first place in the Staley Singles Tourney. His 701 handicap series was three pins ahead of his nearest challenger.



BEST LADY—Mabel Nemecek proudly displays her trophy for best ladies scratch (no handicap) series. And with her lusty 602 total, not many of the guys would have wanted to crash the "weaker sex" division.



BEST MAN—Carl Grant sports an attractive trophy as a memento of his winning scratch bowling performance in the Staley Singles Tourney. He rolled a hefty 677 series.



PRIDEFUL GLOW—Or some would have called it a blush on Kathleen Reedy's face when co-chairman Russ Dash presented her with the "extra effort" trophy the Monday after her prize-winning Staley singles showing.

Company, Union Open Contract Negotiations



CLOSE SHAVE—A bit too close, in fact, as some corner stripping on the Feed House wall was shaved off by this giant evaporator stage passing on its tedious path to rest on concrete footings. Workmen succeeded in guiding the 51,000-pound stainless steel structure, along with two others slightly smaller, to resting places in the area soon to be enclosed as the Feed House addition. The wall seen here will be expanded around the new installation.

Three-Stage Evaporator Set In New Feed House Addition

Installation of a giant new three-stage steep water evaporator in an area soon to be enclosed in a Feed House addition highlighted this month's expansion activity.

The evaporator, in three stages resembling golf-ball dome water towers, adds some 170,000 gallons daily capacity to that of eight others in the Feed House.

It is scheduled to be in operation by August.

Fabricated and installed by a Chicago firm, the evaporator was transported by rail to within 50 feet of the Feed House and set on concrete bases by a crane.

Placement of the 142,000 pound stages in the closely confined addition area was a three-day affair for the contractor crew. A wall, extending from current Feed House will be built to house the evaporator when installation and piping is complete.

Based on a continuous princi-

ple, the new evaporator cuts down on steam usage needed in batch evaporation formerly used. The same steam passes through all three stages before going into a condenser for return to cooling towers and ultimately to the water supply.

Evaporated steep water goes into penicillin and other antibiotics, and feeds.

In other stages of the current program to expand corn grind and process capacity, bids were taken for the installation phase of a \$1 million new boiler project, and work stepped up around the ion exchange, converter, enzyme and carbon filter areas in the Syrup Refinery.

Demolition of old 57 Bldg. nears completion in preparation for construction of new syrup filters by 17 Bldg., also part of the current expansion program.

Meanwhile, piping work continued on schedule on No. 21 Merco at the Mill House and new tanks at the Steep House.

Collective Bargaining Progress Traced in Day-to-Day Account

Now that proposals for Contract changes have been exchanged, the Company and Union bargaining committees enter a negotiation period that in past years has been shown as a long and grueling volley involving hundreds of man-hours.

Here, as a guide to what may be expected in the weeks ahead, is a chronological rundown on how bargaining progressed on the 1962 Contract, along with a comparison between that sequence and the previous two collective attempts at peaceful settlement of Contract differences.

This is the way it went two years ago:

May 1—Total of 127 proposals for Contract changes were exchanged; 55 from the Company, 72 by the Union including a 15c wage increase request and other benefits estimated by the Company at 24c an hour equivalent.

May 10—Item-by-item review of all 127 proposals.

May 15—Negotiations recessed after 23 proposals agreed to and four thrown out; 100 remain on the docket.

May 22—Second round of talks completed with 88 proposals left for opening of third round.

May 29—Slow going reported in third round; 85 items remain after 6½ days of negotiations in May; all agreements to date are of minor nature.

June 4—"Exchange" negotiated; Union drops 15c wage increase request in return for Company dropping six points concerning bargaining committee membership and reimbursements for bargaining periods and for stewards on union business.

June 6—Four more proposals down; two by Company agreed on, Company and Union each drop one; magic number now 47 to be resolved before June 30 deadline.

June 18—Some 80 negotiation-hours later, 81 items settled, 46 left to go.

June 20—Bogged down on package proposals involving 30 of the 46 items remaining unsettled.

June 21—Impasse continues with only a week to go.

June 22—"Fresh progress"; 15 of the 46 items are settled, leaving 31 to go.

June 25—Fellowship Club in the spotlight, list narrowed by one, 30 remain.

June 26—Discussion centers on package involving 18 of the remaining 30 proposals.

June 27—Federal conciliator enters negotiations as deadline draws near.

June 28—Company makes package settlement offer for two-year wage set-up and increased insurance payments, contingent on July 3 acceptance of the latter by Fellowship Club board of governors.

July 2—Union membership rejects strike idea in vote; Union committee asks to meet with Company.

July 3—New two-year Contract signed! Eight-cent increase immediately, seven cents in July, 1963, plus two cents an hour added Company contribution to employee insurance program, improved benefits.

It was much the same process in 1960's bargaining, when a new two-year contract was ratified on July 6 called for an eight-

cent hourly increase with a wage reopener clause for 1961.

In 1958, negotiations started out in normal fashion with 193 proposals, many of which were quickly disposed of by the bargaining units in early rounds of negotiation.

Then a major bottleneck over wages, whittled at one critical point to a mere one-cent-an-hour difference, caused the first Contract-negotiation strike in the Company history (only other strike was for two hours in March, 1957). The controversy was ended 29 hours after plant shut-down by a Union membership vote to accept the Company's proposed seven-cent wage increase and revised hospitalization insurance terms.

Negotiations in 1959 and 1961 were confined to wage reopening clauses, and were settled in the allotted negotiation time.

Union Withdraws NLRB Complaint

Official word was received on April 15 from the NLRB that the Union's unfair labor practices charge against the Company had been withdrawn.

In a letter to the Company, NLRB Regional Director Ross M. Madden said the charge "has, with my approval, been withdrawn".

Local 837 had announced withdrawal of the charge in a public statement two weeks earlier.

The Union had charged last Jan. 9 that the Company failed to explain how the 8 Bldg. Operator Job rate and work load was determined.

This was the fourth unfair labor practice charge filed against the Company in its 58-year history. The three others, one by Local 837 and two by the Teamsters Union, were all dismissed by the NLRB.

How We Fared . . .

(continued from Page 1)

"Sta-Flo" spray's continued sales rise; increases registered in most products lines.

U B S Chemical Division—all-time record sales quarter, paced by heavy volume in floor polishes and industrial adhesives. Profits up.

Chemical Derivatives—sales down, hard hit by soybean cutbacks.

Refined Oils—Reversed slight profit position of a year ago in downturn from market drop.

Feed Marketing—Soybean skid wipes out margin, lowest quarterly sales since 1962.

Grain Division—corn prices hold down inventory gains; contribution up from second quarter last year, but down from first quarter of this year.

Industrial Sales' Treasure Hunt On

"Operation Treasure Hunt", a contest for expense-trimming suggestions, is underway in the industrial sales force.

One of the early ideas was renting a less expensive (and more mobile) compact car for making calls in metropolitan areas.

Changes Proposed, Bargaining Begins

A new method of financing insurance and retirement benefits and a freeze on job specifications and classifications head a list of 22 Union proposals for Contract changes, as the Company and Union bargaining committees open negotiations this week for a new pact covering Decatur hourly employees.

The Company advanced 53 proposals for Contract changes, bringing the total items under consideration to 75. Proposals were exchanged May 1, after Local 837 had forwarded notice requesting termination of the old Contract on midnight, June 30.

Additional insurance benefits proposed under the new financing system include elimination of the \$25 base hospital plan deductible for dependents, extension of the all-expense-paid hospitalization periods, and increases in surgical, medical and maternity coverage.

Supplemental workman's compensation would be revised to match the scale of weekly benefits, under the Union proposal.

Accidental death and disability, and weekly benefits would remain the same, according to the Union recommendation.

Funds for the program would be gained by apportioning a set percentage of Decatur-plant profits. The Union included a formula for determining increased-benefit funds in its proposal.

Although no general hour wage increase was asked by the Union leaders, a one-year wage reopening clause was included in the two-year Contract request.

In addition, the Union proposed that all changes in job specifications, classifications or wage rates be negotiated in bargaining during the Contract period.

Other Union requests include adoption of a straight 8-hour shift, addition of Lincoln's Birthday as the eighth paid holiday, four weeks vacation after 20 years service, and severance allowances.

The Company proposals were principally concerned with management rights and streamlining Contract language to meet changed operating conditions.

The Company and Union bargaining committees opened first round negotiations Friday (May 8), with proposals being taken up in the order that they are found in the Contract.

The Committees will be meeting from this point on in an attempt to reach agreement on all items before the midnight, June 30 deadline.

Bargaining Bulletins

Bring Bargaining News

In line with policy adopted in 1958, the Company will keep all employees up to date on day-to-day happenings in Contract negotiations with bargaining bulletins.

The bulletins, issued after all bargaining sessions through the year, pick up momentum during Contract renewal time, when the Company and Union bargaining units meet more frequently.

Bargaining bulletins are posted at 75 locations in the plant and office buildings.