

## Representatives In Busy Session

### Wages And Business Conditions Discussed

A regular meeting of the employees representatives was held on Monday, March 5th, at 3 P. M. with all representatives present with the exception of Robert Smith who was unable to attend.

Chairman Frank MacDonald called the meeting to order.

Mr. J. H. McElhinney, general superintendent, was invited to attend the meeting. He was called upon for remarks and gave some interesting facts concerning the steel business, stating the future looked more favorable and that business was on the upward trend.

Representative Joseph Lovell asked if there are prospects of a general wage increase. Mr. McElhinney stated that the management has no plan to raise wages immediately, especially pointing out that while business prospects are much better than a year ago when banks were all closed and business practically paralyzed, earnings of the company do not make a general wage raise possible.

He qualified this, however, by stating further that business conditions are changing so suddenly and are so influenced by acts of government that no one can say certainly today what may happen tomorrow.

Representative Dallas Williams asked if an employee is called out at night on account of a breakdown, is this not emergency work? Mr. McElhinney replied that it was and should be classed as such.

Representative Archie McGibbons asked if an employee makes 24 hours one week, can he work 48 hours the next two weeks providing he has the work, and make up his average of 40 hours per week? The reply was that he can if he has not

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## Gilbert, Sharp, Receive Pensions

Two more names were added to the honor roll of the Lukens Steel Company on February 11th when Edward D. Gilbert, age 78, of 79 South Sixth avenue, and G. Frank Sharp, Hamburg, N. Y., were granted pensions.

Gilbert, an engineer in the Universal mill, was the second oldest employee of the company in the number of years service. He had been with Lukens for 58 years, starting in 1875.

Sharp first became connected with Lukens in 1901. He was a heater in the Universal mill up until the time of his retirement from service.

Congratulations are in order for these fine services.

## Oldest Employees To Be Listed

### John A. Trupe Has 61 Years' Service

In recognition of long and faithful services rendered the plant, this publication, starting with this edition, will carry a list of names of employees and the numbers of years which they have been with the Lukens Steel Company.

In this issue we will list those between 50 and 60 years of service and in the following numbers we will enumerate employees who have been here from 10 to 50 years.

Heading the list in seniority is John A. Trupe, now a watchman. John first came to Lukens in 1872, making a total of 61 years service to the company. He is the only man over the 60 mark of the 2,000 employees. Charles L. Huston, vice-president, and Edward D. Gilbert, engineer, have both been with the company for 58 years, starting their service in 1875.

There are only two other employees above the 50 mark in years employed. They are David

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## Bedaux System Is Explained

### J. H. McElhinney Writes Regarding B Hours

"It has been brought to my attention that several people in our organization are not familiar with the basic principles of the Bedaux measure. In order to clear up erroneous conclusions that may have been drawn from incomplete information, and for the benefit of those who as yet have had no contact with it, I want to take this opportunity to explain a few of its basic principles.

Bedaux measurement of work is based on the principle that all human effort may be measured in terms of a common unit, that unit being made up of a combination of work and rest, with the proportions dependent upon the nature of the effort. For the sake of convenience Bedaux calls this unit a B. The B may be described as the amount of work a normal man would do in one minute when working at a normal rate of speed under ordinary conditions and availing himself of his full measure of rest. In one extreme case it may 1-3 of a minute of work at normal speed and 2-3 of a minute of rest, and in another case 9-10 of a minute of work and 1-10 of a minute of rest, but the amount of effective effort in the two cases is the same.

The number of B's of work to perform a given task is called the B Value for that task. The measurement in B's is established from time study made with the knowledge that the trained worker should be able to produce 25 to 35 percent more than the normal standard and that some very skillful workers who do not tire easily should be able to produce from 75 to 90 percent more than the standard without excessive fatigue. These B Values, once established and issued, are guaranteed and are subject to

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## Lukens Plate

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

Editor, Edward Lake

### News—We Need It

This is your paper and you are urged to use your best efforts to support it and help in every way possible to make it a success.

Let us have the benefit of your thought in its development and perfection. All news items of interest to the workers in the plant, personal notes, boosts, poems, and criticisms will receive careful consideration for publication.

Write plainly and sign your name as a guarantee of good faith. Your name will not be printed, if you so desire.

Send whatever you may have to the employment department, enclosed in a sealed envelope addressed to the Editor, Plant Paper. This paper is published for you, by you, and it is only through you that it can be made a success.

GEORGE K. IRWIN

### Lukens-Laundry Series Now Even

The representatives committee five of Lukens Steel showed their worst form of the season last Wednesday night at the "Y" gym as they went down to an inglorious 47-29 defeat at the hands of the New Idea Laundry in the first game of the play-off for the championship of the community basketball league.

Only George Long, stellar forward who led both teams with 14 points, appeared to be in good shape for Lukens. Their teamwork was ragged throughout and they went completely to pieces in the second half after trailing by only 15-9 at the end of the first half. The championship will be decided best out of three and the Steelmen still have a chance to return to their winning ways and cop the bunting.

By the score of 37 to 23 the employees' representative committee basketball five defeated the New Idea Laundry team at the Y. M. C. A. last Saturday night. This evens the series.

## Division No. 3 On Top Again

### Takes Safety Honors For The Period

For the second consecutive period the Miscellaneous Shops, No. 3, Charles Richards, chairman, headed the safety march of the plant's 2,000 employees during the fourth period with another fine safety percentage of 94.2%, having only 15 minor accidents.

Again cigars were passed around to the patrolmen in this division. During the four periods since October 22nd, 1933, Division No. 3 has on three occasions achieved a better than 94% rating and has had only one lost time accident since the above mentioned date.

The standing of the other four divisions for the fourth period were as follows: Open Hearth Department, Division No. 1, 85%; Plate Mills, Division No. 2, 76.6%; Mechanical Shops, Division No. 4, 76.2% and Division No. 5, Miscellaneous Departments, 68%.

The By-Products Steel Corporation had their 23-months no lost-time accident record broken in a most peculiar fashion. Cornelius Simms and another worker were piling plates back of No. 4 shears and as they raised a plate Simms dislocated his right hip joint. This was caused by the manner in which Simms lifted the plate as he was standing in an unbalanced position. It is unfortunate that such an unusual accident should mar the otherwise perfect record.

Although Division No. 3 is going along at a good rate, it can be seen from the aforementioned figures that the other departments still need plenty of safety before they can be rated anywhere near the top. The regular meetings are being held and are well attended and interest also remains at a high pitch. The fact remains that the success of the safety venture is right in the hands of the individual who can do his part for safety by remaining on the alert every minute.

In all departments stringent measures are being taken to prevent further mishaps. Signs have been posted by officials warning workmen that all accidents must be reported at once

and that every accident will be investigated thoroughly and the erring parties, if proven at fault, will be penalized accordingly.

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averaged over 40 hours per week for the last six months.

Other matters of importance were taken up for discussion.

Management representative George K. Irwin reported he had discussed with the various superintendents the wasting of water, light, oil and wood, also the suggestion with reference to men running cranes with which they are not familiar. He was assured that this matter would be immediately looked into. This was called to the company's attention by plant representatives in No. 3 joint committee meeting.

Appreciation was extended to Representative Edward Irwin and the Lukens company for the substantial saving to all coke users at Lukens. Had this matter been investigated last September the saving would have been approximately \$2,500.00.

Joseph Lovell requested passes be given all representatives for balance of term or as long as they are representatives.

Frank MacDonald resigned as chairman of representatives and John H. Boulds was elected chairman to serve the balance of the term. Next meeting will be held on Monday, April 2nd, and will be a joint committee meeting.

### Warning!

In the best interests of inexperienced employees who may feel a strong desire to watch the "blue light" of the electric welders, a warning to avoid this act is issued by company officials. Several incidents of severe eye strain resulting from this injurious practice have been reported and it is hoped to prevent any further occurrences. The light from the electric welding process is a sure-fire ticket to a pair of glasses or even worse.

"Tom" Morgan, head of the carpenters, says he is doing his part to spread the Lukens Plate over the entire world. He has already sent copies to relatives in California, Colorado, and the Philippine Islands.

## Wawasset Issues Statement

### Financial Record For Year Revealed

The annual treasurer's statement of the Wawasset Beneficial Society of Lukens Steel Company for the year ending December 31st, 1933, reveals the following facts of interest to all employees: Bank balance on hand, Dec. 31st, 1932, \$1,586.11; received during the year—monthly dues, \$22,190.28; application fees, \$998; pension fund, \$2,481.96; Equitable Life Assurance Society dividend, \$9,620.97; Chester Valley Bank interest, \$4,323; interest from general fund investments, \$1,070.78; interest from pension fund investments, \$1,112.24; refund from Coatesville Trust company for pension fund, \$72.26, and for general fund, \$338.67, making a total for the year, including balance, of \$39,518.49.

Expenditures for the year were as follows: sickness, \$10,908.75; accident, \$1,781.75; death, \$9,145; investments, \$13,820.97; salaries, \$347.75; printing, refund, tax on checks, and incidental expense, \$70.46; making a total for the year of \$36,074.68, leaving a cash balance of \$3,443.81.

The Pension Fund Investments at the end of 1933 totaled \$43,673.91 and the General Fund Investments totaled \$37,493.13, bringing the total worth of the Wawasset Beneficial Society to \$84,610.85.

Forty-four death claims were paid by the Wawasset during 1933 including 21 members, 9 wives, 1 sister, 11 children, and 2 mothers.

Since the re-organization on October 1, 1909, the Society has received the sum of \$657,698.57 and has expended the sum of \$654,254.76, leaving a current balance of \$3,443.81.

No less than 1316 death claims, totaling \$207,967.70 have been paid out since 1909. Other expenditures since re-organization include sickness, \$218,115.37; accident, \$96,618.12; investments, \$119,482.02; and refunds, printing, salaries, incidental expenses, interest and tax checks, amounting to \$12,071.55.

The auditing committee, consisting of Norman A. Francis-

cus, Alfred D. Mowday and Robert H. Proudman, Jr., has audited the books and found them to be correct.

A detailed statement of expenses and receipts of the Wawasset during 1933, covering the entire scope of activities, has been posted in all departments and is accessible to all employes.

## Bedaux System Is Explained

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change only for changed method, equipment, or routine.

Since there are 60 minutes in the hour and since the B equals one minute's worth of work, the normal standard that is expected of each worker is 60 B's per hour. The performance in terms of average B's per hour is called the B Hour.

In all cases where workmen operate under Bedaux measure, each man is paid a fixed hourly rate for each hour spent in the department. These rates are established by management and are paid regardless of performance. In return for this hourly rate, management expects a performance of 60 B's per hour of good work for each hour the workman is permitted to work under normal conditions free from interferences beyond his control. For performances over 60 B's per hour the workman is paid additional or premium money. All B's in excess of 60 per hour are called premium B's and are paid for at a rate which bears a fixed relation to the workman's base or hourly rate. Time lost by the workman thru delays or interferences which are beyond his control is credited to the workman at 60 B's per hour. This practice serves the dual purpose of protecting premium already earned, and isolating or revealing sources of loss which if eliminated benefit both the workmen and the company.

In general the main purposes of the plan may be summed up as follows:

1. To measure the effective effort required to perform specific operations.

2. In connection with the unit of time, the hour, to provide a means of comparing performances so the company can make fair payment of money for extra effort and skill. For instance the individuals, groups, or departments performing at 40 B Hour are not giving a fair re-

## IN MEMORIAM

Markley E. Johnson, who was employed at the punch shop until December 22nd when illness was responsible for his cessation of employment, died at his home at 402 Maple Avenue on February 28th.

Workers at the punch shop were shocked to hear of Johnson's death. Johnson was in his 67th year and had been a Lukens employee since 1903. He was well known in Coatesville and had a host of friends. He was a member of the Olivet M. E. Church, the Wesley Bible Class of the same church, and belonged to one fraternal association, the Knights of Malta.

Mrs. Marie Werner, of Middletown, a former Coatesville resident, and the mother of Walter and Elwood Werner, well known Lukens employees, died suddenly at the Middletown residence of the Werners.

turn for wages received, those at 60 are making a fair return, and those performing above 60 are entitled to and are being paid premiums in addition to base or hourly earnings. An average of 80 B Hour is reached under proper supervision and conditions which give the workmen a chance to work without interruption.

3. To form a basis for establishing standard costs, either for individual production units, or in bulk for a whole unit.

In consideration of the strenuous time we have and are passing thru it is felt that anyone sincerely interested in the welfare of Lukens Steel Co. as a whole cannot fail to appreciate the soundness of the above principles. Ability to attain perfection in the practical development of the plan is dependent upon whole hearted co-operation of all concerned. It has been our experience that those who take time and interest to study and understand the Bedaux measure as applied to their work are the ones who earn the most premium and are benefitted most. The management invites your interest and extends the services of the Bedaux Department to assist in explaining and answering any question that may arise in this connection."

J. H. McELHINNEY,  
General Supt.

## 4 Generations of Families Here

Often there is much speculation among the employees regarding their forbears and their connection with this company. To enlighten everyone on this subject the management has decided to publish a list of names of families who have been represented in the Lukens Steel Company by one member or another for a number of decades.

Here are two groups in the plant who can boast four generations having been employed by the Lukens Steel Company. These are the Browns and the Berkeihisers.

Regarding the Browns who have been or are now employed by the company they are: Joseph L. Brown, deceased, father of Charles H. Brown, now working here, who in turn is the father of Leon, Ira, Arthur and Everett Brown, all working for Lukens. Also Charles' two brothers, Curtis and Clarence, have sons working for the company, Harold, Fred and Norman.

The Berkeihisers' employment at Lukens dates back to Jacob W. Berkeihiser, Sr., deceased, father of Jacob W. Berkeihiser, Jr., the father of Elmer Berkeihiser, Sr., who also has a son, Elmer Berkeihiser, Jr., in the employ of Lukens.

Are there others who can boast of four generations? If so lets hear about them.

### Surprise Shower For Miss Richards

Female employees of the Main Office, friends of Miss Ann Richards of the Cost Department, got together on February 14th and tendered their "pal" a surprise shower in anticipation of her forthcoming marriage to Hyman Conquest, another Lukeneer.

Miss Richards and Mr. Conquest had just returned from a movie when the group agreeably surprised them. Miss Richards received many beautiful and useful gifts as a result of the shower and the young couple were also tendered best wishes for the future.

She: "Do you think we should recognize Russia?"

He: "The way things are, I can't even recognize the United States."—Reserved Red Cat

## CHATTERBOX

A bunch of the boys are now waiting for spring and Havre de Grace \* \* \* in the meantime "Chucky" Reese, paint shop expert, has all the daily "sleepers," \* \* \* Brooks Grab says those cigars he smokes helps keep the insects out of the general store room but not all of them \* \* \* some of the four-legged ones still come in \* \* \* Mary Cook says she had all sorts of offers to eat candy during Lent \* \* \* strange, she says, she never got any before \* \* \* Ed Rissel declares those stirred-up valve-hunters from the 84" mill are going to get on his nerves some day and that they will need more than just a valve for repairs \* \* \* "Jack" Lyons of the welders likes nothing better than a nice quiet opening night at a wayside inn \* \* \* about as peaceful as a cyclone he relates \* \* \* "Les" Reynolds, another welder, is one of the champions of the company \* \* \* he's the man with a thousand stories, one for every occasion \* \* \* however, he's got plenty of company \* \* \* over at the By-Products they'll tell you the reason for Lukens basketball team's slump is the inactivity of "Dick" Slider, star guard, who sustained an injury in a recent game \* \* \* "Mike" Mundy, foremen of the laborers, has a promise of "never again" from many of his gang who did not come out on Monday mornings \* \* \* ask "Jack" Meharg, machine shop, about the four years he spent on the Mexican border \* \* \* he never did get all his hair back \* \* \* "Bill" Baylor is the 84" mill electric division's latest addition to the newlyweds \* \* \* wonder who is the head of that family \* \* \* "Ray" Clark at the locomotive shop is one of the city's best fire fighters \* \* \* we wonder? \* \* \* the chipping department is developing a bowling team \* \* \* what a beating Powell and Forsythe give those "Y" alleys \* \* \* Roy Algiers of the pattern shop says he'll take his Dodge in any weather \* \* \* some of the fellows who ride with him say they'll take a blanket and be thankful \* \* \* There's a battle for the No. 1 Beau Brummel position at the main office \* \* \* "Don" Spackman and "Reds" Herman are right up with the leaders \* \* \* thatought to start something \* \* \* "Jack" Gable

is the best "groove" bowler at the Y. M. C. A. \* \* \* he was in the play-off \* \* \* "Tom" McClintock got so tired of opening three garage doors to get his car out daily that he's only running it to church on Sundays now \* \* \* "Happy" Russell, the village blacksmith, thinks it's a good thing the company doesn't have beer or else they would have to make pretzels in his department \* \* \* they make about everything else \* \* \* when the temperature hit sixteen below the company's nurse did yeoman service in fixing up frost bites and freezes \* \* \* some of the fellows with frozen ears almost took off in the stiff wind \* \* \* Clyde Byerly of the carpenter shop also joins the newlyweds \* \* \*

## PERSONAL

Hugh Kenworthy, Purchasing Agent, has returned to his desk after being confined to his home with severe cold.

John F. Martin is back on the job in the Stationery department, after being ill for couple weeks.

J. H. McElhinney, General Supt., celebrated a wedding anniversary on Thursday, March 1st.

Louis Jervis celebrated a birthday on Saturday, March 3.

F. H. Gordon left for St. Petersburg, Florida, Friday evening, March 2nd.

G. D. Spackman, Lukenweld's President, has returned to his desk after a vacation at Palm Beach, Florida.

J. D. Walters and Jos G. Althouse attended a meeting of the Open Hearth Division of the American Mining and Metallurgical Engineers held at New York City February 21st and 22nd.

Several of the folks have received a card or letter from Bill Humpton. Is coming along fine in both health and golf, and we expect him to return to the Lukens family before long now.

## Oldest Employees

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J. Gilbert, engineer, 55 years; and Wilmont Rubincam, inspector, 51 years. Incidentally, "Bilby" Rubincam, as he is known to the boys at the Y. M. C. A., is still one of the best bowlers at that place despite his well-advanced years.