



1810  
FIRST TO ROLL BOILER  
PLATE IN AMERICA

# LUKENS PLATE

Published Every Other Week

By and For the Employees of Lukens Steel Company,  
By-Products Steel Corporation, Lukenweld, Inc.,  
And Their Families



1940  
THE WORLD'S LARGEST  
PLATE MILL

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NO. 3

## Sun Ship Here Monday To Oppose Lukens Team

It will be a case of "friendly enemies" on Monday night at the new Coatesville High School gymnasium when Lukens Steel, Main Line League leaders, opposes the basketball team representing the Sun Shipbuilding and Dry Dock Company, of Chester, leaders of the Delaware River Industrial League with 8 wins against 1 defeat.

Although Lukens and Sun Ship have never crossed paths on the athletic field, these two concerns have been parties to business deals for many years and relations have always been most cordial.

It is therefore hoped a large crowd of fans will turn out for the game and give the visitors a rousing welcome. Plans are being made to have officials of both Sun Ship and Lukens on hand for the occasion.

The basketball game itself should be one of the season's best, as both contesting teams rank among the fastest independent teams in the state.

There will also be a special program of entertainment which, it is promised, will top anything seen here in a long while.

The regular admission price of 25c will be charged for this all-star show.

## Ladies' Night For Vets; R. W. Wolcott Speaker

Ladies' Night will be observed at tomorrow evening's meeting of the Lukens Veterans' Guild, scheduled to be held at the Masonic Temple, starting at 8:00 o'clock.

President Robert W. Wolcott will be the speaker.

Of particular importance to all members will be the annual election of officers to serve during 1940.

An outstanding program of entertainment has been obtained for the meeting by officials of the Guild.

During the past few years, observance of Ladies' Night has never failed to attract the largest crowd of the season. Tomorrow night is expected to be a repetition of past history and plans have been made to accommodate a gathering of several hundred persons.

Sun Ship here on Monday night.

## Employees May Compete For \$200,000 In Prizes

Lukens employees are eligible to compete in the \$200,000 Industrial Progress Award Program, sponsored by the James F. Lincoln Arc Welding Foundation, of Cleveland, Ohio, according to information received by President Everett Chapman of Lukenweld, Inc.

A total of 458 awards, established for studies bringing out benefits of a social, economic or commercial nature which can be traced to the application of the electric arc process of welding, will be announced on June 1st, 1942, by the Lincoln Foundation.

Paul Setzler, Production Manager at Lukenweld, was the winner of a \$1,500 award in a Lincoln Foundation Contest a year ago.

Participation in the Progress Program is open to everyone who plays any part in actually bringing about progress in the executive, design, fabrication, manufacture, construction or maintenance phase of industrial product or structure development.

Dedicated to general industrial progress, through scientific interest in and study of arc welding, this \$200,000 Award to stimulate widespread study should be productive of far-reaching benefits.

All inquiries concerning the Award Program should be addressed: Secretary, The James F. Lincoln Arc Welding Foundation, Cleveland, Ohio.

## 35 More Are Eligible For Veterans' Guild

Thirty-five additional employees, who have been on the employment rolls of this company continuously for the past 20 years, are now eligible for membership in the Lukens Veterans' Guild, honorary organization of employees with 20 years or more of continuous service.

Simply by paying the very nominal annual dues of the organization to Treasurer Clifford Garrett at the Mill Office, the employee may obtain the much-coveted veteran's pins and become a full-fledged member of the group.

Here are the names of the employees who will have rounded out 20 years' service with this company some time during 1940 and who are now eligible for membership in the Lukens Veterans' Guild:

William Riddle, Paul Palakovic, John Zelina, Paul Kempisti, William Higgins, Mike Boros, Kyrlo Monko, Andrew Wright, Ralph Jackson, Neal Fishel, Charles Keim, Charles Maitland, Thomas Austin, H. P. Bennington, Frank Wilson, Fred D. Brown, John Dudas, Michael Juhos, George White, Felix Polhanus, Lewis Poff, Robert McCoy, William March, Adam Sinco, Jesse Gaines, Irvin Carter, Clarence Wallace, Lloyd Wolfe, John Weightman, William Kilpatrick, John Taylor, Charles Millard, Charles Irwin, Max Steinwachs, Marion Warden.

## Pipe Shoppers Of More Than 40 Years Ago



This was the personnel at the Pipe Shop more than 40 years ago. One of the men on this picture, Edward Rissell, is still actively employed at the Pipe Shop. Left to right are Wybert Seachrist, James Scott, Frank Weidler, Hayes Miller, Edward Rissell and Paul Noffsinger.

# LUKENS PLATE

Editor - Edward Lake  
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## One Minute Pulpit

The righteous shall inherit the land,  
and dwell therein for ever.

Psalms-37:29

## TALKING IT OVER

with Robert W. Wolcott

The matter of greatest concern to the Lukens management is that of increasing the profits of our three companies. I know that each employee also has, as a matter of great concern to him, the natural desire to increase his own earnings.

Increased earnings for our employees automatically follow increase in volume of orders, which in turn results in better earning power for the company.

It is also equally true that as the company's earnings increase and our financial conditions becomes more sound, every employee's job is more secure.

You know that you can help increase your own earnings by practicing safety every minute of the day. The safe worker is the smart worker. He avoids accidents which cause him to lose time and money.

You know that you can increase company earnings, as well as your own, by cutting down production spoilage, and improving the quality of our products. Losses of product through spoilage can be very expensive. For example, the loss of a 10,000 lb. plate of Nickel-Clad Steel, through spoilage in any phase of its processing, may mean a loss to the company of about \$2,000.00. And when you improve the quality of our products; you are helping to build up in the minds of our customers a preference for the better products you turn out, which means that we will get more business, with improved earnings for yourself and the company.

This, from my viewpoint, offers the greatest possibility for continued earnings and increased earnings for employee and company. The right of our three companies to exist, and certainly their success, is in direct proportion to our ability to produce a quality product, at a reasonable cost, and within the period of time required of us by our customer. The company that excels in these three points will certainly get the order, all other factors being equal.

Increase in the demand for our products, brought about by better quality, lower costs and prompt ser-

## Birthday Soon



Introducing Miss Freida Hall, two-year-old daughter, (next week), of Mr. and Mrs. Raymond Hall. Daddy works in the Open Hearth Department as a craneman.

vice, can be likened to the purchase of insurance for continuous employment and earnings.

Another very important way practically every employee can help improve the earnings of the company is by elimination of waste in materials, fuel, power and supplies.

Last year, out of every \$1.00 of nearly \$12,000,000.00 we received from the sale of our products, we spent nearly 57c for materials required for the manufacture of our products, for fuel and power, for material used in repairs and maintenance, and for miscellaneous supplies.

This represents a sum of nearly \$7,000,000.00. And in the use of these things, we all know there is some percentage of waste, and some of that is certainly avoidable.

If every employee would think constantly of this tremendous sum we spend for purchased materials, fuel, power and supplies, and do his share constantly every day of the year to avoid wasting any of those things, I am sure a tremendous saving could be effected.

If we only avoided a waste of materials, fuel, power and supplies amounting to \$1.00 in every \$100.00 we spent last year, we would save nearly \$70,000.00 in a year's time. That is almost equal to our total net earnings of all three companies last year. It is certainly something to think about, and I know that the united thought of all our employees, applied to these problems, is bound to bring about more orders on one hand, and a tremendous saving on the other, and result in an increase in the earnings of our organization and our employees.

More than \$171,000,000 was spent by the steel industry during 1938 on the upkeep of plants and properties.

## 4,290 Pairs Of Safetoe Shoes Sold Since 1936

Lukens employees like their Safetoe Shoes and the protection that goes with them.

These assertions are borne out by recently released figures of our Safety Department which show that 4,290 pairs of Safetoe Shoes have been sold to employees since their introduction here on September 9th, 1936.

Further check of the records reveals that nearly 2,000 employees made up the group buying the 4,290 pairs of shoes and each buyer purchased an average of 2.2 pairs of Safetoes.

Two conclusions are drawn quite logically from these figures. First, Safetoe wearers have returned for more shoes, once they try a pair, and, secondly, the users of Safetoes are "sold" on the quality and low cost of the shoes.

The process of selling Safetoe Shoes to employees has been one of continuous study of the shoe problems particular to Lukens, since the inception of the plan in September of 1936.

As a result, there are shoes on hand now for every type of job in a steel mill and the "fitting" of an employee is a fast and accurate job, expertly done.

Toe accidents have been on the decrease ever since Safetoes were introduced here and the files of the shoe department are filled with testimonials from grateful employees who have averted serious injuries and lost time from their jobs, due to the protection of Safetoe Shoes.

It will pay you, if you are not already a wearer of Safetoes, to stop at the Shoe Department and investigate the advantages gained by wearing Safetoe Shoes.

## CHATTERBOX

Dave Elmer took a kidding when he appeared in new duds the other day \*\*\* following a fire which destroyed his possessions at the U. M. \*\*\* and Al Hildebrand, another U. M. protege, was really rooting for the basketball team at Norristown \*\*\* when he got into a shoving match with another gentleman \*\*\* most recent winner of a Suggestion Award was James T. Taylor \*\*\* he received \$2.50 for his accepted idea \*\*\* and congratulations to the former Miss Sally Rudisill of the Main Office \*\*\* who has been wed for some time and even her best friends didn't know \*\*\* now that the "cold spell" is over in Florida \*\*\* General Superintendent Curtiss and Treasurer Jimmy Herman are heading South for a little sojourn \*\*\*

Sun Ship here on Monday night.

## Rules And Regulations Governing Suggestion Committee Of Lukens Steel Company

Our Company, desiring to encourage the efficiency of our operations, the quality of our products, the improvement of our working conditions and the prevention of accidents, has requested the Suggestion Committee to receive any and all suggestions that any of our men submit.

The Suggestion Committee shall be appointed by the General Superintendent, composed of three men and a secretary, and shall hold office at the discretion of the Management.

One of the Committeemen shall be named Chairman. It shall be his duty to lead discussion and investigation. Meetings shall be held weekly in the Committee Room, located on the second floor of the Engineering Department.

It shall be the duty of the Committee to:

Place and maintain Suggestion boxes.

Collect all suggestions at regular intervals prior to weekly meetings.

Keep Suggestion Forms in clock stations, canteens, or any other convenient place.

Acknowledge all suggestions promptly.

Refer all suggestions to those in authority.

Determine, or cause to be determined, the possible savings effected by Suggestions.

Accept or reject all suggestions by majority vote.

Order payments of awards promptly upon permanent installation.

See that all suggestions that have been accepted are promptly installed.

Explain carefully to employees the reasons for rejected ideas.

Maintain adequate publicity.

Maintain adequate records and make reports to management.

- (1) Weekly reports of minutes.
- (2) 6 months' reports of committee activity.

Perform any other functions necessary to the successful conduct of the Suggestion System.

Weigh all comments carefully and make final decisions.

The maximum award that shall be granted for any suggestion shall be \$25.00 unless the suggestion is of an exceptional nature which should prove to mean an outstanding saving. In this case, an extra award may be granted if approved by the management.

A premium, the equivalent of 20 per cent of the total amount of money paid to any man having five accepted suggestions, shall be given as an additional award.

To the man who has made the best suggestion within the 6 months' periods (January 1st to June 31st, July 1st to December 31st) shall be

given an additional award, equal to the amount paid him for that suggestion. This also applies to the best safety suggestion made in the same periods.

The signer of any suggestion shall be considered the originator unless the contrary is proved.

All employees shall be eligible to make suggestions except salaried employees serving in a supervisory capacity and employees serving on the Suggestion Committee.

No awards shall be paid for repairs or replacements nor conveniences.

A suggestion should be considered from the following points:

- Is it original?
- Is there any saving?
- Is the saving sufficient?
- Is it just a convenience?
- Is safety involved?
- Is the saving only problematical?
- Is the suggestion practical?
- Is it a problem for the management?

Suggestions must bear a number, be suitably titled, acknowledged, name of suggestor clipped from original suggestion and Form No. 1 attached bearing necessary information when taken to the meeting. The secretary is the only member of the Committee who is entitled to know the name of the suggestor. The author's card should bear the number of his new suggestion; a title card be made, filed and cross-indexed, if necessary.

Suggestion shall be referred to as many Superintendents as necessary for the desired comments; copies of suggestion being made and mailed to those making comments.

The author should be advised as to the disposal of his suggestion and the management should be advised of the disposal of all suggestion. (minutes).

Work orders should be made out for accepted suggestions where necessary. These orders should be followed up, expedited and Return Order Stub secured.

### 1939 Was Banner Year For Our Credit Union

More business was transacted by the Lukens Employees Federal Credit Union during 1939 than in any other year since its organization.

Loans outstanding at the end of the year, which totalled \$20,610.09; interest received on loans during the year, which came to \$1,422.63, and new members received, numbering 477 and bringing total membership to 856, were all new high marks achieved during 1939.

A typical example of the increase in business during 1939, over the pre-

ceding year, is furnished in the total loans outstanding at the end of these years. In December, 1939, the figure was \$20,610.09, and in December, 1938, the figure was \$6,678.75.

Assets of the Credit Union rose to \$32,602.15 at the end of December, 1939, as compared with only \$8,569.13 at the end of December, 1938. Members of the Credit Union held \$31,231.87 in shares at the end of 1939.

During the month of December, 1939, a total of 165 loans were made to members of the Credit Union, amounting to \$9,051.50. Over the same period, members repaid \$8,086.50 on loans. Members also paid in \$7,054.47 on shares during December while withdrawing only \$1,766.80. Interest received on loans during the month amounted to \$260.68.

As a matter of fact, all of the figures revealed by the December 1939 report indicated a healthy growth on the part of the Credit Union during the year.

Hundreds of new employees were informed as to the advantages that could be gained by a membership in the Credit Union, costing only \$5.00, and were quick to take advantage of this ideal set-up for either saving or borrowing of funds.

It will pay you, if you are not already a member, to investigate the possibilities of a Credit Union membership. Offices of the Credit Union are located on the second floor of the Employees Store Building.

### Lukens Bowlers Go To Detroit Next Month

Members of the Lukens Steel Company's bowling team which will go to Detroit, Michigan, on March 16th and 17th to compete in the 40th Annual Tournament of the American Bowling Congress, are planning some tough matches during the next few weeks to get in shape for the season's climax.

Members of the team are Louis Bunting, Edward Lake, Raymond Pyle, Wolfe Bishop, Walter Minker and Richard Baker. All of these bowlers, with the exception of Baker, are members of the Mozarts team which won the first half championship of the Coatesville Major League by a 12-game margin.

The Lukens team that went to the Cleveland A. B. C. last March won \$66 in prize money. It costs \$85 in entry fees to participate in the tournament. First prize in the five-man team event is \$1,000.00.

Easy victories scored by the Carpenter Shop and the Police Department over strong rivals proved the feature of last week's matches in the Lukens Tenpin League at the "Y" alleys.

## Lukens Quintet Takes Three Straight Contests

Lukens Steel's fast moving five in the Main Line Basketball League went into high gear last week, mowing down three tough opponents in four days to take a commanding hold on first place with a record of 13 wins and only 3 losses.

Wayne, Narberth and Norristown were the respective victims of the Lukens onslaught which saw the locals pile up a total of 130 points in three games, better than a point a minute.

Wayne was taken into camp at Coatesville High School gym by a 36-26 margin; Narberth succumbed, also at the school gym, by a 46-40 count, and Norristown was defeated 48-38 at Norristown.

The Norristown game was the one that Lukens was out to win as Norristown was in second place at the time, only half a game behind Lukens, and first place was riding on the outcome.

Bob Palmer, stellar forward of Lukens, turned the Norristown contest into a rout by counting 22 points on 10 field goals and 2 fouls.

Don Markward, Lukens' other heavy-scoring forward, had the leading role in the defeats of both Wayne and Narberth, racking up a total of

## 84" MILL NOTES

Harry Casey is investigating a "ghost house" and "hidden treasure" some where in the Welsh Mountains. He claims you can't get near the place.

Mike Shesko and Johnny Peaco are among the most rabid rooters for the Lukens basketball team.

Dick O'Neil entertains the boys with assorted stories in his spare time.

Earl Issacs is looking into the political situation and will soon have his forecast for the future compiled.

Ronald Detterline is a magician with a flower plant and a tin-can. Makes 'em look real nice.

George Kmetz was bewildered for a little while recently. The reason—he lost his glasses.

Best Boatman is one of the most ardent fishermen in the 84. He doesn't let winter bother him or stop him from fishing.

32 points in the two battles.

Coatesville basketball fans, including hundreds of Lukenites, continued to give the team great support in all of their games last week. Five hundred saw the Wayne contest and 700 were on hand for the Narberth game, while more than 100 were in the stands at Norristown.

## IN MEMORIAM

MRS. SARAH PRICE

Wife of John Price, who is an employee in the Masonry Department.

Twin daughters of Mr. and Mrs. James Pearson, age six months. The father is employed at the 140" Mill.

Infant child of Mr. and Mrs. Dominic Bartoni. The father is employed in the Open Hearth Department.

## Important Notice

All employees who have not already done so are again requested to go to the Employment Department and fill out the form for the re-designation of the beneficiary of their Wawasset and Equitable policies. There are many instances where the beneficiary on the policy of an employee should be changed, and although the Employment Department is aware of this, they are powerless to act unless the employee gives his consent.

Please attend to this matter immediately if you are not one of those who has already done so. This is very important.

Japan in the first ten months of 1939 again took rank as the largest purchaser of American scrap iron and steel.

## Lukens Basketeers Who Are Leading The Main Line League



These are the boys comprising the Lukens Steel Basketball Team, present leaders of the Main Line Basketball League with a record of 13 wins in 16 starts. Left to right, back row, are George Rubincam, Cy Lynch, Bobby Palmer, Don Markward, Hector McLean and Stan Garawski; bottom row: John Entrekin, Allen Entrekin, George Cross, Donald Brown and John Conrad. Notice how Garawski dwarfs the door behind him. All of the boys in the back row are better than six feet tall.