

STALEY NEWS

VOL 1—No. 5

BY AND FOR STALEY PEOPLE

November 1, 1937

A LETTER FROM THE MANAGEMENT

To All Employees:

In two previous letters we have outlined the present position of the company, the losses we have experienced, and the apparent need for more efficiency in our operations.

Are we really inefficient? This can best be answered by reference to a survey of the corn products industry that was made by the Corn Industries Research Foundation. That survey gave us some figures on certain elements of costs of operation in the industry. In comparing our own figures with these, we found that our costs were approximately 23% higher than those of our competitors. Our competitors, however, do not operate such units as Elevator "C", the Soybean Plant or our Office Building and so these factors were deducted from our figures; however, even after eliminating these items, our costs were still found to be 14% higher than those of our competitors. It is not a showing of which we can be proud.

Since the survey was made, we understand that three of our most important competitors have made a detailed study of their operations with the result that they have been able to make a number of changes in the arrangement of their equipment and the flow of work, effecting material reductions in their costs. Our company, therefore, is even more out of line at present than the above figures indicated.

No better illustration of how low operating costs benefit everyone connected with the company could be found than in the Soybean Plant. Our company and our competitors are bidding for soybeans. Since there are not enough soybeans to go around, the company that pays the highest price gets them. At the same time, the company that names the lowest price on the meal and the oil gets the business from the trade. This means that the company with the lowest processing cost is the one that gets the beans, sells the products and remains in business. The employees of that company will be employed steadily. The ineffi-

cient producer has to drop out of the market and his employees will suffer. Some companies have been obliged to drop out this fall. *Our company has remained in the market on a basis that will show us a loss.* We are going to have to reduce our costs if we are going to continue in business. If we cannot break even, we cannot afford to continue.

There can be no question but that we are inefficient and there can be no question but that it is to the best interest of all of us that something be done about it. If we don't we are on the skids, headed for the graveyard of business failure. The only question is, which is the best way to do it?

We are not going to reduce wages as long as there is any alternative. We are convinced that high wages and true efficiency are inseparable. We believe that our costs can be reduced without reducing the rate of pay.

How, then, can it be done? We believe that the answer will be found in a very careful and detailed study of all our operations. As a result of this study, we are confident that we will be able to make better use of our equipment, our materials and our hours of work with the result that we can decrease costs and increase efficiency without reducing wages. It is our intention to make such a study of our operations, and we have arranged to start immediately.

Inefficiency benefits no one. It is a loss that not only reduces the company's earning power but it also affects the earning power of every man employed by the company. When inefficiency continues, everyone loses. It is a certainty that without efficiency we cannot maintain high wages.

We are asking for the cooperation of everyone connected with the company to assist us in this study of our operations and to help us in this program. You can assist in several ways: by better planning of your own work, by giving us, through your foreman or the Personnel Department, any suggestions you may have; and by cooperating as the study progresses.

A. E. STALEY, JR.

NATIONAL PROMINENCE GIVEN OUR COMPTROLLER

In the October 19th issue of the Decatur Daily Review a full column was devoted to Mr. Eakin's method of presenting an auditor's report of a company's income and its division. Here at Staleys we have had an opportunity to know just what this means; we refer to the last issue of the *Staley News*. The fact that the article in the Review under a New York date line is the second to appear from the same source, as well as the prominence his views have been given in the "Comptroller", a nationally distributed magazine devoted to matters of Auditor interest, gives us real reason to be proud of the methods used here as well as Mr. Eakin.

Most of us have never given an auditor's report a second glance. The first was enough to satisfy us that a second would be a waste of time. Whether we are interested in the progress of our company, our competitor, the bank where we keep our money or the stock which we may buy with our small savings, let's hope that more reports are made in this fashion in the future. It's fun to know.

FELLOWSHIP CLUB BOARD MEETS

At a meeting of the Staley Fellowship Club Board of Managers held on the twenty-first of October, some matters of business were considered upon which real interest hung. That morning a petition had been circulated among the employees of the office asking for three ping pong tables, and the more than fifty petitioners awaited the return of the Board members with real interest. The petition was granted and a number of those who benefited have suggested that this column of the *Staley News* be used to express their thanks.

Other Matters Decided

Of interest to the socially minded was the announcement that a Thanksgiving Eve dance will be held at the Illini Ballroom. (Note—A petition is now going the rounds asking that Fellowship Club dances be held oftener, suggesting that through this medium it will be possible to extend the benefits of Club membership to a

wider range of individuals than hithertofore. If you are interested here is a chance to express yourself.)

Of less concern because the ruling will affect only a few persons, was the decision to require athletic team members to sign a release for expenses involving treatment of injuries to them arising out of competition. The last item of general interest was the decision of the Board to confine the sending of flowers to the immediate family of Fellowship Club members which would include a member's husband, wife or children.

BILLFOLDS AND COMPACTS

Safety Awards were made to twelve perfect departments and the Pipe Shop October 26th. Awards went to twelve departments because they had not had a single point marked against their record and to the Pipe Shop because they were the winners in the Mechanical Group, with only one point scored against them.

A total of 309 people participated in the awards which were presented by Roy Rollins, acting Director of Safety at the conclusion of congratulatory remarks by Mr. A. E. Staley, Jr. Departmental honors went to the following: Engine Room, Watchmen, Print Shop and Grain Inspection, Reclamation, Cafeterias, Oil House, Elevator A, Elevator B, Elevator C, 16 Building, Feed Elevator, Loading Gang and Shipping Inspectors and the Pipe Shop.

THEN THERE WERE EIGHT

Honor Departments

SERVICE

Engine Room
Watchmen
Reclamation
Cafeterias

PROCESS

Oil House
Elevator A
Elevator B
16 Building

A mashed finger and a broken nose spoiled the good work of two departments who had a four month safety record under their belts and until an unsafe act put them out of the running were still "in" for final honors.

IS

SAFETY YOUR BUSINESS?

Roy Rollins, Acting Director

If It Is:

You had better learn to live with your body. That sounds silly because everyone has to live with his body, but think again. Have you ever seen anyone drive an automobile too fast when you knew very well that his eyes were bad or he didn't hear well. Have you heard someone blame his brakes when you knew his accident was due to the fact that he just naturally reacts slowly and was going too fast to stop?

If you have seen those things, you have seen a person who didn't know how to live with his body, who didn't make allowances for his bad sight, hearing or judgment. It's natural to try to cover up your defects but,—if your life is valuable it's wise to recognize your defects and allow for them if they can't be corrected.

(Thirty-seven thousand eight hundred people were killed by automobiles in 1936, don't add to that total.)

In an effort to explain the causes of accidents we sometimes talk loosely about carelessness without defining what we mean. Carelessness is a handy word, but like many handy words, it means nothing. If a man failed to recognize a danger or overestimated his ability to deal with it, let's say so. To say that he was careless tells nothing and cures nothing. Every accident has a definite cause. Understanding the cause is the first step toward avoiding an accident. Let's not be careless about explaining accidents on the basis of carelessness.

(Four Staley men were injured during October by chips flying from chisels and other tools struck by hammers. Do you have any dog-eared tools?)

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By and For The Employees Of

**THE A. E. STALEY
MANUFACTURING COMPANY
DECATUR, ILLINOIS**

J. M. Richey Editor

All news and suggestions should be given the editor by the 10th and 25th of each month.

THE SILENT PARTNER

In every company there is a Silent Partner who cuts in on a slice of the company income. *His* cut is not determined on any basis of equality, it isn't even *His* share. *He* slips in the back door to get it. *He* nips at the elbow of every employee. Dissatisfied with this *He* chisels in on every pay check before it reaches the pay envelope. *He* is not mindful of untimely misfortune, slack periods of operation, family needs or company success. **HE IS WASTE.**

No firm can prosper when the waste of energy and goods is high and the prosperity of all of us is closely tied up with the prosperity of the firm. Unnecessary accidents, little disagreements which disrupt our consideration for fellow workers, passing the buck, stalling out the job, hesitancy in making or accepting suggestions for the improvement of our product or process: these and many more make you the life straw which keeps waste alive to continue cheating you out of your share of the Company income.

Fortunately you can fight back. How about your working habits? Is the housekeeping in your department faultless? Are you cooperating with your Safety Director and others who are devoting their energies to your safety and happiness? What do you do with scrap? Perhaps a little planning would reduce it. Much scrap that is needless waste can be avoided. We mean that kind of scrap that is the result of someone's carelessness or negligence. The kind caused by someone who failed to think what valuable material he was spoiling.

Think over the fact that waste is expensive and economy should be just as important here as at home. All of us can strive to eliminate needless waste. All of us can be more careful of the materials we use. **Let's Declare War.**

**ONE DISASTER A DAY LAST
YEAR**

Last year 111,000 lives were lost due to accidents. That represents more than twice as many Americans as were killed in the World War with enough left over to fill the bleachers at two Millikin football games. Ninety-six times as many were injured. Our so-called disasters, for example the Texas school explosion in which 294 lives were lost, are relatively unimportant when compared with the 300 lives that are lost every day in ordinary accidents. The economic losses which went with these accidents amounted to three billion seven hundred million dollars last year, or \$120 per second, for failure to foresee the accident possibilities in the things we do.

Getting at the Facts

The importance that industry attaches to these accidents was demonstrated the second week in October when 7,800 representatives from all over the world met at the Annual Safety Congress in Kansas City to make an exhaustive study of all kinds of accidents in an effort to prevent future tragedies. In all 113 discussions were devoted to every conceivable phase of safety.

What They Found

During the course of the meetings, two major causes shaped up as the reason for accidents. First,

faulty equipment; and second, the injured person, or some other person, acted in an unsafe manner. This unsafe act was committed, either because the person involved didn't know any better or because, on account of hurry, thoughtlessness, or some other reason, he did not perform the act in what he knew to be a safe way.

Machines can be developed which are the last word in safety protection but no machine has been developed which can tie up the unsafe worker during his periods of thoughtlessness and thereby guarantee safe operation. The solution of the problem still rests, in a measure, with the individual. Until he has acquired safe habits, until he approaches every activity with due regard for its hazards, the possibility of serious injury cannot be discounted.

No Joking Matter

No person who has seen another injured can take the matter lightly. If the accident was unnecessary, if it could have been avoided, if it was due to someone taking an unnecessary chance or not thinking about doing it the *Safe Way*, then the principles of *Safety* were impressed on our mind.

THINK SAFETY, that's the story. We must be on the job for *Safety* at all times to avoid getting hurt. As long as we are careful, we won't be next. Let's don't be next.

**THE
KERNEL
SAYS**

The Staley plant can process 50,000 bushels of corn a day and our huge elevators can store 3,500,000 bushels of corn.

The banana is not a fruit but a vegetable and grows on a stalk similar to a corn stalk.

Half the people in the world are unhappy because they can't afford the things that make the other half unhappy.

We have the largest soybean processing plant in the U. S. here at Staley's.

The maximum daily output of the Staley electrical plant is 215,000 kilowatt hours daily.

A man should never be afraid to own that he is wrong—which is but saying that he is smarter today than he was yesterday.

SPORT GRITS

By Bill Brumaster

Decatur's Industrial League will blow the lid off loop activities this week at the Y. M. C. A. where all their games will be held.

Leck Ruthrauff reports that the starting lineup for the Staley team will be selected from the talents displayed by J. Cozad, B. Smith, B. Cantwell, L. Withrow, S. Page, B. Chamberlain, L. Hopkins and C. Smith. Leck is hopeful that more material will present itself for a try-out before the season's opener. "This is necessary," he says, "because the intensive schedule which has been planned will make an opportunity for about twenty players."

At present Johnny Anderson is having a hard time locating a gym large enough and reasonable enough for use when Staley's meet their out of town rivals. Definite arrangements have been made with three unusual teams with more to come. A special effort will be made to interest high school coaches and players in these feature attractions.

Here are the red letter days:
Nov. 20—The All-American Red Heads. This team is entirely composed of girls; we don't know whether they will play the first team or the losers in the safety contest, but we're gonna find out.

Nov. 27—Olsen's Swedes. Look out for this one. We will need that bunch of safety experts in 16 Building, the Boy Scouts and Mrs. May to get through them.

Dec. 8—The Crusaders of Chicago. This is an all colored attraction, more about that later.

THANKS A MILLION—from the office gang to the Fellowship Club board of directors for those ping pong tables.

For Rent:

Near bus line, three unfurnished rooms with two closets, up stairs and bath at foot of stairs. Lights and water furnished. Has private entrance. Inquire 551 E. Gault Street or see Miller at Reclamation.

Room for one or two with a garage. Very reasonable. 1937 East North.

IT'S EASIER THAT WAY

L. Hiser,
Treas. Credit Union:

One of the regular depositors in the Staley Credit Union recently remarked, "I like saving the Credit Union way because it's easier to save money than we thought. Regular payroll deductions make it convenient and it's easier because we don't get our hands on the money."

Get the thrift habit—there is no better unemployment reserve or sickness insurance than your own money. Your credit properly established through your own thrift will be your greatest asset.

BE A GOOD FELLOW

If you have some old toys that your boy or girl has outgrown, or are in a sad state of repair, the Handicraft Club has offered to put them in ship shape for Christmas delivery in Decatur homes that Santa may not be able to find. Leave them with Mrs. May in First Aid, she will turn them over to the Club and distribute them after they are repaired.

BE A GOOD FELLOW

Don't wait, with only three evenings a week to devote to this project, Paul Simroth, President of the Club urges that your contributions be turned over to them at once.

THE TRADING POST

FOR SALE

Airline 5 tube Auto radio, all latest improvements, used only six months, and in perfect condition. Cost \$32.50, will sell reasonably. Ralph Toll, 1900 N. 35th.

Pears, 40 cents bushel. V. J. Spaulding, Feed Elevator. 2270 E. Hickory.

New 5 room house, 1 acre ground, good garage and outbuildings, see L. A. Ball. 16 Building.

One heating stove, \$5.00, 1 day-enport, \$3.00 J. R. Clark, 1935 E. North.

1930 Ford Pick-Up truck. Good condition. Cheap cash price. Call 5973.

ABC gas range with two ovens and a waist high broiler. Cash price \$10.00. Call 7792.

Bicycle, has had only eight months use and is in good condition. \$8.00. Ralph Clark, 1935 E. North Street.

Upright piano in good shape. \$10.00. Guy Goodwin, electrical department. Phone 2-5308. Residence 829 W. Waggoner.

Lost:

Draftman's bow compass somewhere in the plant. Finder please return to the time office. Harry Burgener.

GARDEN NOTES

J. E. Underwood

Garden Supervisor

Timely rains and careful cultivation gave unusual returns to Staley Fellowship Club gardeners this year.

Not less than 3,000 bushels of tomatoes were produced and other vegetables in nearly like proportions.

Ralph Renfro appears to have top honors in potato production, having harvested twenty-five bushels from his lot near Elevator "C".

William Engle thinks there are a good many old time products as good as the newer introductions. He always has a few rows of Peach Blow potatoes. Who is old enough to remember when they were raised by nearly everyone?

Store your sweet potatoes by thoroughly drying them and placing in a warm dry basement. In packing them it is well to put a layer of potatoes in your basket, then a heavy sheet of paper followed by a second layer of potatoes, continuing until the container is filled.