

# STALEY NEWS

VOL. 1—No. 1

BY AND FOR STALEY PEOPLE

September 1, 1937

## PERSONNEL DEPARTMENT TO PUBLISH PAPER

### A Letter From The Management

#### TO ALL EMPLOYEES:

For a number of years the Personnel Department of this company has urged us to issue an employees' newspaper, and this first issue of the *Staley News* is the result of a considerable amount of thought and planning by that department.

The Personnel Department believes that the *Staley News* will enable it to expand its activities and reach more people than it is able to reach today with information that will be helpful to all. They also believe that there are many items of plant news which are of interest to all, such as the transfer of men from one department to another, safety records, new products of the company and such matters which are very inadequately publicized, or not publicized at all, at the present time.

The company has consented to the publication of such a paper in the belief that it is needed to supplement the activities of the *Staley Journal*. The *Journal* will continue in the same form as it has in the past but since the *Journal* is sent to all of our customers it cannot carry all the intimate plant news that we believe is of interest to those who work at Staley's.

Another reason for the company's consent to the publication of the *Staley News* is the fact that we wish to provide a medium by which the company can convey to everyone the actual facts of what

is occurring in our business. Through this medium we hope to inform you accurately and fully in regard to the company's development, covering such items as any new construction we may undertake, prospects for future business, changes in process, rules and similar matters in which you are interested. With out such a medium as this newspaper, most of us have had to rely on rumor and gossip with the result that such news becomes extremely distorted by the time it has passed through several hands.

The paper will be available to any organization of Staley employees, as well as to the management, to publicize any results of collective bargaining that are of general interest.

The editor of the *Staley News* will be Jim Richey. Jim is a Decatur product, having attended school and played football here. He is a member of the Personnel Department and we believe he is very well qualified for the job.

Jim Richey believes, and the management agrees with him, that the *Staley News* must be fair in its news and in its presentations in order for it to succeed to the fullest extent. That will be the basic policy of the paper.

Thus the *Staley News* is born. Let's all give it and Jim Richey a hand in getting it off to a good start.

A. E. Staley, Jr.

### SYNOPSIS OF NEW REPRESENTATION AGREEMENT

The Staley Employees' Organization has been successful in its effort to gain acceptance of the Joint Agreement which it presented to the Management on the first of July.

The terms of principal interest which it presented and Management accepted are as follows:

1. Employee Representatives, selected by members of the Staley Employees' Organization, will be recognized by the Management as the collective bargaining medium for the members of the Staley Em-

(Continued on Page 2)

### SEMI-MONTHLY PUBLICATION LAUNCHED

This issue marks the debut of a new member of the Staley family, the *Staley News*. Present plans call for semi-monthly issues appearing on the first and fifteenth.

#### Questions Answered

"What will this paper mean to me?" you may ask, "What does it expect to do?" "Now can I get a little first hand 'dope' without its being garbled by guess and rumor?" "What will become of the *Staley Journal*?" All of these are questions which come to mind when you pick up a copy of this paper. These questions are reasonable and so is it reasonable for you to want to know something of the conditions and factors of your work which affect you as individuals.

The *Staley Journal* will not be replaced, it is one of the traditions of Staley life, entrenched in the hearts and homes of Staley People.

#### Problems Featured

For some time, either because we operate on a twenty-four hour schedule, or for some other reason, it has been difficult to get together for a discussion of the problems which concern us. As an organization grows, the opportunity of discussing the conditions which face the Company's group diminishes. Still as long as the Company remains an organization, it is a group of common interests. The problems which affect one of its members affect them all. The difficulties which the Sales department finds in marketing a new product are just as much a matter of concern to the fellow who packs the starch, as they are to the sales department. Everybody is working with the same objective. We are all helping make products from corn and soybeans. It matters little whether we are pushing a pencil or pushing a broom.

The suggestion of a *Newspaper* offers a bridge which will cross  
(Continued on Page 4)

## SYNOPSIS OF NEW REPRESENTATION AGREEMENT

(Continued from Page 1)

ployees' Organization.

2. Two general Secretaries shall be appointed, one by the Management and one by the Staley Employees' Organization.

3. Three standing Committees shall be created as follows, Plant Conditions, Health and Safety, and General.

4. The method of handling complaints shall consist of five steps,—foreman, superintendent of the department in which the difficulty arose, Plant Conditions Committee, General Committee, Arbitration.

5. The Company shall pay only such expenses as are permitted to be paid under the terms of the National Labor Relations Law.

6. Prevailing working rules are accepted subject to modification or change as the occasion requires.

7. Individual employees may present complaints or grievances directly to Management. No restrictions are placed on the full and complete advantage of every right secured and provided for employees under existing Federal and State statutes.

8. The agreement may be terminated upon written notice by the Staley Employees' Organization or by the Management.

## TWELVE SELECT NEW JOBS

Twelve Staley Employees took advantage of their Service Rights on June 15, to apply for new jobs. Two of these remained in their home department and ten went to new buildings.

Ralph Clark was the youngster of the bunch with 201 days or just under seven months to his credit. Ralph went from the Extra Board to Modified Starch.

The following list shows the successful bidders with the departments they left and their new locations.

Chas. Joseph

Extra Board to Table House.

John Albert

Extra Board to Table House.

Kenneth Hagen

Extra Board to Table House.

Hansel Wetherholt

Table House to Clockman.

John J. Murphy

Yard Department to Clockman.

Edward Hahn

Extra Board to Modified Starch.

Kenneth Luster

Extra Board to Modified Starch.

## ELEVEN PERFECT SAFETY DEPARTMENTS

Eleven departments were successful in completing the Safety Campaign without a single lost time accident, late report of injury, or reportable accident scored against them.

The record shows that not one department in the Mechanical group was able to complete the period without accident. There were however, five perfect records in the Service Group and six in the Process with clean slates. The best showing was made by 16 Building which, with the largest department in their group, was able to avoid all accidents.

This record is obtained only through the splendid cooperation of everyone in these departments and demonstrates that Safety Records can be made.

The reward is not so much in the prize that was offered, as in the knowledge that by being constantly alert and careful we have reduced the amount of suffering which accompanies all personal injuries. That by being "safety minded", the job is not only safer for others but ourselves as well.

## HONOR DEPARTMENTS

### Service

Engine Room

Reclamation

Watchmen

Cafeterias

Print Shop and Grain Inspection

### Process

Oil House

Feed Elevator

Elevator A

16 Building

Loading Gang and Shipping Inspectors

Elevator C

Ralph Clark

Extra Board to Modified Starch.

Frank Ledbetter

Mill House to Shaker & Mill Tender.

Clyde Worthey

Extra Board to Feed House.

Hezzie Roberts

Clockman to East Gateman.

Beecham Jackson

Feed House to Press Puller.

**A LOYAL STALEY  
EMPLOYEE BUYS  
STALEY PRODUCTS — AND  
SELLS THEM.**

IS

# SAFETY YOUR BUSINESS?

*Roy Rollins, Acting Director*

*If it is:*

Twenty-four men did not know their business in July. They reported to the First Aid for treatment of injuries one or more days after the injury occurred.

(A stitch in time is worth a pound of cure.)

Six accidents caused six Staley employees to lose a total of 120 days from their work during July. Figured at the base rate of 60c per hour this amount totals \$576.00. If you were one of the six you know that accidents are not only painful; they are costly.

(No compensation can pay you for the loss of an eye.)

If you were working all alone on a one-man job you wouldn't need to pay so much attention to SAFETY. You could protect yourself and no one else would suffer if an accident occurred. When you are working in this plant with fourteen hundred other men and women any unsafe action of yours may cause suffering in a dozen Staley homes. Are you thinking in terms of everybody's SAFETY or are you selfish?

(Can you trust your buddy to protect you.)

You may save time by doing your job in a fast careless manner but it is improbable that you can cheat accidents forever. Careless methods do catch up with you and when you stop all of them you have stopped 95% of the cause of all industrial accidents.

(When you gamble with SAFETY, are you willing to lose?)

There are two bad results from every accident. The first and most important is the pain of the injury and the possibility that the injured person will never again be as physically fit as he was before. The second is the cost. Compensation does not and cannot pay the injured person his full wage. No one gains from an accident and no one wants to have one. But we do have them. You have the answer. SAFETY.

Published Twice Each Month  
By and For The Employees Of  
**THE A. E. STALEY  
MANUFACTURING COMPANY  
DECATUR, ILLINOIS**

J. M. Richey Editor

**THE FRIENDLY SPIRIT PLUS**

The conditions under which a person's daily work is done and the morale of the group with which he associates while earning a living are vital factors to his contentment. Few Companies can boast the Friendly Spirit which we find here at Staley's, mistakes are accepted in a kindly fashion and every assistance is painstakingly given, *when the newcomer asks for it*. Everything, in fact, has been done to make work at Staleys more desirable than any other. This policy has attracted the best talent that labor, business and industry has to offer.

In all this consideration which has come to be a by-word at Staleys, *there is just one flaw*. The fellow who has just transferred to a new job in the plant, the girl who is getting her big opportunity when she starts on the messenger force, the stenographer or the new engineer: They are not looking for the *Friendly Spirit* alone, they are looking for something more, *the sort of help that prevents mistakes*.

Forgiveness and kindness shown to mistakes, *after they happen*, is locking the well known door after the horse has been stolen. No generous tolerance of the newcomer's mistakes will ever make a success of him, nor relieve the terrors which his job holds or the sleepless nights he spends in anticipation of more mistakes to be made and errors to be forgiven. These can be relieved in no way but by giving the sort of help he needs. Help which will send him on the way to an understanding of his job and its responsibilities, as well as a knowledge of the rules which affect him.

The *Friendly Spirit* is fine, the *Friendly Spirit Plus* is better. Give the new employee the extra instruction he needs. Show him how, with emphasis on the *show* and remember, anything worth showing is worth a little extra attention now and then to check the results of your *showmanship*. Let's be instructive, don't wait for mistakes, anticipate them. That's the *Friendly Spirit Plus*.

**CREDIT UNION PROSPERS**

by L. Hiser, Treas. of Credit Union

Staley employees, particularly those who are members of the Staley Credit Union, will be interested in the remarkable growth of their organization. An indication of this growth and of the service which the Staley Credit Union has rendered its members can be seen from the figures just compiled which show that more than \$152,000.00 was loaned to members during the first half of 1937, and \$229,347.34 during the entire year of 1936.

The \$229,347.34 loaned in 1936 represents 3013 individual loans, and behind these loans are stories which emphasize the usefulness of the credit union borrowing plan. Bills long overdue have been paid, medical care has been obtained, homes repaired, rebuilt or purchased, high carrying charges on installment purchases have been eliminated and above all, the Credit Union has kept its members out of the hands of loan sharks.

The increase in the number of Staley Credit Union members during 1936 was 80, during the first half of 1937, 121 more have joined giving us a grand total of 1,642. The total amount of shares and deposits held by all members on July

1, 1937 was \$189,425.37 or \$50,116.46 more than at the same time in 1936.

**Dual Service Given**

The Staley Credit Union has become well known for the opportunities it offers employees in time of need. It has the lowest rate of interest, three-fourths of one-percent, of any organization of its kind in the state. Not the most but the least required by law.

Many of our members have found that saving on the budget plan is just as useful as credit in time of need. The Credit Union offers an opportunity to invest money with more than a fair rate of return. At no time have its investors received less than six percent on their savings and dividends as high as ten percent have been paid.

The well known umbrella, symbol of the Staley Credit Union, offers more than shelter on a rainy day. It offers a chance to establish your credit through savings, with those who know you best. The Credit Union officers, themselves chosen by their fellow employees, invite those who have not as yet done so, to investigate the possibilities for saving which the Credit Union offers.

**THE  
KERNEL  
SAYS**

Starch is one of the most abundant substance found in nature, it is found in corn, wheat, barley, rye, oats, and other cereals, bananas, tapioca, beans, potatoes, etc.

The correct diet calls for four times as much starch by weight as meat, cheese or other proteins.

*"As a man grows older and wiser, he talks less and says more."*

Illinois ranks third in the production of corn in the United States, Iowa is first and Nebraska second.

The Staley Company has over twenty miles of its own railroad tracks.

Staley products are shipped to every country in the world.

*"We are all manufacturers, making good, making trouble or making excuses."*

The United States grows more than one-half of the world's corn crop.

## A COMMUNICATION

Fellow Employees:

At a meeting of the Employee Representatives of the A. E. Staley Manufacturing Company, held on June 14th, a committee composed of Ben Garner, Mathew Wolfe, George Hewitt, Bill Lowen, Harry Bell and Bill Robinson was appointed by your delegates to consult an attorney and write a plan for representation which would not conflict with the National Labor Relations Law. Your committee was also directed to suggest changes which would reduce the expenses of the Staley Employees' Organization as far as possible.

We decided to request that the method of appeal be reduced from seven to five steps, in order to speed up the solution of problems which had proven cumbersome by the old procedure. Among other things we proposed several minor changes in the election methods so that you could have the benefits of representation as cheaply as possible consistent with efficiency.

On July 1, we informed the Management that over ninety per cent of the employees, who as members of the Staley Employees' Organization, requested that representatives selected by them be recognized by the Management for the purpose of collective bargaining. Prompt acceptance was given by the Management and the new plan became effective on that date.

Your committee feels that the new plan, because it reduces the number of steps in the method of appeal of problems and because of the other changes which have been made will offer a fair and economical administration of our Organization.

**Bill Robinson, Secretary**  
Staley Employees' Organization.

## FINAL STANDINGS

Industrial Softball League	
Team	Percent
Staleys .....	1000
Loebs .....	900
Miss. Valley .....	700
YMCA .....	666
Oakes .....	636
CB and Q .....	545
Ireland-Thornton .....	400
Bursteins .....	400
A. W. Cash .....	366
Monarch .....	222
Black and Co .....	100
Decatur Pump .....	000

## SPORT GRITS

The Staley Hardball team won the first half of the Industrial league Schedule behind the pitching of Max Craig.

Softball fans had to be satisfied with third place honors in the first half but saw their team come through to win the championship in the second stanza.

The play-off for the season softball championship was staged on the 26th, 27th and 28, of August, between Ireland-Thornton and Staleys. Result, Ireland-Thornton won the bunting with two victories against Staleys one.

The Commies picked up Max Craig after his sterling performance against Sandy's Tavern in which the hardball team captured first-half championship honors.

Paul Shildneck returned to Decatur tennis to fight his way through to the semi-finals in city play and the quarter finals in the State Tourney. Paul likes golf too well for his tennis. Lovers of tennis and Staley fans are pulling for his undivided attention to their sport.

Hilberling had what it took in the batters box. His average of better than 650 was pounded out with some of the best hitting the Industrial League has had the opportunity to witness for a good many summers.

Three other Staley men, Cozad B. Smith and I. Smith pushed themselves above the five hundred mark.

The Fellowship club sponsored a ladder tourney for tennis addicts with tennis balls going to the victors as awards. Chief honors went to Guy Goodwin who held the top rung against all comers. Group prizes went to McFadden for the second division, "Doc" West third division boss, Jim Richey fourth division, and Henry Scherer in the 5th spot. Awards were also made to Despres who won the most games and Henry Scherer who participated in the greatest number of games.

## PAPER PLANNED, (Continued)

the gap. We think it is a good one. The Sales department does too, and they are going to use it. Management approves the notion and promises to contribute some of its problems and the Manufacturing department expects to help out. The Personnel office will answer questions which are of general interest, as well as give a brief factual report on legislation and such matters which affect our work.

We want to carry on this activity *With and For* Staley People. What do you want to read? What do you want to say? It's up to you. Be sure to contribute your help. This paper can't be successful if it runs on a one way track.

## FOUND

Have you lost anything? Here is the place to look for it. Each issue of your paper will list the articles which have been turned in at the time office and are still unclaimed.

## LOST

Ed Smith, timekeeper, has suggested a clearing house for lost and found articles. In the future he plans to receive lost articles for storage and return. Ed expects to index all lost or strayed items together with the date and place each was found and the name of the finder.

All inquiries may be made at his office. If you lose something or have an article to turn in see Ed. This will prove a considerable convenience in the future.

A second feature in this connection will be space in the Staley newspaper, furnished without charge, where the lost, strayed or mislaid can be bulletined.

## THE TRADING POST

Do you have something to "Swap"? Perhaps you are looking for a bargain. Here is the place to come. Maybe you have something to sell — a pup, gun or chair. Turn in your items and see if the "Trading Post" can spot a place to dispose of them.

Write a brief description of the article, it's age or special qualities and mail it to Jim Richey in the Personnel Office.

**THIS COLUMN IS FREE TO STALEY EMPLOYEES**