

STALEY NEWS

STALEY EMPLOYEE FACTS REPORTED

STALEY CHEST DRIVE NEARS CLOSE \$16,500 ALREADY PLEGGED

A tally of the early returns of pledges received from Staley employees by our Community Chest Committee indicates that the Staley organization will not quite duplicate last year's performance in the total amount of money pledged.

A number of persons still remain to be solicited, however, and in a statement made a week ago, Mr. Galloway said, "Their number is not great enough to permit us to hope that we can duplicate the Staley group total of \$17,608.65 subscribed a year ago."

The amount of the pledges already received shows a total of \$16,500 contributed thus far. If the amount is less than is usually received from the Staley group, it is none-the-less one to which we may point with pride since the indications are that it will exceed, by a large margin, that of any other single group in the city.

FIRST FELLOWSHIP CLUB DANCE HUGE SUCCESS

Hodalski Pleases Large Crowd

Frank Hodalski's orchestra in all its glory was back to launch the first Staley dance of the season at the Orlando hotel on the 22nd of October. Fellowship Club dances have long been the most popular event in the Staley Social season and the efforts of the Club to hold their dances on popular dates this year has met with instant approval.

The second dance of the series is to be held at the Illini ballroom on Thanksgiving eve. Johnny Anderson has not announced who will supply the mood for the dance on the 23rd, but he says that the Fellowship Club's reputation will be upheld when the orchestra walks in the hall.

Age and Service Noted

Among the many activities of a company, a good many are required of it which are not directly connected with either production or distribution of products to the public.

One of the most recent of these unusual tasks was a request for a survey setting forth the age and experience as well as the skill of Staley employees. To go back a bit, it seems that recently a good deal has been told the public about American industry which casts it in the role of a grasping octopus which enmeshes and extracts the best that is in the manpower of our country and casts the individual aside as soon as he has passed his prime. This has given rise to the expression that, "Industry has no place for a man after forty."

Looking At The Facts

Unfortunately for industry in general, it has been lax in determining the true facts for itself. Particularly since a great many companies have found that this situation is not true. More recently, business leaders, social agencies and the government have had a desire to learn the truth, whatever it may be, so that the problem, if there is one, can be approached with intelligent planning for the mutual benefit of the company, the employee and society as a whole. Those in the best position to know the facts, the personnel departments of industry, are being requested to make surveys and fill out reports in questionnaire form.

Two such reports have recently been made by our company. While it is impossible to know what similar surveys will reveal elsewhere, a recent study of the age and experience of Staley plant employees by the Personnel Department has yielded these interesting facts about us.

The Staley Picture

The first of the series of questions asked was *the average age of Staley employees*. The ages as given by employees for our Personnel records were found to average slightly over 39 years. This is about $\frac{2}{3}$ of a year older than was reported on a similar study made eight months ago.

Question No. 2 asked the *percentage of workers who were over 45 years of age*. Gathered from the same source, this was found to be almost 26 percent.

Question No. 3 asked the *percentage of workers with ten years of service or longer*, and (we can all be proud of this) 54 percent of all employees were found to have served the company 10 years or longer.

Question No. 4 requested unusual figures. Five bits of information which grew out of the study necessary to answer the first three questions were submitted. The first was that a little over 31 percent of the Staley employees have been with the company for 15 years or longer. Second, 98 employees, or almost 1 out of every ten have worked for Staley's 20 years or more. Third, 9 employees have been with the company for more than 25 years. Fourth, there are 15 employees over 70 years of age and fifth, 44 percent of those who are over 60 are relied upon for their experience and are in skilled, semi-skilled, supervisory or executive capacities.

Several other questions followed asking reasons for a slow turnover as experienced by our company and other items calling for an expression of opinion.

Semi-Skilled And Skilled Workers

The last question asked *how many Staley employees are in semi-skilled or skilled jobs, including chemists, in proportion to the total number of employees*. It was

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ENGINEERS STUDY DIESELS

The October 20 meeting of engineers in this area held at the Orlando Hotel was attended by 15 Staley Engineers who listened to a discussion of the importance and use of the Diesel engine, accompanied by talking pictures.

Fifty persons were in attendance at the meeting which followed a banquet at the Orlando Hotel. The meeting was conducted by a representative of the Catherpillar Tractor Company of Peoria.

L. E. TIPSWORD REPEATS

L. E. Tipsword, foreman, Plant Grain Inspection Department was one of the first foremen in the country to capture one of the dollar prizes offered by the National Safety Council for the best solution of a foreman's Safety problem as quoted in the *Industrial Supervisor*. "Tip" now holds the distinction of being the first man in the country to become a two time winner.

Each month the *Industrial Supervisor* states a problem and asks foremen to solve it in 100 words or less. "Tip's" latest entry did the job in just 25 words. Other winners required from 83 to 95 words in their entry.

Congratulations
TIP



SELECTION OF PRIZES FOR STALEY DERBY BAFFLE SAFETY DIRECTOR

When the rules for the Staley Safety Derby were prepared, an effort was made to make the contest one of the most interesting and unusual ever run off at the Staley plant. Then it was planned to make the awards something that would remind those who received them, as well as those who didn't, that Safety paid. The prizes were to be something that would be remembered all year. The contest was to be unique and the prizes were to match.

Now, as the dust settles, our Safety Director is frantically scratching his head in an effort to decide what the prizes will be. He has looked over the usual batch of awards and decided that they are not just the thing. Roy spent a good portion of his time at the recent Safety Congress trying to get an idea. He came home and explained that the Congress was the best in the history of the organization but he didn't say a thing about prizes. When pressed, he suggested that the "News" keep the winners happy by some "hook or crook" until he comes out with the answer. Apparently Roy is doing a bit of squirming now but we will bet you that the answer will be a good one, when he finally arrives at it.

EMPLOYEE FACTS (Continued)
found, (and this should help explain to our customers why Staley's make better products, if we could tell them) that slightly over 43 out of every hundred employees are in such capacities.

The importance that is placed upon making better products by our company and employing those who are qualified to make them may be observed in the following table which gives the percent of skilled workers in the various age groups employed by our company.

Age Bracket	% of Skilled Workers
19-25 years of age	8
26-30	27
31-35	39
36-40	48
41-45	68
46-50	65
51-55	58
56-60	56
61-65	50
66-70	43
71-83	50

IS

SAFETY

YOUR BUSINESS?

Roy Rollins, Director of Safety

The most common cause of lost time accidents in our plant is not, as you might suppose, a cause peculiar to our plant or even to our industry but it is one of the commonest causes of all injuries anywhere: strained muscles. Backs are strained from lifting and reaching. Sides are strained by twisting and jerking. Ankles and knees are strained by slips and falls. The best engineer in the world couldn't design a guard to prevent it. The most rigidly enforced Safety rules might help but they wouldn't entirely solve the problem. It is too common a hazard: too liable to occur anywhere and any time. The only chance we have of beating this hazard is to become convinced that we are facing a constant danger, that muscles won't take every kind of a stretch without being injured, that a moment's study will show a safe way to tackle the job.

• • •
Strains are the most common injuries in our plant but falls are the most serious. During 1937 forty-one percent of the time lost because of injuries was accounted for by falls; every kind of falls. The most dangerous, of course, are those from one level to another; falls from ladders and down stairways, but a number of them were the plain old fashioned slip, stumble and fall kind. A girl fell while carrying an adding machine across the office floor. A man fell on the ice last winter. Another man slipped while walking across the tables in the Table House and got some bad bruises. It can and does happen everywhere and to everyone. You'll have to be on guard against the little things, the small dangers. Anyone can see the big ones.

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

WHO ARE BUSINESS MEN?

A BUSINESS MAN is one who invests his own money in an enterprise which gives employment to other people or himself.

A man who is paid by the Pride Fuel Company to drive a truck is an employee. If he saves enough money to start a trucking business for himself, he becomes a business man. To do that he will need enough money to rent or buy a truck, to pay the expense of operation, and to feed and clothe himself until he gets enough business to keep him going.

When this truck driver becomes a business man, he is pretty much the same fellow that he was when he was employed by Mr. Pride. He looks the same, he buys in the same stores, has the same friends. If he was an earnest, honest worker for Mr. Pride, he will continue to be that. If he was a dependable, sympathetic friend, he will continue to be that. If he was the kind of a fellow who took advantage of his friends, he probably will continue to take advantage of people.

There are a great many men and women in America who go into business in another way. They don't start stores, trucking businesses or factories. They don't give up their jobs to go into business. They keep their jobs but they invest their money in stocks and bonds, and thus, while working for one company, they help finance other companies. By this method they invest their savings and become owners of some small part of that business and risk their money with the hope of getting some profit. The money invested this way helps supply the money that creates jobs for other men and women. The fact that they have become business men this way doesn't make them more likeable or less likeable, nor does it change their basic character in any way.

Employees and Business Men Much Alike

The processes of becoming a business man, or a doctor, or a millwright do not alter the character of a man because character is established before a man becomes fully grown. If his character is weak or bad to begin with, it will be bad whether he works for himself or someone else. If his character is good, and strong it will prompt him to try to act right in any position.

People are all pretty much alike—whether they are employers or employees, doctors or millwrights—whether they come from Maine or Illinois. Their experience and training and tastes vary; some are tall and others are short; some like lobster and others like ham; but the average degree of honesty is about the same everywhere among all trades and professions. Business men in New York, Chicago, San Francisco, and St. Louis are very much like the people of Decatur. They average up as pretty fine people.

FOR SALE:

1935 Olds. can be bought right. See L. Hiser, Credit Union.

VOLLEY BALL PLAYERS ORGANIZING LEAGUE

Enthusied by the number of athletically inclined which enabled the success of the softball league during the past summer, Guy Goodwin is arranging the organization of a Volleyball league of similar proportions to provide exercise for the winter months. While Guy is not attempting to predict anything like 100 entries for the league, he is confident that the competition will keep the bulging waistlines under control and is anxious to hear from everyone that would like to participate.

Preliminary plans have been made and a committee composed of Russel Bear, of the Office, Ira Cox, No. 17 Building, Bob Sherman, Laboratory, Ed. Smith, Time Office and Guy Goodwin has been designated to secure player applications. All Staley people are eligible to compete and urged to enroll before November 3, so that the committee can complete arrangements for a Plant league and secure a playing floor as soon as possible after that date. Names may be turned in to any of the committee.



Corn oil makes the best kind of cooking oil because it does not absorb the flavor of things cooked in it. Fish, doughnuts, and onions can successfully be cooked in the same oil. This is also a cue to its economy since it can be used more than once with taste protection.

* *

1,728 temperature readings on the grain at elevator "C" can be made in a tiny 4x4 room from which the condition of corn is watched while in storage. (H. Wilber).

* *

A good listener is not only popular everywhere, but after a while he learns something.

* *

Sulphur, which is not a desirable content of the coal we burn, amounts to about 40 tons of the coal we feed into our huge boilers every 24 hours. (J. Kuhns).

* *

Eight carloads of corn can be unloaded and three loaded at the same time by equipment maintained at Elevator "C".

* *

Those who tell us the truth are our best friends, but not for long.



By Bill Brumaster

Seventeen men have reported for the Staley Basketball team, thereby hangs the fortunes of the Staley standard this year in city and mid-west play. This number is the largest which has turned out under the coachship of Leck Ruthrauff in recent years.

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The present squad numbers among its group the following capable and promising list of stars: J. Cozad, the thorn in the side of past opposition; B. Smith and C. Smith, the old reliables; Dale Woodall, H. Sapp, a newcomer; Scott Page, good for his weight in baskets on any team; L. Withrow, W. Chamberlain, the best big man that a little fellow ever bounced off of. He was handicapped by an injury during the latter part of last year but he is patched up and ready to go. M. Craig, all-round athlete; D. Cox, former Millikin star whose playing has improved since joining Staley's; Art Long, former Little Nineteen all-conference forward, and are the fans glad to see him back; B. Brumaster, who is returning to the wars after a short absence and, it is said, B. Coulson will be with the boys as soon as he can shake off a few spare pounds.

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Departmental Bowling League teams have been having a lot of trouble with the Pipefitters who have had a death grip on first place in the league since the first of October. Winners of 14 games, they have a three game edge over both the Laboratory and the Millwrights.

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In the Senior League, the Millwrights have been having their troubles trying to convince the other five teams that they should be first placers. At present with 11 games won, they have established their right to the title by a one game margin over the Yard and three up over the Research.

CHAMPIONSHIP BASEBALL TEAMS FETED

The Staley district championship hard ball team was honored at a Dutch Luncheon at the home of Bill Brumaster on October 17, in honor of their title to the Championship won in Springfield this fall. During the evening, tie clasps to which were attached small medals bearing the figure of a ball player were given the players by Chet Boyle, manager of the team who explained that they had been purchased by the Staley Fellowship Club.

The following players received the gifts: B. Artze, B. Brumaster, M. Craig, E. Cunningham, D. Hall, J. Hanson, C. Helm, J. Hilberling, P. Kelly, A. Long, B. Siweck, A. Smith and C. Smith.

The evening previous, the Fellowship Club sponsored a buffet luncheon for the winners of first and second place honors in the Staley Softball league. Guests of the evening were the Salad Oils who had won third place.

Just before the luncheon, Ed Smith, Athletic Director for the Fellowship Club, introduced Gerry Horton, J. P. and Governor of the club who distributed gold softballs to Clyde Smith, manager of the first place Crystal Whites and players R. Sherman, H. Schultz, C. Hoyt, F. Meyers, H. Allen, G. Raney, J. White, D. Rogers, H. Sapp, M. Fisher, C. Denton and J. Dewey.

Silver softballs were also distributed to second place winners as follows, to Art Long, Manager of the Grits and team members P. Peters, J. Balderson, E. Martina, D. Ginder, W. Barnes, J. Bowman, D. Cox, G. Markwell, W. Grant, A. White and Dan Dayton.

Club Officers and Officials In Attendance
The officers of the Fellowship Club were in attendance at the luncheon as well as Gerry Leaser who was the only one of the "Three Blind Mice" to show up in response to the Club's invitation for their highly satisfactory work as arbitrators for the league during the past season.

Blind Pensions Asked

Gerry Horton read an affidavit at the close of the presentation of awards which proclaimed upon the hand and seal of the players that Leaser, Collins and Heer were totally and effectively blind between the period of June 1 and September 15, and recommended them for a blind pension.

AN OPEN LETTER

To All Credit Union Members:

1560 questionnaires were mailed to Staley Credit Union members on the first of October. A total of 1067 replies have been received in Mr. Bass' office at the present time, giving the officers an excellent cross section of the attitude of its members towards insuring loans of members who may become permanently disabled or may die with a loan balance in favor of the Credit Union.

This action, as explained in the questionnaire, involves a change in our interest rate and the officers of the Credit Union are anxious to know the wish of every member of the organization in order that any action taken by them will be in accord with the majority wish. On that account, all who have not as yet returned their slips are urged to do so.

While any action suggested by the questionnaire cannot be taken until the annual meeting in January, the details necessary to accomplish the action are such that it is highly desirable to receive the unreturned slips at once.

If you have not yet returned your slip, the committee would also like to urge you to use the space provided for offering any constructive suggestions for the operation of the Credit Union that you care to make. 79 such suggestions or comments have already been received and your officers hope to make the best possible use of them in the future.

Some who have already returned their slips have submitted questions which they would like to have answered. An attempt will be made, in the near future, to give a personal answer to those members who have included questions.

Respectfully,
LUTHER HISER, Treas.

FOOD PRICES CONTINUE DOWNWARD

A drop of 7 percent has been experienced in the costs of food-stuffs between August, 1937, and August, 1938. This decrease seems to be one which is continuing at the present since figures for July of 1938 were .6 higher than those of August and represents the average drop that has been experienced for the past year.