

## Adjustment In Wages Announced

Average Increase Will  
Amount To 10%

A special meeting of the Employees representatives was held on Wednesday, March 28th, at 10.30 A. M. with all representatives present.

Chairman John H. Boulds presided over the meeting.

Mr. Robert W. Wolcott, president, and Mr. J. H. McElhinney, general Superintendent, were present. Mr. McElhinney stated the meeting was called for the purpose of discussing an increase in wages. "In the Fall of 1933 this body presented several wage petitions, pointing out that in several cases wages paid for different jobs were out of line with that paid in other parts of the plant for similar work.

The management therefore decided to make a careful study of the base rates with the idea that any discrepancies should be adjusted. This study is now complete and will be placed before this committee for their approval or rejection as to whether this increase shall be in the form of an adjustment or a straight 10% raise."

Mr. Wolcott, stated "the Management is glad to co-operate with the Employee's representative committee," and asked each one to realize that "in giving this raise the Company is accepting heavy additional expense which, by all past standards it cannot afford, emphasizing very strongly the necessity of co-operation and increased interest of every employee."

The meeting was adjourned and chairman John Boulds, called a joint meeting of committees No. 2, which committee was assigned Wages, Piece Work, tonnage rates, hours of employment and working conditions, for 2.00 P. M.

Mr. R. C. Cooper, was invited to attend to explain the study of base rates, also the reasons for

(Continued on page three)

## Green Tree Group Praised By Chief

"The best behaved and best drilled group of school children that I have ever escorted through the plant," is the manner in which Andrew Wright, veteran chief of Lukens police, describes the 42 students of the Green Tree school in Willistown Township who were Lukens visitors on the 13th of March.

According to "Andy" it was the first time that any of the youngsters have ever visited a rolling mill and their conduct was a revelation. The three boys patrol officers with the group were especially impressive and aided in maintaining perfect order.

## Suggestions Net \$96 Cash For Men

Committee Announces  
April Awards To 12

Twelve alert Lukens employees, constantly on the lookout for new ways to improve conditions in the plant, were rewarded for their thoughts at the April 2nd meeting of the Suggestion Committee, headed by Lester M. Curtis, when cash awards totalling \$96 were announced.

The \$96 was divided twelve ways for thirteen suggestions, one of the members, A. J. Taylor, receiving two awards, one for \$15 and another for \$5.

Those who received the \$10 awards for suggestions included John R. Weightman, John Lusky, Jr., Joseph Hopson, Gordon White and Edward Lake Awards of \$5 went to Thomas Morgan, George E. Myers, John Kirk, Jr., and Paul March; \$3 each was given to John Moore and Ralph Myers.

The Suggestion committee and plant officials are more than pleased with the increased number of suggestions which are being received and also deem it worthy of mention that many of

(Continued on page two)

## Lukenweld, Inc. Forging Ahead

Additional Men Em-  
ployed; Bright  
Future

Developing in such a rapid manner during the past few months that forty men have been added to their payroll, Lukenweld Inc., a subsidiary of Lukens Steel Company, is slowly but surely acquiring a place of leadership in their field throughout the entire country.

At present the main interest in the Lukenweld group is centered about the building of sixteen V type 16 cylinder Diesel engines to be used in United States Navy submarines but there are also orders on hand for various other welding projects which will keep them going for many months to come.

William Chapman, vice president and superintendent of Lukenweld, is decidedly optimistic regarding the future of the company and believes that their expansion possibilities are almost unlimited.

"Lukenweld at present is doing the only satisfactory welding work on Diesel engines in the United States. Other companies have tried to handle the construction of these engines but have failed. Our affiliations with the Diesel work gives us a good start and Lukenweld is sure to grow. It has grown rapidly since its inception a short time ago and its future is lined with possibilities."

"Construction of celluloid models which are then photographed under pressure to observe the greatest area of strain," is one of the keynotes of Lukenweld work according to Chapman. "When these photographs are developed and the area of stress ascertained, the actual construction starts and the stress is evenly divided by certain methods of welding and design," he concluded.

(Continued on page four)

# Lukens Plate

Published by and for the Employees of Lukens Steel Company  
Every Fourth Week

Editor, Edward Lake

## Entrekin Gets Greensboro Trial

With the well-wishes of many of his Lukens friends still in mind, Donald (Dump) Entrekin, metallurgical department worker and well known baseball player, left Coatesville recently for Greensboro, North Carolina, where he will receive a tryout with the Greensboro team of the Piedmont League.

Entrekin batted .396 for the New Holland team, champions of the Lancaster County League last year, and his all-around work was so outstanding that it attracted the attention of "Pop" Kelchner, scout for the St. Louis Cardinals of the National League, who gave "Don" a contract at the conclusion of the season. Greensboro is a "farm" in the St. Louis system.

Entrekin is a graduate of the Coatesville High School where he was a member of many championship teams. He had a tryout with Allentown in the Eastern League last year and with another season's experience behind him should make the grade in the South.

## CHATTERBOX

That Goosetown extra-heavy mud is a terrible handicap according to Mary McWilliams \* \* \* her boy friend isn't exactly in favor of it either \* \* \* employees at the test room say "Mickey Mouse" Griffith has that far-away look in his eyes again \* \* \* and it isn't the spring weather either \* \* \* Jack Butler of the riggers gets a lot of his stuff out of the Boy Scout manual \* \* \* helps in planting the garden, too, says Jack \* \* \* Nels Farmar, another rigger, is the company's original whispering baritone \* \* \* never know where to look him when he speaks \* \* \* Joe Blacks says the forthcoming flower garden at the pump house is going to chase the carpenter shop display clear off the block \* \* \* time

alone will tell who gets chased \* \* \* they do say at the Main Office that Bloom may be pulling somewhat of a bloomer with his avowed announcement to win that championship of the Coatesville Golf Club \* \* \* Emory Bachman isn't saying a thing but we believe he also figures to have a voice in this matter \* \* \* Jacob Berkeihiser at the Main Office is entitled to the company's "grand old man" title \* \* \* John Martin of the Stationery department is certainly first in the "distinguished gentlemen" group \* \* \* John is very well polished to use the vernacular \* \* \* there were so many people who thought we meant "Reds" Widdoes instead of "Reds" (Jimmy) Herman, in speaking of the best-dressed man title at the Main Office, that the only thing left to do is to enter Roy in the contest with apologies for not recognizing real talent when we see it \* \* \* see by the papers where some Lukens fellows "mixed it up" in South Philadelphia recently \* \* \* they'll probably hear from the Chamber of Commerce for taking good attractions out of town \* \* \* "Balloon" Valenti of the Open Heath can move like a fly-weight in a bowling contest \* \* \* Al Schultz looks like an airplane about to take off when he bowls \* \* \* Ed Spence and Walt Miller are the company's pinochle twins \* \* \* they can't beat Louis Preston and Horace Swisher in those nightly games at the Brandies however \* \* \* Rumor has it that a "mystery fish" caught recently off Lewes, Delaware, was found to be wearing a set of "Bill" Busch's false teeth \* \* \* watch those hard-boiled eggs Bill \* \* \*

## PERSONAL

George Eshleman of the Mill Service Department, who underwent a serious operation at the Coatesville Hospital on April 4th, has the well wishes of that entire group for a speedy recovery.

Clarence Simmers, paint shop, and "Bill" McCreary, carpenter shop, were passing out cigars recently as the result of blessed events in their respective families.

Mr. and Mrs. Richard Conner, newlyweds were "taken for a ride" by members of a local fire company in the company's squad wagon.

## Mrs. Charles L. Huston Submits Poem

One of the favorite verses of Mrs. Charles L. Huston is the poem, "If I Were Boss." Mrs. Huston has passed this poem on to the Lukens Plate and it is reprinted below:

### IF I WERE BOSS

If I were boss I would like to say:  
"You did a good job yesterday."  
I'd look for a man or a girl or boy  
Whose heart would leap with a thrill  
of joy  
At a word of praise, and I'd pass it  
out  
Where the crowd could hear as I  
walked about.

If I were boss I would like to find  
The fellow whose work is the proper  
kind;  
And whenever to me a good thing  
came  
I'd ask to be told the worker's name,  
And I'd go to him, and I'd pat his  
back  
And I'd say, "That was just wonder-  
ful, Jack!"

Now a bit of praise isn't much to give,  
But it's dear to the hearts of all who  
live;  
And there's never a man on this good  
old earth  
But is glad to be told he's been of  
worth;  
And a kindly word, when the work  
is fair,  
Is welcome and wanted everywhere.

If I were boss I am sure I would  
Say a kindly word whenever I could;  
For a man who has given his best by  
day  
Wants a little more than his weekly  
pay;  
He likes to know, with the setting sun,  
That his boss is pleased with the work  
he's done.

## Suggestions Net \$96 Cash For Men

(Continued from first page)

these submitted are very complete, with excellent drawings. Through the medium of cash awards it is hoped to stimulate the interest of each and every employee in such a manner that he will constantly be on the alert for new ways and means to improve plant conditions.

## Cage Team Loses; Baseball Next

### Diamond Group Will Soon Be In Spot- light

A one-man show put on by "Tim" Toomey, former Coatesville High School ace, who scored 20 points himself, proved too much for the employees representative committee five of Lukens Steel Company as they went down to a 35-33 defeat at the hands of the New Idea Laundry five in the final play-off for the Community League championship held at the Y. M. C. A.

Toomey was here, there, and everywhere in the final twenty minutes of play to score enough points to wipe out a 15-13 advantage which Lukens held at half-time and give Laundry the game. Lukens, paced by George Long, held on gamely in the final minutes but just failed to make the grade. Long missed a heart breaking try of a field goal seconds before the final whistle ended the game. A capacity crowd saw the contest.

Statistics revealed that "Wally" Derring, stellar forward, was both Lukens leading scorer for the year and also the heaviest scorer in the Community League. George Long was second to Deering on the Lukens team.

With basketball out of the picture, interest in the plant has now turned to baseball and it is expected that a strong representative nine will be organized in the near future. In the past Lukens has always been represented by strong baseball teams and this year should prove no exception as there are scores of good players employed here. More definite baseball plans will be announced later.

## IN MEMORIAM

William Smith, an employes of Lukens Steel Company for twenty years, died on Sunday, March 18th, after a long illness. Mr. Smith was first connected with Lukens in 1913 and was pensioned off in January, 1933. He was a watchman and made

many friends during his employment with this company. He lived at 106 South Eighth avenue.

The infant child of Mr. and Mrs. George Yost, Woodland avenue, died recently. Mr. Yost is a crane operator at the Open Hearth.

Mrs. Martha Bradford, 837 Coates Street, wife of William Bradford, a second pitman at the Open Hearth department, died on March 27th.

A heart attack while at work proved fatal to Robert J. Shoemaker, age 57, of 516 Second avenue, Parkesburg, on Monday, April 2nd. Mr. Shoemaker, a laborer at the 140" mill, was working on the cinder separator at the north side of the mill when seized with the attack. His fellow workers were shocked beyond expression as Shoemaker had appeared to be in normal physical condition up until the time of his collapse. An employe of Lukens since 1926, Shoemaker is survived by his widow, Dora, and one son, Robert, Jr.

## Adjustment In Wages Announced

(Continued from page one)

various positions being placed in the respective classes. After going over the plan very thoroughly with Mr. Cooper, Chairman Boulds called a special meeting for Monday, April 2nd, at 2.00 P. M. and then adjourned the meeting.

On Monday the scheduled meeting was called to order by Chairman Boulds with all representatives present. Mr. Cooper was again invited to attend for the purpose of answering any questions that might arise regarding the proposed plan. After discussing every angle of the study made, the representatives voted the increase should be in the form of an adjustment instead of a straight 10% raise. This means that certain jobs will get more than 10%, and some will get less. No one will be given a cut even though his present rate is higher than the wage rate study shows it should be. This meeting adjourned at 4.00 P. M. and a joint meeting convened to consider other matters of importance.

## Last To First; Record of Div. 5

### Safety Honors Go To Miscellaneous Dept.

After occupying the cellar of the Lukens Safety League for two consecutive periods the Miscellaneous Department, Division No. 5, with Paul Lake as chairman, did a right-about-face during the Fifth period and climbed to the top of the heap with a percentage of 89.6 which was just a shade better than their nearest rival, Division No. 1, Open Hearth, which finished second with 88.7%.

Miscellaneous Shops, Division No. 3, after heading the safety parade for two straight periods, had to be content with third place this time as indicated by their average of 83.2%. There was a real battle for fourth place with Division No. 4, Mechanical Shops, edging out the Plate Mills, Division No. 2, by the margin of 69.9% to 68.8%.

In copping the cigars for the period, Division No. 5 had a record of no lost-time accident and no compensation cases. Fourteen minors were charged against them. The workers in this division are enthusiastic about their success and expect to continue the good work.

The regular safety meetings of the divisions, headed by chairman George K. Irwin, continue to bring forth many valuable suggestions regarding elimination of danger hazards. Since the beginning of the company year, October 20, 1933, no less than 107 safety suggestions have been received and of this number Joel Baker, safety inspector, has returned 86 jobs completed while the remainder are being taken care of as rapidly as possible.

Meanwhile, safety patrolmen, who attend the regular meetings, are urged to communicate the thoughts brought home at these sessions to the members of whatever department they may represent when they return to their regular shops.

### NOTICE

All Lukens employes who have not exchanged their old policies for new policies please call at the employment office immediately.

## Oldest Employees Again Named

### Seventeen Men Are In 40-50 Year Group

Seventeen employees of Lukens Steel Company have been with this company for more than 40 years according to the facts contained on the employment lists.

Heading the 40-50-year group of faithful workers is Samuel H. Forbes, foreman at the Flangers, who has been affiliated with Lukens for 49 years since 1884. Right behind him is Edward C. Walker, inspector, with 48 years service; Daniel E. Toomey, watchman, is the only one in the 47 year division, while Curtis W. Brown and Edgar Dunlap, watchman and foreman respectively, have both been here 46 years.

Stephen H. Peach, shearman, has the distinction of being the oldest colored employee in the company. He is next on the list with 44 years of service. G. Frank Friece, engineer; James E. Thompson, shearman; and Michael J. Butler, watchman, are all grouped at 43 years; William McGeorge, watchman; and Jacob W. Berhehiser, Jr., messenger service, are 41 year men, while the elite 40-year group is rounded out with Horace E. Wright, watchman; James B. Wright, heater; Thomas F. Pratt, charger craneman; and John C. Condon, watchman, all of whom have exactly 40 years of service to their credit.

That the company is proud of these men for their services rendered to Lukens throughout the years goes without saying. Congratulations to the remarkable group are most certainly in order.

### Navy Sub Mishap Stresses Production

When eleven men were injured, several of them seriously, during a recent explosion of a United States Navy submarine engine off the coast of California, the importance of using carefully made equipment such as Lukenweld produces, was again emphasized.

The exploding engine was not of the Lukenweld Navy type which is fabricated to withstand

a load of 19 tons, twelve times a second, or a total of 38,000 pounds per second. The unfortunate mishap also drove home once again the tragic results which may possibly follow carelessness or indifference in any stage of plant production.

## Lukenweld, Inc. Forging Ahead

(Continued from page one)

Chapman's testimony isn't the only acknowledgement of Lukenweld's leadership however as can be seen from the remarks made by J. S. Knobloch of the Winton Engine company, a subsidiary of General Motors, who is in Coatesville to aid in building the sixteen cylinder United States Navy Sumarine engines referred to earlier in the story.

"Under the original design by Mr. Diesel, the Diesel engine could not be built to develop more than 1,000 horse power," he said. "It was found impractical. The height, length and width of the engine would be too large for practical purposes. Castings made of steel and cast iron were too heavy and aluminum was too bulky."

"Finally it was the Lukenweld company which solved the whole problem by the method of welding steel. Now it is possible to get the same strength in less weight and overcome the bulkiness. Now they are able to build engines of 600 to 1200 horse power and combine three within one unit and develop as high as 3000 horse power to compete with the largest steam locomotive. The fabricating and welding of steel engine frames has been a God-send to Diesel engine manufacturing and this means much to the future of Coatesville."

"Within the next five years," Mr. Knobloch stated, "the engines in all motor cars will be Diesel engines. It provides one-third more mileage on the same amount of fuel that you use in the present cars. Instead of consuming gasoline however, oil, similar to that which is used in oil furnaces in the homes, will be consumed. This will eliminate the use of spark plugs and eliminate fire hazards. At the present time Diesel engines are being applied to motor trucks and buses. It will also be used in marine and airplane engines within the near future."

## 3 Generations of Families Employed

### Many Are Included In Latest Listing

In the last issue of the Lukens Plate recognition was accorded families who have had four generations in the employ of this company.

Since that time no further reports of four generations have been received, so the Plate will endeavor to list in this issue those families having three generations connected with Lukens.

They are as follows: Benjamin Barnes, Sr., deceased, father of W. Embree Barnes, who has three sons, Benjamin, Jr., Chester and Frank, in the employ.

George Forbes, Sr., father of Samuel Forbes, who has two sons, Earl and Fred, in the employ of the company.

David Gilbert, Sr., who worked as gardener for Mr. Huston, father of Edward Gilbert, who has a son, Herbert Gilbert, in the employ of the company. Two other sons, David, Jr. and William, also have sons, Frank, William, Jr., and Harold in the employ.

Dr. Charles Huston, deceased, Charles L. Huston and his son, Stewart.

J. K. Griffith, father of Benjamin H. Griffith, who has a son, Howard, and a daughter, Anna, now in the employ.

Daniel Refford, deceased father of John Refford, who has a son, Albert D., employed here.

Gibbons Stringer, deceased, father of John Stinger, who has two sons, Francis and John, Jr., employed here.

Charles McNamee, father of Benjamin McNamee, who has a son, Charles B., all employed by the company.

Benjamin Wolfe, deceased, father of Frank, Ray and Austin Wolfe, now in the employ. Frank has two sons, Carroll and Kenneth, employed here, and Austin has two sons, David N. and Harold L., also in the employ.

If there are others who have had three generations employed at Lukens Steel Company this publication would be glad to make acknowledgment upon receipt of accurate information.