

STALEY NEWS

Vol. 6--Page 1

October 1, 1942

We Are Ninety-four Percent 10%ers

On August 31, 1942, the A. E. Staley Manufacturing Company of Decatur, Illinois, had only 11% of its employees signed up to put 10% or more of their pay into United States War Bonds and another 74% who were signed up for bond deductions of less than 10% of their pay.

Then it all happened.

The Staley wildcat whistle, which is reserved for momentous occasions at Staley's or in Decatur, cut loose with two minutes worth of concentrated screaming at 8:00 a.m. on September 1st and we started signing the honor roll.

The first department to reach 100% of its membership in the 10% drive was Elevator C and they made it in just two days.

The next four departments in were the Storeroom, Elevator B (which was the first department to hit 100% in the original bond drive back in February), the Boilermakers and the Brickmasons and all of those came in on September 3rd. The Soybean Expeller Room hit 100% on the fifth and then we settled down to slower (but steady) going.

Painesville Rings The Bell

On September 14th the Painesville plant made Decatur look bad by announcing that the last man had signed and they were 100% on 10%. We've ordered a Bullseye Minuteman Flag and a new American Flag for them and we're darned proud that they made it but it makes us mutter under our breath a little that we are not yet in the same spot. But *we will be* and you can be sure of that.

On September 15th No. 17 Building, the biggest department in the plant (162 employees) hit 100%. Nice going.

Here's How We Are Doing

By the time the Staley News went to the printer our picture looked like this.

NINETY AND NINE-TENTHS PERCENT OF ALL STALEY EMPLOYEES EVERYWHERE ARE SIGNED UP FOR 10% DEDUCTIONS.

NINE AND SIXTY-THREE HUNDREDTHS PERCENT OF THE ENTIRE STALEY PAYROLL IS GOING INTO WAR BONDS.

In Decatur **NINETY-FOUR PERCENT** of the hourly paid people are signed up for 10% and

NINETY-TWO AND A HALF PERCENT of the monthly paid people are signed up for 10%. Ninety-seven percent of us are signed up for bond deductions of some size or other.

TWENTY-SEVEN DEPARTMENTS are 100% on 10%.

That's not perfect and we are not going to cheer our heads off until we are 100% but, friend, it's not too bad either. We are close to where we started out to go and if the rest of the country was as close the Treasury Department could cut its advertising budget to about one-eighth of what it now is.

The Black Spots

In the plant just forty-four people are keeping us from our 100% goal. It's possible that we may have to set up a special spook department and put them all in it so they won't continue to spoil the records of the sixteen departments through which they are now scattered. The sourest spots in the entire company are the Research and Sales Service division of the Laboratory and the Machine Shop. Both are hanging around 72% and that is pretty poor. With over 90% of this entire organization signed up the last excuse for not signing has vanished.

If you can't afford it—you can afford **ANYTHING** that 90% of us can afford.

If you have bills to pay—**BUDGET THEM A LITTLE CLOSER**, that's what 90% of us are going to do!

If you have made definite commitments of so much money per month for some purpose—**SAVE IT SOME PLACE ELSE!**

You wouldn't starve if your pay was cut 10% or if we went back to working five days a week—your pay *was* more than 10% less than it is now just nine months ago and we *did* work just five days a week until four months ago! And—you're not **GIVING** that 10%—You're **INVESTING** it!

Most of us at Staley's have grumbled a little now and then that we always gave more to charitable causes than the community as a whole but also—most of us have been pretty proud that we had that to grumble about and that we were in the front lines rather than bringing up the rear. That is the kind of spirit that built this company. We have a tradition to uphold.

(Continued on page 2)

WAR BONDS — GET 'EM
(Continued from page 1)

It Took Work and Workers

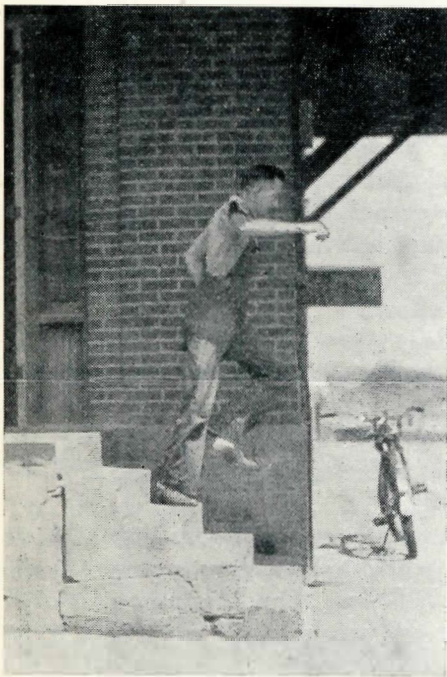
Behind a drive that brings an organization this large from 11% to 94% on a deal that means taking 10% out of the weekly or monthly paycheck of every man and woman who signs there must be work and workers and we had both.

The I. S. W. U. organized this drive and put it over and the union and its representatives can be justly proud of the work they did. They can be especially proud of the part that Harley Strohl, Earl Beals, Al Ewing and Bill Robinson played. They were the boys who were actually on the firing line and they haven't stopped firing yet. They really sold us an idea.

Know Your

Staley Safety

C O D E



8. IF YOU RUN THROUGH THE PLANT OR UP AND DOWN STAIRS YOU ARE INVITING INJURY.

- If you run because you are in a hurry plan your work more carefully.
- If you run because of too much energy get into athletics after work.

We Can't Stop Now

We've met the Treasury Department's requirements (90% participating in the bond deduction program) for a Minuteman Flag and we've applied to the Department for permission to buy such a flag but **WHAT WE WANT NOW** (and we are away too close to stop) is a Bullseye for that flag so we can fly it and tell the world that 10% of the payroll of the A. E. Staley Manufacturing Company of Decatur, Illinois, is going into United States War Bonds. If your signature is needed on the line to bring us in—brother, come to grace while there's time.

We Send Our Picture To The WPB

When we apply to the WPB for PD-1A priority ratings to purchase materials and equipment that we must have to keep our plant running and which are outside our allotments, under the Production Requirements Plan we must furnish enough information about our activities to allow the WPB to see the whole picture and make an intelligent judgment on whether or not the rating we requested should be allowed.

Because that information gives an accurate picture of our contribution to the war effort we thought you'd like to see it. It is called a "Classification of Shipments by Industry or End Use" and it shows where all those bushels of corn and soybeans go after we process them and package them and put them in freight cars.

Starch

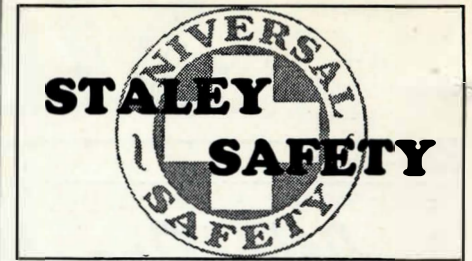
Food purposes (bakers, baking powder manufacturers, confectioners, and for direct retail sale in packages)19.6%
Chemists 1.7%
Paper, paste, asbestos and laminating and corrugating...36.2%
Cotton textile19.7%
Breweries and laundries..... 5.5%

Dealers reselling to above users and miscellaneous uses, much of which is for direct defense (battery manufacturers, rubber dusting, etc.).....17.2%

Corn Syrup

Food purposes (used in our own plant for table syrup mixing for direct retail sale, sold to other table syrup mixers, confectioners, bakers, ice cream makers and manufacturers of jams).....87.4%

(Continued on page 3)



By Mylo Roberts

Have you read your Staley Safety Code recently?

It's surprising how many of us haven't and there may be a few who haven't read it at all.

We don't hold our Code up as a classic of English literature but we do feel that an occasional reading and rereading will do you some good. We would probably follow most of the rules without having read the book because they are largely just good common sense but some of them deal with uncommon situations that just common sense wouldn't deal with without some special knowledge.

For instance, this matter of finger rings. Your common sense may not tell you that they are dangerous because you've worn them a long time with no bad results. But—around moving machinery—that ring makes a good handle for the machine to grab a finger and pull it off or mangle a hand or arm. Then too, this business of carrying things on the man hoist. That doesn't look dangerous but you need to remember that the greatest danger is to the man who may be riding below you. An empty lunch bucket doesn't weigh much but—dropped twenty feet it becomes the proverbial blunt instrument that figures in murder trials.

If you work in the office rather than in the plant this still applies to you. The match or lighter that you may thoughtlessly carry into the plant can do as much damage as one in the pocket of a man who works in the plant every day.

KNOW your STALEY SAFETY CODE. It was written for your safety but it can't reach out and stop you when you are getting into trouble unless you study its lessons and make them a part of your work habits. If you don't have one of those little green books, they are available in the Safety, Extra Board and Personnel offices. We'll be glad to hand them out and, once you read the rules thoroughly, you'll be glad you have them.

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

Keep On Working— Don't Lay Off

By now we have made a complete about face from the "share-the-work" ideas that we thought up to tide us over the depression and we are back to where we were many years before it. All of us must face the fact that the war is making enormous inroads on the supply of the kind of men we need to run our plant and that almost two hundred of our best young employees have left to fight for our country.

There was a time when if you took a day or so off to visit your Uncle Ben down in White County all we wanted was for you to notify us the day ahead so we could arrange for an Extra Board man to take your place. No one minded and the Extra Board man was glad to have the work. But now the Extra Board man is either in the Army or in No. 17 Building helping us to pound out a shipment of syrup for the Army. We want you to stay home and work.

We do NOT mean that we want you to work when you are ill. That, in the long run, will cost both of us. Neither do we mean that we want you to work when you should be attending a funeral in your immediate family or when a member of your family is desperately ill and you *have* to be there but we do mean that we want you to quit basing your decision on whether or not to take a day off on your financial ability to stand the loss of time. *Financially* you may be able to afford it but *patriotically* you are not.

This problem is not yet acute in our case and it doesn't involve any large number of employees. But it is bothersome and will become more so and it's one that you can solve completely without any ruling either by our management or by the federal government. We hope you'll solve it that way and we are sure that you will.

Give ME A LIFT
 for
The BIG SCRAP

IF YOUR SCRAP PILE COULD TALK
 IT WOULD ASK FOR A RIDE TO TOWN
 SO IT COULD HELP WIN THE WAR!

* * **The NEED IS URGENT!** * *

SALVAGE for VICTORY

Your Government Says,

**"Lack of Scrap Slowing Down
 Steel Output"**

At least one steel furnace was completely shut down for want of scrap as September steel production started and, because of generally disappointing results of the metal salvage campaign, the production of steel in the nation as a whole is about 250,000 tons a month below capacity.

No one person, city, county or state can make a sizeable dent in that 250,000 ton shortage but—the whole nation can't make it up unless EVERY person, city, county and state does its part. If you will contribute *one pound* of scrap metal every month and persuade your 129,999,999 fellow Americans to do likewise we'll certainly make a dent in it, however.

You have an old tool, stove, bed, pipe or something somewhere that needs to be turned in. Don't wait for someone to come after it. Take it to a scrap dealer now. Metal to make guns comes even before money to buy them.

Don't wait. **GET IN THE SCRAP!**

Annual Credit Union Get-Together

The Board of Directors of the Staley Credit Union has announced that the fourth annual get-together of Decatur Credit Union Members will be held October 24th (Saturday) at 6:00 p.m. in the Masonic Temple.

They have assured us that there will be plenty of entertainment and food plus a speaker you can't afford

to miss. Tickets will be available from any Credit Union Director. More details concerning the tickets, prices, programs, etc., will be given at a later date.

Last year a total of 685 Decatur Credit Union members attended this meeting. This year the Wabash Credit Union alone has guaranteed that 400 of their members will attend.

Please keep the date in mind and keep it open. Watch the local newspapers for further announcements.

WPB PICTURE

(Continued from page 2)

- Miscellaneous (including technical uses, breweries and tobacco manufacturers)12.6%
- Corn Oil**
- Food purposes (mayonnaise and salad dressing 90%, miscellaneous 10%)100.0%
- Soybean Oil**
- Food purposes (shortening, oleomargarine, etc.)75.0%
- Industrial uses (paints, varnishes, protective coatings, etc.)25.0%
- Soybean Flour**
- Food purposes (bakers, meat products, etc.)51.8%
- Industrial uses (adhesives, insecticides, emulsion stabilizers, etc.)48.2%
- Corn Gluten Feed and Soybean Oil Meal**
- To manufacturers of mixed animal feeds to increase and improve production of meat, milk, etc.100.0%



For sale at a reasonable figger, a good kitchen cabinet and a hardwood breakfast set. Call at 1353 N. Clinton or phone 2-6723.

The Staley Credit Union will accept your bids on a 1936 Chevrolet Coupe and a 1939 Plymouth Sedan. These cars are in the Staley parking lot and you may get the keys to them in the Credit Union office so you can look them over before bidding. NOTE:—both cars have tires on them.

Here is your chance to buy that grade line door (including frame, trim and screen door) that you've been wanting so long. \$5.00 gets it and \$3.00 more will get you a pair of size 10 rubber hip boots. Call at 1215 W. Macon or phone 2-3920.

Mr. Henry Buckley states that he is still willing and anxious to deliver Hawthorne lump for \$5.00, Hawthorne Furnace Lump for \$4.65, nut coal for \$4.25 or Franklin County Stoker coal for \$6.25. Pay 1/5 down and the balance in weekly payments. Phone 2-8416.

Born To Necessity And Cooperation: An Answer

Well, when the government said early this year that they wanted us to get back into the Soy Flour manufacturing business and pretty fast at that we understood that they wanted us to make the flour out of the same kind of beans that we run through the oil and meal plant and that they were not interested in grits at all. (Grits are solid particles of expeller cake which are not ground as fine as flour and which are extensively used in the manufacture of soups, sausage and animal rations.) So we put our flour plant right next door to the Expeller Room and used the same beans it used as they came from the storage tanks. That saved a separate unloading pit, car puller, elevator and storage bin and we thought it was right handy.

Mind Change Thickens The Plot

But then there was a mind change somewhere along the way and the government started asking for grits in sizeable quantities and that introduced complications. You can't make grits from mine run beans because the black beans that get mixed with the others cause the grits to be off color and to look spotty and folks don't like them that way.

So, it looked like we were going to have to have that separate unloading pit, car puller, elevator and storage bin after all and we weren't very happy because getting equipment nowadays involves screaming, hair pulling, tooth pulling, crying and red tape—and then maybe you don't get it. So the bean plant supervisors got together with each other and with the engineers and they put the problem on to boil.

Answer Is Born

The first thing that came out was the idea that we might just use one of the three big storage tanks for the light colored and specially cleaned soyflour beans and that would eliminate the need for a separate unloading pit, storage tank, and car puller. That was a swell idea but—we'd still have to have an elevator and a conveyor to take the beans from the elevator to the roof of No. 47 Building. Then, with a little more grinding of the mental gears, we had it. Why not just fill up one of the existing storage tanks with mine run beans up to a height level with the roof of No. 47 Building, cut a hole in the side of the

tank at that point, run a conveyor across and fill the bin the rest of the way with flour beans? Well, everyone looked at everyone else and grinned and said, "Why not?" so we did.

The result is that for the price of and, more important, the material for one screw conveyor we have a satisfactory method for supplying flour beans to our Soy Flour plant and everyone, including the government who would have had to grant priorities for critical materials to obtain a needed food product, is pretty happy about the whole thing.

All of us hate war because the price we pay for whatever we gain from it is blood, sweat and tears but it may be that we'll learn some lessons in cooperative thinking and in how to make ingenuity take the place of material that we can carry over to the better days ahead.

How To Make 66 $\frac{2}{3}$ % of The Time Produce 80% Of The Product

At this stage of the world's history production figures are not thrown around all over the place but, though we can't give you figures in pounds and bushels, we thought you'd be interested in knowing how we are doing in terms of percentages of last year's totals.

Last year, you'll remember, we ground bushels of corn and bushels of soybeans to set grind records for both of our plants. During the first eight months of this year (66 $\frac{2}{3}$ % of a year) we ground 80% as much corn and 83% as many soybeans as we did in all of last year.

The table which follows shows what happened to that increased grind. In every case we have called 1941's total production 100% and shown production for the first eight months of this year as a percentage of the 1941 total.

Product	1941 Total	1942 (8 months)
Starch (all kinds).....	100%	51%
Corn Syrup (all kinds)	100%	138%
Corn Oil	100%	80%
Soybean Oil	100%	83%
Soybean Flour	100%*	127%*
Corn Gluten Feed and Soybean Oil Meal Combined	100%	81%

*The Soy Flour plant operated only five months during 1941 and has thus far, operated only five months this year.

The slump in starch production is explainable, of course, by the jump in syrup production made necessary by the sugar shortage. The overall figures, however, show that we have taken a plant that was operated at its full capacity during the last half of 1941 and just plain squeezed it to get out more product.

It's worth saying too that, although of necessity some process losses and some wastage of labor have been occasioned by our greatly increased grind, there haven't been many and most of those that have occurred have been explainable. The plain fact is that you and you and you have been doing what Uncle Sam is crying for, operating better and more efficiently and getting out more production than anyone (including you) knew you could.

We Get The Rating But Not The Goods

Just to show you how it is about this priority business by now: We rush in to see the manufacturer of some special electrical wire we need for our bean plant expansion job and happily wave an A-1-j priority rating at him. He admits that that's pretty good but not good enough to get the wire because he has a good many orders with even higher ratings.

So we dash back to WPB and manage to explain the case satisfactorily in two or three days and they give us an AA-3. Before the ink is dry on it we are back to see the wire man and he agrees that it sure is pretty but so much wire has gone under the bridge since he saw us last that now he has used up all of the wire he is allowed to sell in September and there is just no use talking about it. So we say, "Hey, what about putting us in the number one spot for October deliveries?" and he says softly that he'll put us on the list all right but not in the number one spot because some other guys got there first and anyway, there is an excellent chance that so many directives will be thrown at him for October deliveries that all of his October quota will be used up.

We already know the answer to that one. We tried to get a directive ourselves but we got there two days after the WPB had decided to restrict them to the manufacturers of armaments only. So now we have spent over \$500.00 in long distance toll charges and made a couple of trips to Washington and we have a swell priority rating but—no wire.