

STALEY NEWS

VOL. 1—No. 3

BY AND FOR STALEY PEOPLE

October 1, 1937

A Letter From The Management

TO ALL EMPLOYEES:

In a previous letter appearing in the *Staley News* we stated that it was the intention of the management to keep all employees informed as to the development of the Company, the business prospects, and other matters that are as vital to you as to the management.

There could hardly be a better example of the community of interest that exists between all who work for Staleys than the events of this year. The Company has been unable to maintain operations at a normal level and the result has been a considerable loss to the Company and a considerable loss to you in reduced income. We want also to point out that our losses would have been several hundred thousand dollars greater if we had not owned a substantial inventory of corn purchased before corn soared upward. Truly, we are all in the same boat. If our boat can steam ahead on its course we all make headway. If storms delay it, if its course is not properly charted, its equipment or its crew inefficient, everyone on the boat drops behind in the race, or even may be the victims of financial shipwreck.

The causes of the poor business this year, and particularly this summer, are several. The most important was the high cost of our products. These high prices resulted in a number of our customers changing from corn starch to tapioca and from corn syrups or sugars to cane sugar. Profit margins were reduced in an effort to keep our products competitive but we were not able to prevent a large loss of business.

The principal cause of our high costs was the high price of corn, and that factor will be eliminated when the new crop is available. Another cause was the considerably higher cost of operating the plant. Unless something is done to improve our efficiency, that factor will continue regardless of the price of corn.

Returning again to our boat illustration, our ship, to succeed, must defeat both types of competition with which we are faced. We must arrive at our port ahead of our competitors who are producing tapioca and cane sugar, and we must arrive there ahead of those others who are producing corn and soybean products. In the past year our boat received a severe buffeting from the high price of corn and so did other corn products manufacturers, while tapioca was aided by that situation. Next year promises clearer sailing, not only for our ship, but also to the other corn products manufacturers. We can still lose out, however, if our corn products competitors prove to be more efficient than we.

We believe that, starting in the latter part of October, business will be much better and we will be able to operate the plant more days and provide you with more work. We may run into a dull period around the Christmas holidays, but the outlook for 1938 seems to be good for the corn products industry as a whole. Our job is to sail our ship efficiently and directly towards our goal of large volumes, large pay checks, continued growth and reasonable profits. It is our belief that without high wages good efficiency cannot be attained, and without efficiency, high wages cannot be maintained. The two are inseparable. We are willing to do our part and we are sure you are willing to do yours.

A. E. Staley, Jr.

SEO REPRESENTATIVES ELECT OFFICERS

Harry Bell, Re-elected President

By W. E. Robinson
Secy.-Treas. S.E.O.

The annual election of officers and committees for the Staley Employees' Organization was held on Monday September 13, with all the acting officers being re-elected to "carry on" for the year 1937-38.

New Committees Added

Following the election of officers, the membership of organization committees was determined by ballot, four of which are not joint committees but have been added to facilitate matters of finance, legal questions and election procedure hence, no appointments will be made to them by Management.

The following is a complete list of the officers and committees for the next year.

Officers

President Harry Bell
Vice President George Hewitt
Sec.-Treas. W. E. Robinson

General Committee

Harry Bell John Talley
Ben Garner Cleve Ginder
George Hewitt John Fruchtl

Plant Conditions

Earl Stimmel Orville Hinton
Harry Bell Art Watkins
Charles Lavery Frank Miller

Health and Safety

Leo Riedlinger Thomas Woodruff
Sylvester Boos Rudolph Hess
Walter McClure E. P. S. Ecklund

Welfare

John Talley Orville Hinton
John Carmean

Finance

Harry Bell W. E. Robinson
George Hewitt C. M. Mitchell

Legal

Harry Bell George Hewitt
W. E. Robinson Frank Miller
Ben Garner

Election

Ben Garner Clyde Schoonover
David White

In the first three named committees, chairmen will be appointed after the Management members have been selected.

FELLOWSHIP CLUB NOTES

Ed. Smith Secy. Staley Fellowship Club
In a special meeting of the Board of Governors of the Staley Fellowship Club held on August 30th, it was decided to discontinue the Millikin University tuition aid which the Club offered Staley employees and their families last year.

The general feeling which led to this decision was the conviction that such help was out of line with the initial aim of the club. Aside from this there had been considerable feeling that future activities and expenditures should benefit all members more generally. This could not be done if tuition assistance was given.

Last year, in addition to the evening courses, there were but sixteen who were able to use the tuition help and seventeen hundred dollars was needed to foot the bill for both purposes.

The present expenditures of the Club include purchases of food, clothing and coal for relief purposes, visiting nurse fees, sick and hospital benefits, the financing of Boy Scouts, athletics, the Handicraft club and entertainment. This winter cold shots are again available to all employees. These functions have extended the Club Treasury to the limit and your officers feel that any extra or extraordinary activities might mean either a deficit in, or a limiting of the regular club expenditures.

With the aims of the Fellowship Club in mind, and the general benefits which the club is expected to extend, your officers feel that the continuance of a broad field of activities, rather than a limited one as suggested by tuition assistance, will be acceptable to our members.

THREE MESSENGERS PROMOTED

Three members of our Messenger force received promotions recently when they went to new positions. Virginia Crawford has been transferred to the Auditing department where she will have a chance to make good use of the training she received at the Galligher School of Business in Kankakee where she studied Bookkeeping, Comptometer and Ediphone operations in addition to shorthand.

Gwen Mercer went to the Stenographic department. Gwen took a

TEN LEFT IN FREEZE OUT CONTEST

Ten departments are left in the "LAST MAN" Safety Contest. During the first week one department failed to make the grade and the space reserved for it on the Safety Bulletin had to be filled with their obituary. A second dropped out recently, leaving only 10 teams that have come through without a single point marked against their record since July 10 when the original contest begun. While we keep our eyes on these Honor Departments, suppose we profit by a few tips from their record. What one, or ten departments can do, *all can do*.

Honor Departments

SERVICE	PROCESS
Engine Room	Oil House
Watchmen	Elevator A
Print Shop and	16 Building
Grain Insp.	Elevator C
Reclamation	Elevator B
Cafeterias	

FREE COLD SHOTS RESUMED AT FIRST AID

Fellowship Club Foots Bill

The First Aid department got an early start in its battle against the pesky cold when cold shots were begun early in September. This free service is provided at the expense of the Fellowship Club for those of us who wish to take advantage of it and should be appreciated by everyone who is subject to this infection since the common cold is the largest single cause of lost time.

Periodic Treatment Given

The treatment consists of four injections of the vaccine given at four day intervals followed by single injections at greater intervals to maintain immunity.

According to an article in the June issue of the Journal of Laboratory and Clinical Medicine, most persons are benefited by using the vaccine. In this article, the results of laboratory studies were discussed showing that two-thirds of those treated had a reduced number of colds during the experimental period, with a reduction in the total number of colds from 424 per year without the treatment, to 94 during the year the survey was made.

business course in High School and completed two years of shorthand and typing.

(Continued on Page 4)

IS

SAFETY YOUR BUSINESS?

Roy Rollins, Acting Director

IF IT IS—

Take A New Look

If you want to find out how accidents happen in your department, Take a New Look. Forget that you were ever in the building before and walk in to see what the place looks like. Walk in at a door you don't usually use. Look around and see if there is anything lying on the floor that you could trip over. See if there is an unguarded gear or belt that you could fall into. See if the tools are in good condition, and in their proper places. If everything looks just fine, take a look at the fellows working. Are they paying attention to every hazard on their jobs or are they taking the same old chances they always did?

If they are doing their jobs well and Safely, you have just one more important cause of accidents to inspect. Take A Look At Yourself. Do you have a loose sleeve that could wrap around a shaft? Are you wearing safety shoes? Do you feel alright? Are you worrying about something a thousand miles away? If you are satisfied with everything you have seen, go to it. You wont have an accident that day. Take a new look, you may be surprised.

(Practice makes perfect and safe practices make perfect safety records.)

Strangely enough, we find just one person to blame in every automobile accident. Every time two cars run together both drivers are unanimous on the subject of who is to blame. It is always THE OTHER FELLOW. Since this is the state of affairs and everyone agrees that THE OTHER FELLOW is always to blame, there is only one thing that you will have to be careful about and avoid. Be sure that you are never THE OTHER FELLOW.

(Be alert: Don't Get Hurt.)

Published Twice Each Month
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.

**RECENT LEGISLATION
EXPLAINED**

Two of today's most widely discussed pieces of legislation were the object of recent talks before local groups at the Decatur Club. Dr. P. T. Swanish, Commissioner of Unemployment Compensation for the State of Illinois, and G. A. McCollum, field manager for the Social Security Board, both of whom had been brought here by the Association of Commerce, gave the audience highlights on these laws which are now affecting the pocketbooks of all of us.

The following are some of the points which were brought out at that time on Social Security Legislation.

Q. At what age will I qualify for monthly benefits under the terms of the Social Security law?

A. At age 65.

Q. When will these benefits begin?

A. After January 1, 1942 for those who qualify.

Q. Suppose I reach age 65 before 1942?

A. You will not receive these benefits, however, a lump sum payment will be made to you amounting to 3 1/2 per cent of the total wages you have received since January 1, 1937.

Q. How will I make payments into the fund?

A. They are being deducted from your pay by the A. E. Staley Manufacturing Company in accordance with the law. The Company is matching these deductions with an equal sum and turning the whole amount over to the Federal Treasury.

Q. How much will my payments into the fund be?

A.—
1% of your wages in 1937-38-39
1 1/2% " " " " 1940-41-42
2% " " " " 1943-44-45
2 1/2% " " " " 1946-47-48
3% " " " " thereafter

Q. Am I eligible for monthly benefits after I reach age 65 if I am not a citizen of the United States?

A. Yes.

Q. Will I draw monthly benefits if I continue to work after reaching age 65?

A. No.

Q. Will I be required to continue payments into the fund if I continue to work after reaching age 65?

A. No.

Q. Will I receive these monthly benefits after reaching age 65 whether I need them or not?

A. Yes.

Q. What would happen to my money if I die before reaching the retirement age?

A. If you die before attaining the age of 65, there shall be paid to your estate an amount equal to 3 1/2 per cent of the total wages you received, after December 31, 1936.

Q. What happens if I die after reaching age 65?

A. Your heirs will receive a death benefit equal to 3 1/2 per cent of the total wages you received after December 31, 1936, before reaching age 65, less any benefits paid to you before your death.

Q. If I am unemployed for a period of time, will that affect my pension when I reach age 65?

A. Yes. Your pension depends on the total amount of money you and your employer pay into the fund.

Q. Where will I collect my benefits when they start?

A. Publicity will be given this point by the Social Security Board after this question has been decided.

Q. How can I tell what my benefits will amount to?

A. An approximate answer to your question can be obtained by placing your finger on the monthly salary which most nearly fits your case and following that column across to the column below the figure which represents the number of years you expect to work before reaching age 65.

The figure found where these two columns meet, represents the monthly benefit you may expect.

Av. Mo. Salary	Years of Employment									
	5	10	15	20	25	30	35	40	45	
\$ 25		15.00	16.25	17.50	18.75	20.00	21.25	22.50	23.75	
50	15.00	17.50	20.00	22.50	25.00	27.50	30.00	32.50	35.00	
75	16.25	20.00	23.75	27.50	31.25	35.00	38.75	42.50	46.25	
100	17.50	22.50	27.50	32.50	37.50	42.50	47.50	51.25	53.75	
125	18.75	25.00	31.25	37.50	43.75	50.00	53.13	56.25	59.38	
150	20.00	27.50	35.00	42.50	50.00	53.75	57.50	61.25	65.00	
175	21.25	30.00	38.75	47.50	53.13	57.50	61.88	66.25	70.63	
200	22.50	32.50	42.50	51.25	56.25	61.25	66.25	71.25	76.25	
225	23.75	35.00	46.25	53.75	59.38	65.00	70.63	76.25	81.88	
250	25.00	37.50	50.00	56.25	62.50	68.75	75.00	81.25	85.00	

**THE
KERNEL
SAYS**

The Staley Plant occupies more than three million square feet of floor space.

An ear of corn always has an even number of rows of kernels.

It is so easy to find fault that a smart man ought to spend his energies some other way.

There are more automobiles in the United States than bathtubs. One out of every 4.5 persons owns an automobile but only one out of every 6.3 enjoys the luxury of a bathtub.

Eighty-eight tank cars are owned by the Staley Company and twenty additional leased for the transportation of liquid sugar, glucose and soybean oil.

Our enemies come nearer the truth in the opinions they form of us than we do in the opinions we form of ourselves.

Nearly twelve pounds of air is required to burn one pound of coal. That is enough air to fill an ordinary sized room.

It is a wise man who knows his own business and a wiser man who thoroughly attends to it.

SPORT GRITS

Staleys, 9; Westclox, 7. That was the final report flashed across the lighted spaces of Washington Park in Peru, Illinois after a long hard fought 12 inning struggle in which the Staley team staged an uphill finish to win.

The Club's traveling average of 1000 per cent was in danger until apparent victory for the Westclox-er's was snatched from their grasp by Coulson who got an infield hit in the 9th with two out to score Williams with the tying run. Cozad's hit in the third extra inning put the game on ice and made it nine out of nine against the best that Central Illinois has to offer.

One of the finest newspaper comments of the year was given the boys after their Peru victory which had been arranged by Andy Percival, Personnel Officer at Westclox, and Johnny Anderson our own Fellowship Club Manager.

Fine print ought to be used in describing the results of the double header between the Pekin Athletics and Staley's on September 12th. Ed. Smith, "than whom there is none whomer," was as silent as the proverbial oyster when called on for the results of the games in which his charges lost a heart-breaking, twelve inning pitcher's duel by a 3-2 margin and then got "tetched" for fourteen runs in the second to "scotch" any satisfaction they gained in the opener.

Last minute reports on the Senior League bowling teams show a number of the teams and individuals hitting mid-season form.

Buster Woodworth leads the entire league with the highest single game score of 246.

The Syrup Shippers have the high team average with a score of 874. The Research Lab has the high team series with 2746, and the Syrup Shippers hit the headlines again with the high team game of 994.

GENERAL COMMITTEE DESCRIBES PROCEDURE FOR PRESENTING PROBLEMS

The recent rulings which the General Committee of the Staley Employees' Organization made for the presentation of problems should be followed in all such cases. Because some recent appeals have not been properly presented or routed since the passing of the rule, it was agreed to give publicity to the methods which should be followed.

Communications Should Be In Writing

At the first meeting of the General Committee held on July 27th, it was mutually agreed that, "All communications from the Employee Representatives be addressed to the Management Secretary (W. G. Reynolds) and that he should notify Management of such communications with copy of such notices being sent to the Employee Secretary." (W. E. Robinson).

Written Reports Bases of Decisions

It was further agreed that, "The reports and minutes of other committee meetings which had considered the cases being appealed to the General Committee, should constitute the sole bases of fact upon which appealed cases should be decided; these facts rather than personal appearances of Employee Representatives and employees interested in the appealed cases, shall be the basis of decisions of the General Committee."

Method of Presentation Explained

After considerable discussion on the routing for presentation and transmission of problems through the various units of the Staley Employees' Organization, it was mutually agreed that, "All cases shall be heard in the following sequence:

1. By the Foreman: If the decision here is not satisfactory, the case may be heard by,

2. The Superintendent in charge: When further consideration is desired, the case may be appealed to,

3. The proper Standing Committee: By the representative concerned, *notifying in writing*, the Management Secretary. He in turn will secure written reports of the proceedings at conference in the Superintendent's office, prepare a summary in writing of the facts of the case and present them to the Secretary and Members of the Standing Committee.

(Continued from Page 2)

Bob Cloyd graduated from Decatur High School and started work here in July, 1936. His promotion takes him to the Order department of the Sales Division. *Congratulations.*

SEVEN TO NEW DUTIES

Seven men went to new positions on September 16, as the result of their transfer applications based on Service Rights. Three of them, F. Carson, F. Leslie and Lloyd Miller went to new departments from the Extra Board. Fletcher Carson made his transfer with only 75 days of Company service. This unusual fortune was possible because he had already had experience in the Laboratory where his new job takes him.

H. Frasier, A. Cox, S. Robinson and A. Voss, better known as Henry, Alvin, Sam and August, will remain in their regular departments with their new promotions.

THE TRADING POST

This Space Is Free

FOR SALE

1 Sultana Heatrola—designed to keep four rooms warm. Has attractive modern heat shell. Condition fully guaranteed. John Querry, Oil Refinery, Residence, 953 South 17th Street.

Two pointers, whelped August 29, 1936. Both are now hunting and pointing. Registered. The dam of these dogs was a winner in last years Sportsman's Club Trials. Will sell cheap for cash. See Akerman, Auditing Dept. or call 259.

1931 Model A Ford Pick-up truck. Good rubber and paint. Here is a good buy for someone who wants plenty of service at a reasonable price. Gerry Horton, Time Office.

My Adams Schaaf, upright piano. This piano cost \$700 when new but limited space in my home makes its sale necessary. Very reasonable which means just that. Must be seen to be appreciated. Ruth Cade, 272.

Miscellaneous Ladies Wearing Apparel size 14-16. 1 blue suit with grey fox collar priced at \$10.00. All clothing has recently been cleaned and pressed and is in excellent condition. Shoes size 6 1/2 and 7. Phone 2-3548.