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LUKENS PLATE



1940
THE WORLD'S LARGEST
PLATE MILL

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

VOLUME 7

COATESVILLE, PA., APRIL 5, 1940

NO. 7

VACATION PLAN IS EFFECTIVE AGAIN

Management Announces Good News For Workers

Lukens employees were jubilant last week when the good news came through that the management had decided to grant vacations with pay to qualified workers this year.

Notices were posted throughout the plant proper and Lukenweld and By-Products last week, informing the workmen of the vacations.

In a statement to the press the management said: "It is a definite pleasure to the management to announce that a vacation plan similar to that adopted in 1937, will be effective this year."

Details of the vacation plan, relative to eligibility, time and manner of payment, are published in this issue of Lukens Plate.

The granting of vacations bears out President Robert W. Wolcott in one of his "Talking It Over" articles in Lukens Plate. At that time President Wolcott stated that vacations would be granted if operating conditions gave favorable indications.

For the information of all the employees of the Lukens Steel Company, By-Products Steel Corporation and Lukenweld, Inc., the following plan of vacation with pay for the year 1940 is stated herewith:

Purpose:

1. The purpose of the plan is to provide a week's vacation with pay to employees working on an hourly, day or tonnage basis. In order to have the plan operate effectively, it is hoped that all employees will cooperate to the fullest extent.

Eligibility and Allowance:

1. All employees working on an hourly, day or tonnage basis who have a continuous service record of five (5) years or more will be entitled to one (1) week's vacation with pay.

2. (a) Exempt employees with five (5) years' continuous service.

All exempt employees (subject to overtime without compensation) who are not engaged in turn work and who have been in the employ of the Company for five (5) years or more, one year of which must have been in

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Sphas Here Monday For Game With Washington

The greatest basketball attraction ever presented in Coatesville will be on view Monday night, April 8th, at the new High School Gym.

Lukens, Main Line League Champs, will oppose the Sphas Reserves, Philadelphia Independent Champions. In the other game, Philadelphia Sphas will meet the Washington Brewers in a regular American League play-off game. Admission will be 75 cents.

Lay-Offs Not Excessive 2,744 Still On Payrolls

A total of 2,744 employees were on the payroll of Lukens Steel Company and its divisions as of last Saturday, March 30th.

These figures are given to show that there has been no excessive lay-offs at Lukens despite the recent drop in production rate. The present total number of employees is approximately 13 per cent below the peak figure of the recent rush.

All employees will be afforded a chance to watch the day-by-day progress of the safety record at Lukens Steel Company through the medium of two new safety signboards which will be erected within the next two weeks.

These signboards, one of which will be outside the Machine Shop and the other at the Number 3 gate, will contain daily, weekly and periodic safety reports, compiled in a manner that everyone can understand.

Lady Godiva was some gambler—she put everything she had on a horse.

Jack Gabel Pensioned; Honored By Workers

With appropriate ceremonies by fellow workmen to mark the occasion, John Gabel, an employee for the past 38 consecutive years, was granted a pension effective last Saturday, March 30th.

Employees at the 206" loading bank, at which place Gabel had been foreman since 1936, and employees at the Mill Office, presented Jack with baskets of fruits and flowers at noon last Saturday after he had completed his final "turn."

Gabel entered the employ of Lukens on March 10th, 1902, as a laborer. Shortly thereafter he was transferred to the Universal Mill loading bank as a hookman and was later promoted to listman, then checker in the U. M. and 140" Mill Loading Banks. On February 9, 1936, he was made foreman of the 206" Mill Loading Bank.

To say that Jack Gabel was one of the best liked employees ever to work here is no exaggeration. He numbered his friends by the hundreds and was always on hand with a good word for everyone.

That he commanded the respect of his fellow employees is attested to by his constant re-election to the Board of Directors of the Wawasset Beneficial Society.

There are now 45 honor employees on the pension rolls of this company.

Nearly 40 per cent of the total number of jobs provided by the nation's manufacturing industries are created by the manufacture and use of iron and steel.

Always Seen At The Mill Office



If you drop into the Mill Office any time during the day, these gentlemen would probably be on hand. All of them have been with Lukens for a number of years. Left to Right are Alfred Mowday, Chick Watson, Elmer Berkehisser, Percy Copeland, Walter Richards and Charles Fellenbaum.

LUKENS PLATE

Editor - Edward Lake
Photographer - J. Huston Scott

One Minute Pulpit

Honour the Lord with thy substance, and with the first fruits of all thine increase: Proverbs 3:9.

Death And Taxes

Death and taxes, they say, are the only certain things in life, and not necessarily in the order mentioned.

In 1939, Lukens Steel Company, like practically every business and individual, suffered from the ever-mounting volume of taxes of all kinds.

Lukens Steel Company paid taxes in fiscal year 1939 to the tune of \$331,770.57. This figure includes income taxes, local property taxes, Federal and State capital stock taxes, Federal pension fund taxes, and both State and Federal unemployment compensation.

This huge tax bill of \$331,770.57 figures out to about \$127.10 per Lukens employee for the year.

It also figures out to about \$1.44 for every ton of our products shipped during fiscal year 1939.

\$1.44 per ton is a pretty high tax bill with steel plate selling at \$42.00 per ton base Coatesville.

In fiscal year 1939, Lukens and subsidiaries made a net profit of \$83,127.00, which is just about one-fourth of what Lukens paid out in taxes.

In other words, for every dollar of net profit made by Lukens in 1939, Lukens was obliged to pay out \$4.00 in taxes of various kinds.

Warren Yost Heads Suggestion Winners

Warren Yost topped the most recent list of suggestion winners to be announced, receiving \$10 for his idea. Other awards went to Arthur Moore, \$2.50, and Robert Gay, \$2.50. John Pryma, a consistent suggestion award recipient, received a bonus of \$2.50 for having had five accepted suggestions.

The revised Suggestion Committee, including representatives from By-Products and Lukenweld, is holding regular meetings to weigh the merits of the many ideas submitted by wide-awake employees and is taking prompt action on all suggestions.

If you feel that you can use some extra cash (and who is there that can't) send along that bright idea. It may be just the ticket for a \$10 award.

CHATTERBOX

Back at the Main Office, engaged in special sales work in the interest of Lukens and its divisions *** is smiling George L. Gordon who had been in charge of the Lukens office at New York City *** Jack (Hole-In-One) Reynolds, sales representative of Lukens at the New York office for the past 13 years, has assumed the position of Manager of Sales at New York *** among the most rabid rooters for the Lukens basketball team *** are Chipper Faddis, Bob Watterson and Lou Trott *** always doing good for someone else *** is Stewart Anderson who constantly visits the sick *** membership card number 1,000 was issued by the Federal Credit Union recently *** it went to Miss Anne DeFroschia of the Main Office *** an interior decorator of note *** is Jack Pinkerton, Mill Office, who had a large part in preparing for the Parkesburg Charity Ball *** it won't be long now, the boys are saying *** until they will "be off" at the 'Graw and the phoney tips will be flying *** Hugh Kenworthy received some pointers on his golf a few weeks ago *** when he watched the best golfers in the country in action at Pinehurst, N. C. *** a couple of Lukenites who stopped in Detroit to look over the American Bowling Congress *** were Fred Wiese and Jimmie Herman *** he takes a terrible riding about the Democrats and likes it *** we refer to Tim Mahoney *** a right guy, if there ever was one is how we would describe friend Jack Gabel *** who was pensioned last week after 38 years service with the company *** we're glad to report that Johnny Entrekin, Lukens basketball player, has recovered from his illness and is feeling tip-top *** Johnny recently received a six-piece silver set as a wedding gift from members of the Lukens basketball team *** Lukens Plate, if you care to look it up, picked the winners in both the American and National League pennant races last year and also selected the Yanks in the World's Series. So as to save our readers the trouble of worrying about this year's outcome, here it is ahead of time: American League—Red Sox, Tigers, Yanks, Indians, White Sox, Senators, Athletics and Browns; National League—Cards, Reds, Pirates, Cubs, Dodgers, Bees, Giants and Phillies. World's Champs, oh yes, the Cards.

New Flanging Catalog Scores Hit With Trade

Introduced to the steel trade last week, the new catalog, "Lukens Flanging and Pressing," immediately met with widespread approval.

Containing 77 separate illustrations

and bound in a handsome modernistic cover, the catalog includes the first history ever published of machine-spinning of steel heads, as well as engineering descriptions, drawings and tables never before released dealing with the many spun and pressed products made by Lukens and used in the nation's industries.

Invaluable information to engineers and designers are contained throughout the pages of the well-compiled booklet. Numerous tables, so complete that there is no need for higher mathematics in calculating dimensions and weights, are given for the benefit of the prospective customers.

Pictures of Lukens employees, who posed for the illustrations of the products on which they worked, are scattered throughout the catalog. Among those pictured are Clarence Barr, Charles Baughman, George Brown, James Burke, Edward Chapman, Leon Crosson, Wallace Dering, Samuel Forbes, John Gonsorick, John Graubart, Fred Hamill, Jay Holland, William Jobe, William Merrick, I. J. Pendyck, John Psarto, Martin Randler, Earl Reedy, Jesse Smith, George Struza, Daniel Toomey, William Trupe, Herman Weaver, Benjamin Wright, Howard Wright and Norman Yeoman.

Lukens employees and officials who assisted in supplying the information contained in "Lukens Flanging and Pressing," include: Charles L. Huston, First Vice President; Stewart Huston, Secretary; Samuel Forbes, Flanging Department; Herbert Ottey, Manager of Flanging Sales; C. Leon Brown, Assistant Manager of Flanging Sales; Raymond Dennis, General Manager of Flanging; Arthur Brown and Max Hofmann of the New York sales office; and Thomas Oates, Flanging Sales.

Produced by the Advertising Department of Lukens Steel Company the laborious job of proof-reading and checking the mass of data was done by Beatrice Miller, Anna Chambers, Arthur Powers and Lacy Lackey.

Lukens Wins Main Line Basketball Title

Needing only one more victory to win the championship of the Main Line Basketball League, the Lukens Steel basketball team were keeping their fingers crossed as they went into the final games with Norristown this week.

FLASH

Hail to the Lukens Steel Company basketball team, champions of the Main Line Basketball League in their first year of competition!

The Lukenites overcame a 14-point deficit at Norristown on Monday night to score a 45-43 victory over the Senators and register their third victory in four starts in the play-offs.

Sales "Grand Old Man" Has 78th Birthday

Congratulations to Bill Edgerley, of New York, the "grand old man" of the Lukens sales organization, who last Thursday, March 28th, observed his 78th birthday.

Today, after about 49 years of service in the sales of Lukens products, Bill is still continuing to do his bit in getting the orders that help to keep the mills going. He still takes an active part in sales work in the New York territory.

Edgerley started the first Lukens sales office in New York City in November, 1891. It consisted simply of desk room in the space of the Glasgow Iron Works, Machine & Boiler Shop at 40 West Street. In those days, Bill was the entire personnel of the Lukens New York office.

He spent the morning and early afternoon chasing the ever elusive orders. Late in the day he came into the office and mailed to Coatesville the orders he had obtained. He simply sent through the original order as it came from the customer, pinning a long hand note to any order requiring special instructions.

Bill saw the New York office shifted first to 29 Broadway, thence to the Whitehall Building (for 30 years) and finally to the present quarters on the 27th floor of the Chrysler Building at 42nd St. and Lexington Ave.

In 1935, 44 years after he first started selling Lukens Steel, Edgerley was adjudged the leading salesman of the entire Lukens sales organization. Bill numbers his friends by the thousands, for he is universally loved and admired by all of those with whom he has come in contact. He commands wide acquaintance with and the respect of both the large and small users of our products in the New York territory.

Important Notice To Credit Union Members

All members of the Credit Union having \$5.00 or more on deposit as of December 31st, 1939, are requested to bring their books to the Credit Union office at once for posting of dividend, if they have not already done so.

All members holding pass books numbered from 401 to 600 are requested to bring these books to the office for auditing, if they have not already done so.

All members who have left pass books at Credit Union office are requested to stop and pick up their books. Please bring your pass book with you when you desire to transact business with the Credit Union.

VACATION PLAN IS

Continued from page one

the exempt capacity, will be entitled to two (2) weeks' vacation with pay.

(b) Exempt employees with less than five (5) years' continuous service:

All exempt employees (subject to overtime without compensation) who are not engaged in turn work and who have been in the employ of the Company in the exempt position for one (1) year or more will be entitled to only one (1) week's vacation with pay.

3. Length of continuous service shall be determined as of June 23, 1940.

4. Employees who quit or are discharged for cause at any time and who have not had vacations will not be entitled to same. Those who have already had vacations will not be liable for return of vacation money.

5. **Curtailed Operations and Absences:** Where an employee was laid off due to curtailed operations but has since returned to work and is on the active payroll, said employee shall be entitled to a vacation if he has accumulated a working service of five (5) years with the Company from June 23, 1930 to June 23, 1940, inclusive, provided said employee has returned to employment within five (5) days each time he has been notified, at the last address appearing on Employment Department record, to report for work.

Absence due to personal illness, accident, death of immediate relative, jury or election duty, or permitted attendance at encampment on military service will not interrupt continuous service.

Time of Vacations:

1. Vacations may be taken from May 12th, 1940 to December 14th, 1940, subject to the approval of the department head.

2. A vacation should be taken in a continuous period of seven days, but can be broken for some exceptional and justifiable reason subject to the approval of the department head. The vacation week must include one Saturday and one Sunday.

3. Holidays falling within a vacation period shall be considered as a vacation day and shall be included in the vacation period.

4. While every effort will be made to meet the employee's desires, vacation schedules shall conform to the requirement of operations and shall be taken as scheduled by the department heads. In some instances, a period of temporary shutdown may be designated by the department head as a vacation period.

Vacation Pay:

1. To find the average hourly earning from which vacation pay will

be established, the total money paid an employee for the 5th, 6th and 7th periods (beginning 2-4-40 and ending 4-27-40) will be divided by the total hours that employee worked for the 5th, 6th, and 7th periods.

2. The vacation pay will be determined by multiplying the average hourly earning obtained for the 5th, 6th and 7th periods by the average number of hours worked per week for the 5th, 6th and 7th periods, but in no case will the hours used be less than 40 nor more than 48.

3. Day rate employees not heretofore entitled to vacation will be entitled to a vacation allowance based on average days worked during the 5th, 6th and 7th periods, but in no case will the number of days be less than 5 nor more than 6.

Should the average number of days be less than 5½ days, 5 days will be allowed, and if 5½ or more, 6 days will be allowed.

Non-optional Vacation Plan:

1. It is the desire of the Company that every eligible man take full advantage of the 1940 vacation with pay plan, therefore, this year there will be no cash option for a man who chooses to continue working throughout the year and does not take his vacation.

General:

1. Vacation allowance shall be payable in advance of vacation period.

2. The employee's Superintendent will notify the Chief of Time when the employee expects to take his vacation and when his vacation check is to be ready.

3. Vacation pay shall not be assignable or subject to deduction, attachment, garnishment, or other legal process for debts of an employee.

4. All checks for vacation allowance will be issued separately and will not be a part of regular pay checks.

5. The Superintendents will be required to turn in to the Time Department special time cards for employees on vacation.

6. Employees will receive their regular pay on regular pay days and not in advance.

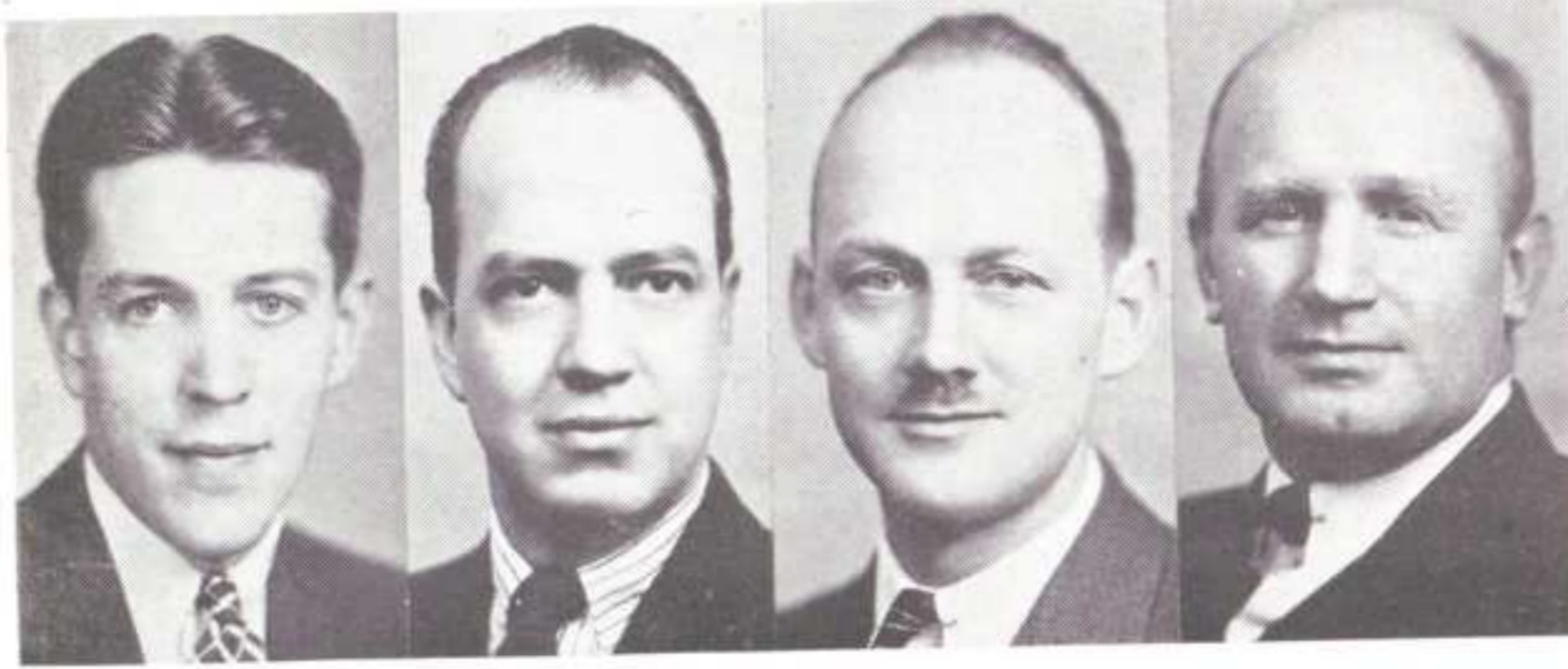
Limitation to 1940 Vacation with Pay Plan:

1. The 1940 vacation with pay plan will be in effect during the year 1940. The Management, however, does not make any definite commitment to continue this plan beyond the 1940 calendar year.

If you are not already a member, you can join the Credit Union by purchasing one share, costing \$5.00, with payroll deductions permitted.

Officers of the Credit Union are located on the second floor of the Employees Store Building. Detailed information may be obtained by calling at the office.

Charlton Made Lukenweld General Manager; Ten Lukenweld Appointments Are Announced



Receiving appointments in the recent organization changes made by Lukenweld, Inc., are the above, and their new titles: Left to right—George L. Snyder, Chief Engineer; Robert B. Nivison, Chief of Inspection; D. Bruce Johnston, Manager of Development and Research, and Robert L. Bunting, Superintendent of Lukenweld, Inc.

Headed by the naming of Edward J. Charlton as General Manager, ten new appointments at Lukenweld, Inc., were revealed last week in an announcement made by President Everett Chapman of that Lukens division.



EDWARD J. CHARLTON

Recently appointed General Manager of Lukenweld, Inc.

Charlton, new General Manager at Lukenweld, has been with Lukenweld since 1931. He was born in Philadelphia in 1907 and attended high school and Drexel Institute of Technology in that city. Before joining Lukenweld, Charlton was affiliated with Shepard Niles Crane and Hoist Company.

Robert L. Bunting, Assistant Shop Superintendent at Lukenweld since 1936, has been promoted to Superintendent, succeeding Roland J. Whiting, resigned. Born in Flushing, New York, in 1905, Bunting received his schooling at Dean Academy, Franklin, Mass., and at Harvard University. Previous to joining Lukenweld in

1933, Bunting was associated with Cleveland Auto Company, Reliance Electric Motors and H. K. Ferguson Co., of Cleveland, Ohio.

Assistant Chief Engineer at Lukenweld since 1937, George L. Snyder has been promoted to Chief Engineer. Snyder was born in Rosemont, Pa., in 1912, attended grammar and high school in Downingtown and, in 1935, was graduated from Drexel Institute of Technology in Philadelphia with the degree of Bachelor of Science in Mechanical Engineering. He joined the Lukenweld Engineering Department in the same year.

D. Bruce Johnston, who has been engaged in experimental development and research work at Lukenweld since 1935, has been appointed Manager of Development and Research. Johnston was born in Costa Rica in 1907. He was educated at Shoreham Grammar School in England and Battersea Polytechnic Institute of London University, from which he received the degree of Bachelor of Science in Civil Engineering. Before receiving a scholarship in 1933 for the study of welding in the United States and Canada, Johnston was employed at the Ford Motor Company in Dagenham, England, as a Mining and Consulting Engineer in London, and by Merz and McLellan, Consulting Engineers of New Castle, England.

Robert B. Nivison, who since 1939, has been Night Superintendent of Lukenweld, has been appointed Chief of Inspection. Nivison was born in Schenectady, N. Y., in 1909. After attending high school there, he studied ferrous metallurgy in a Pennsylvania State College extension course, and welding in a course conducted by General Electric Company. Before joining Lukenweld in 1931, he was employed by General Electric Company.

Other appointments include Robert C. Sahlin as Assistant Manager of Sales, S. Nelson Buell as Assistant Chief Engineer, Fred W. Forbes as

"WHY LUKENS IS AT COATESVILLE"

Compiled from Company and County Records by Stewart Huston in collaboration with George M. Gillen.

PART III. DR. CHARLES LUKENS

In 1817, after Isaac Pennock purchased the interest of his partner, Jesse Kersey, in the Brandywine Iron Works and Nail Factory (now Lukens Steel Company), Pennock leased the concern to his son-in-law, Dr. Charles Lukens.

Like a typical American, Dr. Lukens was a blend of several European races. One forbear brought his family from England on the "Welcome" with William Penn. Another arrived in Pennsylvania with the first shipload of Welsh.

The name, Lukens, which has ever since been associated with our company, is an anglicized form of "Lucken". It is believed to have originated in Friesland in North Holland.

Several generations of the Luckens were spent as "free burghers" in Creffield in the Prussian Rhine Province before Jan Lucken acquired passage among the first boatload of Germans that migrated to America. Here he became a founder of Germantown, Pa.

With this mixture of "firsts" in his family, the pioneering proclivities of Dr. Charles Lukens can readily be understood.

As a comparatively young man, Dr. Lukens had left his native township of Horsham in Montgomery County, Pa., to practice medicine in nearby Abington.

One day, on a visit to Philadelphia, Dr. Lukens observed an unusually attractive girl. She was the daughter of Isaac Pennock, the ironmaster.

Both of them were Quakers, and an introduction was arranged—a not too difficult achievement in the less populous city of Philadelphia of more than a century ago.

After an arduous courtship, the young doctor found himself not only with a wife but also with a partnership in the unmedical iron business of Isaac Pennock on Buck Run, then known as the Federal Slitting Mill.

Loans made by the Lukens Employees Federal Credit Union since organization in April, 1937, passed the \$100,000 mark a short time ago.

All of these loans were made for good and sufficient reasons and resulted in great convenience to Lukens employees in time of need.

Assistant Superintendent, W. J. McAlpine as General Foreman and George Wheatley as Methods Engineer.