

STALEY NEWS

Vol. 6—Page 1

November 1, 1942

We Ask WLB For a Raise

There is now in the hands of the War Labor Board a joint request of the A. E. Staley Manufacturing Co. and the Independent Starch Worker's Union that the Board allow the company to grant an increase of 5c per hour to all of its hourly paid employees and that the increase be effective as of August 9, 1942. You may be interested in knowing how it got there.

We Said, "No", For Three Months

Since May 28, 1942 the Union has made numerous requests that the company grant an increase in wages. These requests were denied by the company on the grounds that its wage rates were fair in view of the rates paid in this community, the ability of the company to pay, the cost of living in this community and the formula offered by the War Labor Board that wages should not be increased more than 15% above their January 1, 1941 level. January 1, 1941 wages were, in our case, 45c-57½c for women and 60-95c for men and they had been increased, by May 28, 1942, to 55c-67½c for women and 70c-\$1.09½ for men; increases amounting to 22%—17% for women and 16%-15% for men.

But Then the Picture Changed

However, three of the factors mentioned above as reasons for the refusal have changed.

The WLB authorized a 3½c per hour increase in wages at the Pekin plant of Corn Products Co., our largest competitor. That brought wages there to 24.8% above their 1-1-41 level.

The Staley Company's earnings for the first nine months of 1942 were better than had been expected.

The war plants now building near Decatur have increased our cost of living.

With the picture so changed the attitude of the company changed and it offered an increase of 5c per hour effective September 13, 1942. This

(Continued on page 2)

We Are Now Bullseye Minutemen

By the time the October 1st issue of the Staley News went to the printer our War Bond sales campaign looked like this.

Ninety-seven percent of us were participating in the bond deduction plan to some extent.

Ninety-four percent of us were putting 10% of our pay into war bonds.

Nine and sixty-three hundredths of the entire Staley payroll was going into war bonds.

Twenty-seven departments in the plant were 100% on 10% and sixteen were not.

We had qualified for a Minuteman Flag (90% participating) but not for a Bullseye (10% of our payroll going into bonds).

BY THE TIME THE PRESENT issue of the Staley News went to the printer the campaign had looked up a little.

Ninety-eight percent of us were participating.

Ninety-four and one-half percent were on 10%.

Ten and eight hundredths of our payroll was going into war bonds.

Thirty-five departments in the plant were 100% on 10% and eight were not.

The Minuteman Flag (*with Bullseye*) is floating over the Staley sign-board in the southeast corner of the parking lot.

The job isn't finished and won't be until we are 100% on 10% but we have made a deep hole in it and we think that you and all of us can brag a little about the accomplishment.

P.S.: Only one man has cancelled his 10% subscription.

Watch For The Announcement

Two months ago we told you about the trouble we had been having because of false alarms on our fire call system by thoughtless folk who forgot to dial 9 before dialing an outside number beginning with 6 and

(Continued on page 2)

Nine Month's Earnings Larger Than Anticipated

Almost Equal To Last Year's First Nine Months

Three months ago we told you that our first six months' earnings, after deductions for taxes at the rate which Secretary of the Treasury Morgenthau had proposed to Congress early in the year, were estimated at \$774,221.55.

It now becomes apparent that our earnings for the first nine months of 1942 will total about \$1,492,699.42 as against \$1,598,550.93 for the same period in 1941.

Our Taxes Were Smaller Than We Expected

Which doesn't mean that we earned \$718,477.87 in the third quarter but which does mean that the tax law just passed by Congress has fewer and smaller teeth than Secretary Morgenthau recommended for it and that we have revised our tax estimates to conform to its provisions.

Had the Secretary's proposals been adopted by Congress and written into the tax law our nine months' earnings would have been more than a quarter of a million dollars less than they now appear to be.

When we tell you, however, that the reserves set aside for taxes on our first nine months' earnings come to \$4,909,739.71 (as against \$2,363,636.86 for *all* of 1941) you can see that the tax law will not be entirely toothless.

And Our Volume Was Larger Than We Expected

On the basis of the above figures it seems probable that our earnings for all of 1942 will compare pretty closely to the \$1,978,007.99 which we earned in 1941. Which is rather more than we expected to be able to earn this year. Part of the answer, of course, is in the tax law and the other part is in our record breaking volume. We fully anticipated that some of our customers who are still making civilian goods would be put out of business by the govern-

(Continued on page 2)

MORE ABOUT RAISE

(Continued from page 1)

was refused by the union on the grounds that the increase should be effective as of May 28, 1942. Both agreed to submit the case to a conciliator of the Department of Labor. His suggestion, setting the proposed effective date as August 9, 1942, was mutually accepted.

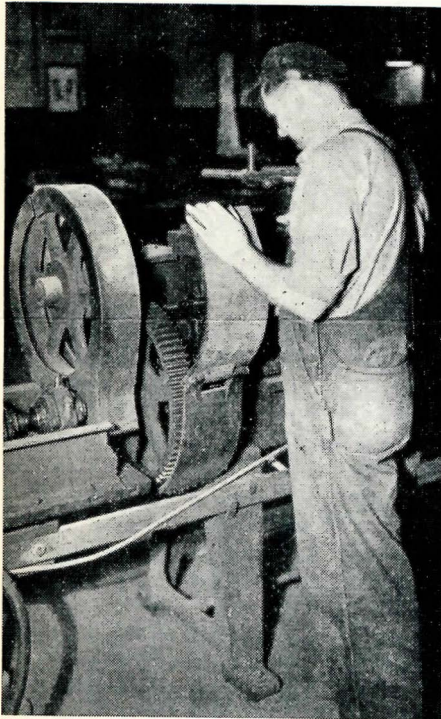
We Hope and Fear

On this basis, then, the request to the WLB was made by the company and the union jointly. What will come of it cannot even be guessed at until the Board hands down its decision, which should be very soon. The formulae by which the Board has granted and denied similar requests are too inconsistent to allow prejudgment. There is a chance that they will say, "Yes", and both the company and the union, in view of the changed conditions outlined above,

Know Your

Staley Safety

C O D E



12. MACHINES IN OPERATION MUST HAVE GUARDS IN PLACE. GUARDS MUST BE REPLACED WHENEVER THEY ARE REMOVED FOR OILING OR REPAIRS OR ANY OTHER PURPOSE.

hope that that will be the case. There is just as good a chance that they will say, "No", and if they do we can either make an appeal upon some new ground or accept the answer as gracefully as we can. There seems to be small likelihood that they will offer a compromise settlement because there is no dispute here between company and union. That was all argued out before the joint request was agreed upon in every point.

Our cue is to brace ourselves for a refusal and hope we get the opposite. Keep your fingers crossed.

MORE ABOUT FIRE CALL

(Continued from page 1)

we asked you to be more careful. You haven't been more careful and the false alarms are still coming in so—we decided to make a mechanical change which will make it a great deal more difficult for anyone to make a mistake.

As soon as the telephone company can get the equipment (that war shortages business again) we are going to change our fire call from 6 to 666. That will mean, *but don't start using it until we send out notices*, that to report a fire you will grab the nearest phone, dial 666, tell the Engine Room operator when he answers the number of the nearest fire plug (in the plant there is a card with the number on it near every phone, in the office the plug number to be called is 3-3), stay on the phone until the Engine Room operator dismisses you and then go to the plug number you reported to direct the fire department when it arrives.

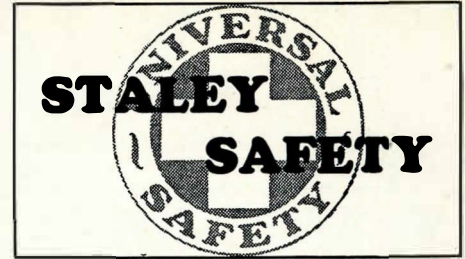
MORE ABOUT EARNINGS

(Continued from page 1)

ment by this time or that their production would be greatly reduced. We also thought that corn syrup might be placed under the same restrictions as sugar. Thus far neither of those things have happened although they are still day to day possibilities. When they do come our volume will be restricted and earnings will be pared a more than proportional amount because, in the present situation, those extra thousands of bushels of grind are providing a large share of them.

Another threat to earnings which has not yet materialized is that a ceiling would be placed over our product prices and that none would

(Continued on page 3)



By MYLO ROBERTS
Director of Safety

Falls! For some reason or other we seem to have run into an epidemic of falls. Falling downstairs, falling off platforms, falling off ladders. The stopping of this epidemic is up to you. Engineering can't do it alone. We have to have open platforms and nobody has yet invented a 100% safe stairway or ladder. So whenever you are using or working on any of these, use the necessary extra care.

Unfortunately, there are walkways and platforms which are wet at times and on which there is danger of slipping. Also, with winter coming on, we're going to have icy spots that are lying in wait to jerk your feet out from under you. So, watch your step.

In regard to Safety Shoes, two problems have come up out of the war which we regret and which we will handle as well as possible.

First: We wrote the company which makes our Safety Shoes, complaining that some of the shoes weren't wearing as well as we thought they should. They replied that we must expect less wear for the duration because all the first grade leather is being used for the boys at the front. That's a pretty good reason. However, they are making as good a shoe as they can. What's more, all of the shoe companies are in the same boat. While we're afraid that some of you are going to be unhappy about your Safety Shoes wearing out sooner, we feel that you will find the same thing true of any other shoes you can get. So, for feet's sake, stick with Safety Shoes!

Second: Rationing of rubber boots and shoes has gone into effect. This includes the rubber Safety Shoes that quite a few of us wear. We can get them all right, but it means the filling out of forms and getting the OK of the rationing board. Since this takes time, come in a little earlier the next time you need a pair so we can have them before your old ones are all shot.

Published Monthly
By The Personnel Department
For The Employees of

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

W. G. REYNOLDS, Manager of Personnel
ROY ROLLINS, Editor

About Those Locker Rooms — So Long Delayed

Almost a year ago the Welfare Committee of the I. S. W. U. asked for additional locker room space and facilities at Elevator C. During the months that followed they also requested a larger locker room for women at No. 17 Building, for the Extra Board and for the Mechanical Departments (including an addition to the Tin Shop locker room).

We Had a Lot on Our Mind

The company considered these requests to be reasonable but, due to the pressure of things considered to be even more important (increasing both corn and soybean grinds, maintaining a plant that was operating at top speed, building additions to the Oil Refinery and the Dorr thickeners), the engineering necessary for such a project just never managed to get done.

And Trouble Getting Together

Then too there was a great deal of misunderstanding between the company, the union and the State's Department of Labor as to how many and what kind of facilities should be provided and the company was hesitant about spending its money on new equipment and buildings until it was sure that the installations made would meet the requirements of the Department of Labor. Part of the confusion was caused by the fact that the Department of Labor was (and still is) in the process of preparing a new sanitary code to cover such matters and, lacking a complete legal yardstick, it was difficult to measure our ideas.

Finally, however, after two conferences between the union, the Department of Labor and the company, all the points of difference and the uncertainties were cleared up and we held up a construction job long enough to have an engineer design locker rooms that would meet the agreed-upon specifications. Then we

took the blueprints to Chicago to the offices of the Department of Labor to gain the approval of their engineering department.

Now We Are Asking For Priorities

They made a few minor changes and suggestions which we incorporated in our plans. Then we had the laborious job of figuring out how much of what kinds of materials we would need to do the job (always bearing in mind the need for saving critical materials) and what sort of an explanation we would have to offer in order to obtain priorities. When that was done we took the whole thing back to the Department of Labor offices and asked for their help in obtaining priorities. They made a few suggestions and then we had to send out bids to our prospective suppliers so that we might submit with our priority applications the exact dollar value of each piece of equipment or material needed to complete the job. We finally got those back and we have applied for the priorities. What happens next is in the lap of the WPB.

By delays which didn't seem serious at the time and which seemed most necessary if we were to complete the other projects mentioned above we have worked ourselves into a rather tough spot on this locker room situation. If the job could have been worked out and completed shortly after the original requests were made by the Welfare Committee or even before then we would have these needed facilities installed by now and everyone would be a great deal happier about the whole thing. You have our assurance now, however, that, late in the day though it may be, the locker rooms will be completed as soon as we can arrange it.



If you'd like a four door 1939 Dodge with five good tires for \$500.00 call Audrey Winchester at the Credit Union (259). You may see the car at 1212 E. Logan any time.

Burwell Yard Gets in the Scrap

Although we've been pretty busy with a thousand other things we've found time, and a place, to get going

ACCIDENTS HELP THE AXIS



on this scrap drive. Burwell Yards, east of Elevator C, is no longer used and we are going to take it up together with the connection to the Illinois Central. The rail which we recover will be distributed as follows. We'll use about 85 tons of it to replace light weight rail in our west yards. We'll keep about 60 tons for necessary repairs and replacements. The rest, together with the light rail taken up in the west yards, will be sold as "relay" rail and scrap. The total amount of rail leaving our plant will be around 210 tons and that won't include bolts and spikes.

As soon as some of our hottest construction jobs are out of the way we'll have the manpower to start moving out some other equipment which we can spare to the scrap drive. It's already marked and it's going to go.

MORE ABOUT EARNINGS

(Continued from page 2)

be placed on corn leaving us in a fine position to be squeezed. That could happen but, as yet, has not.

On the soybean side we are free of that kind of worries because both the price of beans and bean products have been frozen and we are practically processing beans on a toll basis of so much per bushel.

In the meantime, it is good to be able to report that we have sailed through three-fourths of our first year of World War II with all financial flags flying. The longer we can keep it up the more we will ease the blows that will certainly accompany the war and post war periods.

The Great Deodorizer Fight Is Over

And We Won!

When we finally got our second and last deodorizer early in October the Purchasing Department was inclined to unbutton its vest and soak its feet in Epsom Salts. It was a long tough fight, mother, but we won.

Round by round it went something like this.

The engineering firm which we retained as consultants on the Oil Refinery addition job finished their specifications for the deodorizers in July 1941 and turned them over to us for our use in purchasing the equipment.

It Was A Tough Job From The Start

We had to do a little sorting out before we even called for bids because, while there are hundreds of tank manufacturers in the country who are qualified to build and weld steel tanks and pressure vessels, there are only a few who are equipped and qualified to build them in accordance with the A. S. M. E. (American Society of Mechanical Engineers) construction code U-38 and that, to be safe, is what we had to have. U-38 construction meant, among other things, that the steel had to be X-rayed and stress relieved and that the steel coils must be able to pass a 1200 pound hydrostatic test before installation. To be entirely safe we required that the deodorizers meet the tests of our boiler insurance company before we accepted them.

So you can see that we weren't going out to buy a run-of-the-mine article. We needed special treatment, including steel sheets wider than those made in most of the country's steel mills and an enormous normalizing furnace to normalize and stress relieve the coils. By August, however, we had located a firm in Pennsylvania that thought they could handle the job and they promised delivery in February of 1942. As is customary in such cases, this firm sub-let contracts for parts to other firms and, though the press of war work was then pretty tough, things began to move.

Then Came December 7th

They hadn't moved very far, however, by December 7th and we began to have sinking sensations about the whole business.

The war demanded that manufac-

turers of chemicals, explosives, oil, etc., expand their facilities and build new plants and all of them needed equipment of the type we were seeking. The difference was, and rightly so, that they had priorities high enough to get it and we didn't. It finally became obvious to our supplier, to us and to the WPB that we just plain were not going to get the plates from the steel mill which had them on order so the WPB suggested another steel mill and issued a directive to them to make the plates for us as quickly as possible without interfering with other and more important war work. That was the only directive issued for us on the whole job.

Late in May of this year we decided, after a visit to his plant, that the fabricator who had contracted originally to build the deodorizers would never be able to do the job without a special directive and we hated to ask for another one because we recognized that it would impede work which even we recognized as being more important.

We Switch Contractors

So, by letter, wire and phone we again contacted all of the qualified fabricators in the country and finally found one in Oklahoma who could do the job in July if we would have all the parts and material in their plant early in the month. We did our damndest but we couldn't manage to get them loaded out until late in July and, in the meantime, the Oklahoma firm had received higher re-ratings and directives on *fifty-two* jobs which had been waiting in their shops.

That set us back another 30 days but finally they actually got around to putting the good old deodorizers together and on September 30th, 1942 (one year and one month after we placed the original order for them) the first one came in. The second one came along early in October and all we have to worry about now (and that's plenty) is getting them into operation.

The aftermath of the job is that the cost of phone calls, telegrams, letters, trips to Washington and to the fabricators' plants and the extra freight for hauling the parts from Pennsylvania to Oklahoma and back again added about a fourth to the original price of the job. But we are not kicking about that. By the time we got them here we had fought such a battle that they looked like a bargain at any price at all. And they ARE here.

We Are Getting Our Coal In. Are You?

Don't be too astonished if one of our big locomotive cranes pulls a coal car or two up in your back yard, blows the whistle and starts unloading them on what's left of your Victory garden. We are putting coal on the ground about everywhere that we can find a place and we are going to be running a little short on places before we complete the job.

In a normal year we like to have about 25,000 tons of coal in storage in our yard but, as you may have heard, this is not a normal year and we have heeded the government's warning to lay in a *real* supply of coal.

In the cold part of the year our coal consumption runs between twenty and twenty-two thousand tons a month and, to provide against the probable transportation pinch, we have already laid down about 60,000 tons of coal and will, if we can get it, lay down about 15,000 tons more before we quit.

If you haven't done anything about getting your winter's supply of coal in, you had better go into action. It is very late already and the railroads, although they are now carrying a tremendous load, haven't yet reached their peak. When they do they may not have any room for the coal you neglected to order early though.

How Long Will You Wait?

The old editor has been a little disappointed at you guys that none of you have gotten around to advertising in this modest little publication for ride sharing buddies. If you wait until November 22nd there is going to be a rather tremendous scramble and you may be getting to work on the hoof. It's too late now, of course, to put in an ad *before* gas rationing but this is your invitation to get one in the next issue.

When you send in your offer to share a car or your request to ride with someone, please say what hours you are working and where you live. If you want folks to ride with you in your car you might say, too, what time you usually leave home.

You'd better be getting your arrangements made.