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Employee Benefits History

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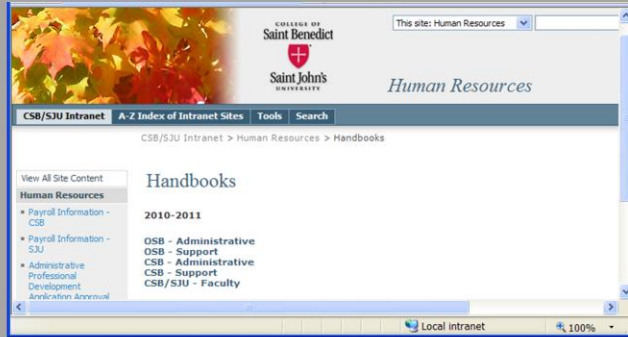
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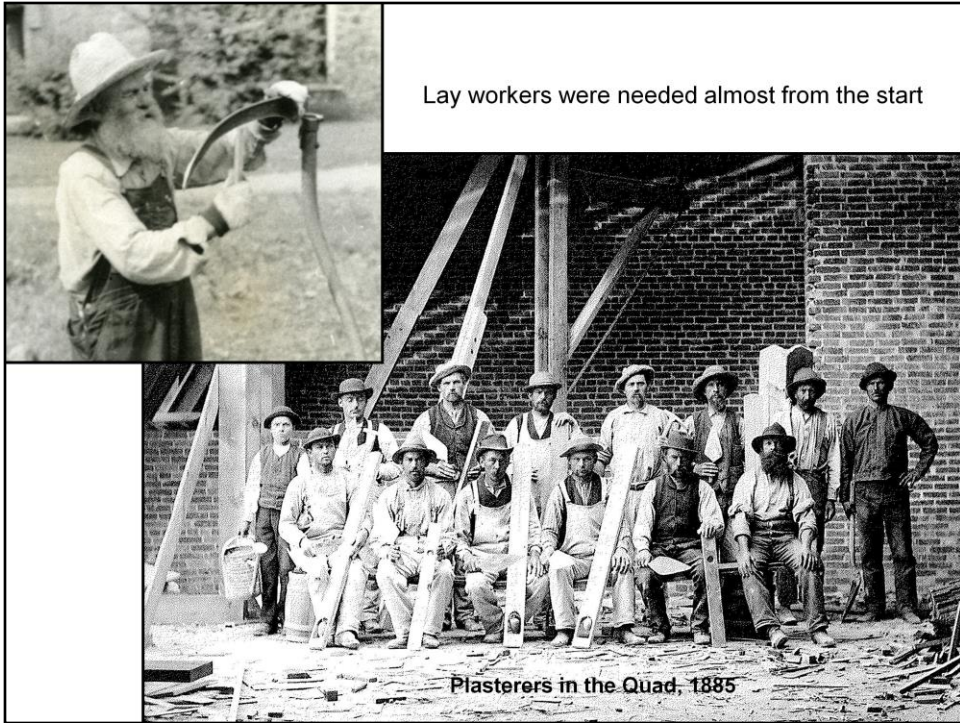


**A Peek at
(some of)
the History
of St. Ben's
& St. John's**

Employee Benefits

From a handshake to employee handbooks...A peek at (some of) the history of St. Ben's & St. John's Employee Benefits

[HR website retrieved March 2, 2011.]



Some lay workers were needed to do the physical labor.

Farm worker photo LP289, 1920s, Ascheman photo collection, St. John's Abbey Archives

Plasterers in the quad, 1885; photo from *St. John's at 150*, p. 102, St. John's Abbey collection

Prior Benedict's account book continues with the names of the workmen, their jobs and wages: August 13. George Fruth was hired. August 21. Bartholomaeus Zeiler was paid \$23.00 as wages. Joseph Broker and Andreas Fuchs either worked or supplied materials.

October. Zimmermann worked as a handlanger--hod carrier. Damien Schwinghammer, Anton Bork (or Bock), John Dietrich, Andreas Fuchs, and John Obermiller also worked on me at this time. Anton "Slavonian" was a Slovenian employed during this month who received this last name because of his nationality. Frank Sand was paid \$90.00 for working three months. Peter Eich helped with the threshing for one day and with the hay-making for five days and received \$1.25 per day.

(1866)

1866-era wages at St. John's

<http://cdm.csbsju.edu/u/?/SJUArchives,3431> *Scriptorium* Dec. 1954 – from Alexius Hoffmann's copy of an account re: how much earliest workers earned building the Old Stone House in 1866. Joseph Broker was related to Abbot Alexius Edelbrock; the Broker farm still exists along the Wobegon Trail. Peter Eich's descendant, Alcuin Eich, still owns the farmstead just west of St. John's, on the far side of Stumpf Lake.



Workers and their families lived in Flynnville (later Flynn town) – including Michael Roske and his son Joe

LP156, Flynnville, Ascheman photo collection, St. John's Abbey Archives

LP184, Roske family, Ascheman photo collection; in *St. John's at 150*, p. 104

Also: July 24, 1947 <http://cdm.csbsju.edu/u/?CSBArchNews,30068>

"The Flynnville Sluggers, sponsored by St. John's Worker's Guild, outhustled Sundstrom's Children in a hard fought game on July 18 to win the championship of the summer session softball league."

Meanwhile,
at St. Ben's...



Sacred Heart Chapel construction, 1912



The sisters hired workmen to help build and farm. They lived in the St. Joe area.

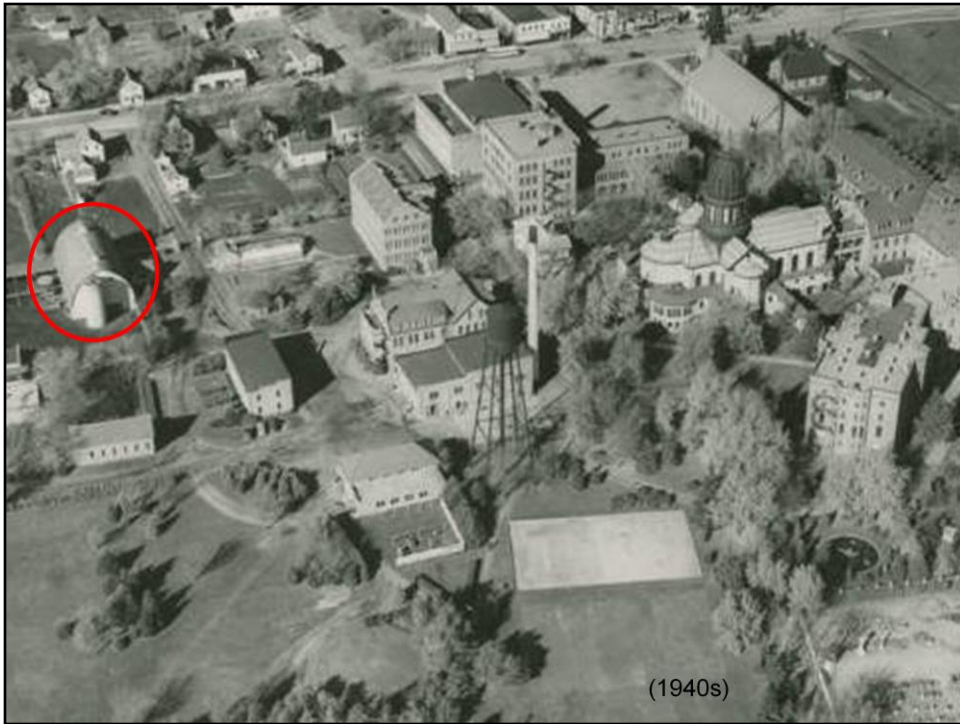
Bricklayers photo from <http://reflections.mndigital.org/cdm/ref/collection/stbm/id/408>, 1912, St. Ben's Monastery collection

St. Joseph main street from O:\Archives\csbarchives\Photos\CSB photos from SBMA\COLLEGE\003College.jpg.



St. Ben's farming operation on campus was extensive.

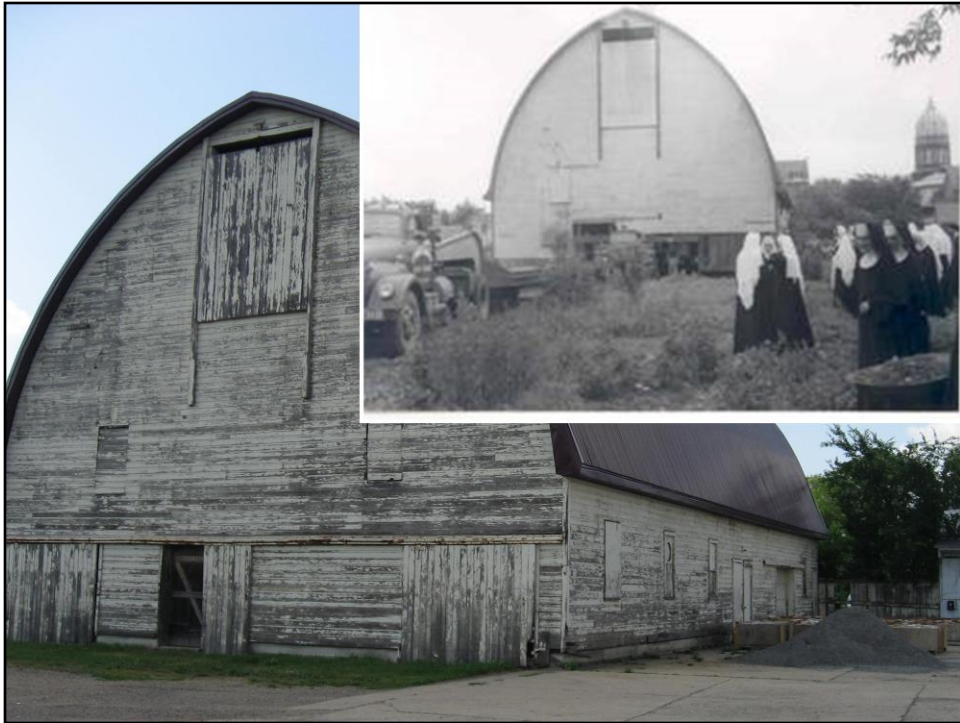
http://reflections.mndigital.org/cdm4/item_viewer.php?CISOROOT=/stbm&CISOPTR=501&CISOBX=1&REC=9 aerial view of SBM farm, 1940s. "In their efforts to be self-supporting from their very beginnings, the Sisters developed a farm area. By the 1940s, the farm of 640 acres of pastures and cultivated fields for crops included large gardens and shelters for cows, pigs, sheep and chickens."



A large barn was close to the Monastery

<http://cdm.csbsju.edu/u?/SBM,189>, 1940s

SBM.11b39 Aerial view of campus including the Sacred Heart Chapel (cropped)



The barn was moved to the west edge of campus in the early 1950s
Barn photo 2007 by the archivist; O:\Archives\csbarchives\Photos\Buildings
Photos\CSB Buildings\CSB Archives\June 23-25, 2007\CSB\CSB261.jpg. Inset photo
of barn being moved, ca. early 1950s, from the St. Ben's Monastery Archives.
Hog barn photo from LaVerne Lodermeier Landwehr:
O:\Archives\csbarchives\Photos\Buildings Photos\Monastery\St. Isidore Farm (Hog
Barn).jpg



The sisters also had a hog farm, SE of campus, now "Grace Acres", operated ca. 1960 by George and Anna Lodermeier

Photos from LaVerne Lodermeier Landwehr:

O:\Archives\csbarchives\Photos\Buildings Photos\Monastery\St. Isidore Farm (house).jpg and St. Isidore barn.jpg;

Anna (Mauer) and George Lodermeier, ca. 1950



St. Benedict's

WORKMEN'S SOCIAL CLUB

The Workmen's Social Club held its first meeting on March 19, 1948, the feast of St. Joseph, in their recreation room at 10:15 a.m.

Sister Benedict, assisted by Sister Rosemary, called the meeting to order. Sister Benedict led the opening prayers. ...Our Father and St. Joseph, pray for us! ...

Sister Benedict then proceeded to inform the group that a new wage program had been worked out which will go into effect with the present month of March, 1948. She then enumerated all the various items that were being considered in figuring out the wages, namely:

1. Full maintenance -- board, room, laundry.
2. Cheap rent to those living in houses owned by the Sisters, and some electricity given free.
3. Meals provided.
4. Due consideration of the number of dependents in each workman's family.
5. The type of work and the responsibility associated with it.
6. Satisfactory service and excellence of work.

March 1948: "Workmen's Social Club" begins

S. Evin Rademacher, 2011: Workmen also lived in the horse barn. "Caedmon house (once the horse barn) we now call the Welcoming House. . . St. Wendelin's is just east of it - between Caedmon and the circle drive in front of chapel. The horse barn had sleeping quarters for our men employees who sort of worked here all their lives and didn't have homes of their own."

Sister also reminded us that while we are accustomed to think of wages in terms of money, it is obvious that wages in reality consist not of money, but of the satisfactions which the money wage enables the recipient to obtain, together with such other satisfactions as may accrue to the recipient as a result of the circumstances or conditions of his employment agreeable surroundings, relative immunity from hazards of health and safety, permanence of employment. Besides these general satisfactions, Sister called attention to the following special benefits received by St. Benedict's employees:

1. Hospitalization for Men Employees and their immediate families at the St. Cloud Hospital will be FREE except for any BLUE CROSS allowances; it is expected and requested that the employees carry Blue Cross membership in order to qualify for the hospitalization privilege above mentioned.
2. The Sisters pay part of the monthly dues toward Blue Cross Hospitalization membership.
3. After one year of service at St. Benedict's, employees are granted: a) One week sick leave
b) Two weeks vacation - paid.
4. Free days granted: Legal Holidays, and Church Holy Days of Obligation, & A few extra days on occasion.
5. Coal supply may be obtained through the Sisters at low cost.
6. Certain food items may be obtained through the Sisters at low cost.

Employee benefits included more than wages
14.3.1.f3 007005.jpg

<u>Extras for January</u>			
3 beef hides	237 lb. @ .09	21	33
	156 lb. bones @ .07		39
3 beef hides	228 lb. @ .09	20	52
	157 lb. bones @ .07		39
35 pig skins	@ .15	5	25
3 beef hides	255 lb. @ .09	20	25
	156 lb. bones @ .07		39
		\$	68 52
<u>Lard for January</u>			
Al Pfannenstain	18 lb. @ .16		2 88
George Lodermeier	16 lb. @ .16		
Al Pfannenstain	8 lb. @ .16		



Lard was one of the "certain food items" employees could buy – and a major ingredient in the Lodermeier Christmas cookies!

January 1962 - 14.2.1.f16Bk1p1.jpg

We want our employees to feel that they are a part of our family, that we want to be and hope we are being fair in every respect in our treatment of them. You and we have a duty of justice - each in our sphere."

Discussion was then turned over to the group. Mr. Wilberg suggested that there should be regular monthly meetings for the workmen, to which all agreed. Upon further discussions it was finally agreed that some sort of federation or union ought to be formed. Protests were registered as to calling it a union, and it was suggested to rather refer to it and to organize and conduct a sort of Social Club ... this latter was unanimously agreed to, and thus was begun the St. Benedict's Workmen's Social Club.

More general discussions followed as to Employee Benefits among them several suggestions as to pension plans. The Social Security question and the pension plans brought forward were placed on the agenda for further consideration at a later date.

At suggestions from the floor the meeting was closed at 11:15 a.m. with prayer.


*Sister Benedict, O.S.B.
Sister Rosemary, O.S.B.*

"Social Club" name chosen over "union"

14.3.1.f3 006004.jpg and 14.3.1.f3 006005.jpg

Dues For 1949

	May	June	July	Aug.
Bruns, John	pd	pd	pd	pd
Eison, Herman	pd	pd	pd	x
Humphrey, Don				pd
Cooper Everett	pd	pd	pd	pd
Kremer, Ben	pd	pd	pd	x
Lodemeir, George	pd	pd	pd	pd
Lochnikar, Sib				
Lemke, Bob	pd	pd	pd	pd
Leemreis, Ben	pd	pd	pd	x
Martini, Peter			pd	x
Meyer, Tony	pd	pd	pd	x
Morgal, Paul	pd	pd	pd	pd
Meyer, Leander	pd	pd	pd	
Notch, Fred				
Pfannenstein, Al	pd	pd	pd	pd
Pfannenstein, Martin	pd	pd	pd	pd
Poepping, Jerry	pd	pd	pd	x
Polipnick, Al				
Reber, John	pd	pd	pd	x
Radenacher, Peter				
Reber, Mike	pd	pd	pd	pd
Schadig, Oscar	pd	pd	pd	x
Schindler, Albert	pd	pd	pd	pd
Schneider, Herman	pd	pd	pd	pd
Schindler, Joe	pd	pd	pd	x
Timmers, Loren				
Walgherr, Joe	pd	pd	pd	pd
Walle, Tony	pd	pd	pd	pd
Weyrens, Joe	pd	pd	pd	pd
Wilberg, Ed	pd	pd	pd	x
Zwack, Roman	pd	pd	pd	pd



Sister Benedict

List of dues paid, 1949 / "The photo of S. Benedict laughing is by far the most typical."
 14.3.1.f3 007001.jpg

SUPERVISORY & MAJOR RESPONSIBILITY (9-hour day as usual)

1	dependent:	Single man	\$225.00
2	"	Married man	258.75
3	"	with 1 child	263.75
4	"	two children	268.75
5	"	three "	273.75
6	"	four "	278.75
7	"	five "	283.75
		etc.	

\$ 225/month = \$ 1.25/hour

AGRICULTURAL & LIVE STOCK (9-hour day as usual...)

1	dependent	- Singleman	180.00
2	dependents	- married man	207.00
3	dependents	- & one child	212.00
4	dependents-	& two children	217.00
5	dependents	- & three "	222.00
6	dependents	- & four "	227.00
7	dependents	- & five "	232.00
		etc.	

\$ 180/month = \$ 1.00/hour

(St. Ben's, 1962)

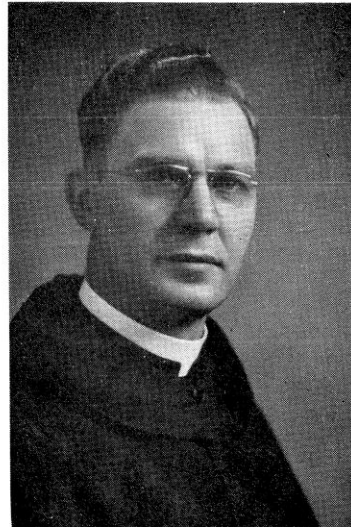
1962 pay rates: employees received \$5/month extra for each additional child
Dated 6-16-62, 14.3.1.f3.007022.jpg; Power house included in Supervisory rates,
Maintenance included in Agricultural rates



REV. IGNATIUS CANDRIAN
O.S.B.

Procurator

(1948 *Sagatagan*)



Rev. Ignatius Candrian
O.S.B.

Procurator

(1950 *Sagatagan*)

Fr. Ignatius was the Procurator (Treasurer) and helped develop the initial Employee Handbook

Photos from *Sagatagan*, 1948 and 1950, p. 8[?].

1956 May 18, p. 4 <http://cdm.csbsju.edu/u/?CSBArchNews,30755> *The Record* "Fr. Ignatius Appointed to New Position" - "The formation of the St. John's Abbey Workers' Guild during this period was encouraged and supported by Father Ignatius as a means of promoting closer contact between the abbey and its lay workers."

ST. JOHN'S ABBEY EMPLOYMENT POLICY

Vacations:

1. It shall be the established policy of St. John's Abbey to grant a vacation of two weeks each year with pay to each of the members of the St. John's Abbey Workers Guild who have been employed on a full-time basis of 52 weeks per year by St. John's Abbey for five years or more. Members of the Guild who have been employed on a full-time basis for less than five years shall receive a vacation of one week each year with pay. Others who have worked for St. John's Abbey for one year or more may be granted a vacation at the discretion of the Personnel Director.

Holidays:

3. The following days are holidays without pay: New Year's Day, Ascension Thursday, the Feast of the Assumption, All Saints Day, Thanksgiving Day, Immaculate Conception, and Christmas. On the feast of St. John the Baptist and Labor Day, all or part of the day may be taken off without pay.

4. On Ash Wednesday, Holy Thursday, Good Friday, and Corpus Christi, employees may take time off for Mass and services with pay, in as far as it is necessary to do so to get to the services on time. During Forty Hours, either at St. John's or at the employee's home parish (not both), time may be taken off with pay. Arrangements should be made with the department head in each case, so that the work can be adjusted accordingly.

St. Benedict's Day, March 21, and the Fourth of July will be full holidays with pay. On the Vigil of Christmas, time may be taken off with pay from 11:45 a.m. until quitting time.

Abbey Employment Policy 1956-57: vacations and holidays with pay were rare
1957 Empl Pol Box 1601.f1_Page_1.jpg (also 1956, and based on earlier one which
Ignatius had shared with St. Ben's).

5. The work-week for employees of St. John's Abbey is 44 hours. Exceptions to this may be allowed only with the approval of the Personnel Director. If a worker is obliged to work on Sunday, he is to be given a compensating day off as soon as possible. The head of each department is responsible for apportioning the work among the employees in his department in such a way that all have their day off each week.

Pay rates:

	per hour
Junior Girls	\$.65
Beginning Women (and Experienced Girls)75
Experienced Women (after admission to Guild) / /86
Beginning Unskilled Men*	1.00
Experienced Unskilled Men (after admission to Guild)	1.15
Beginning Semi-skilled Men*	1.17
Experienced Semi-skilled Men (after admission to Guild)	1.32
Beginning Skilled Men*	1.35
Experienced Skilled Men (after admission to Guild) /	1.44
Supervisory	1.73

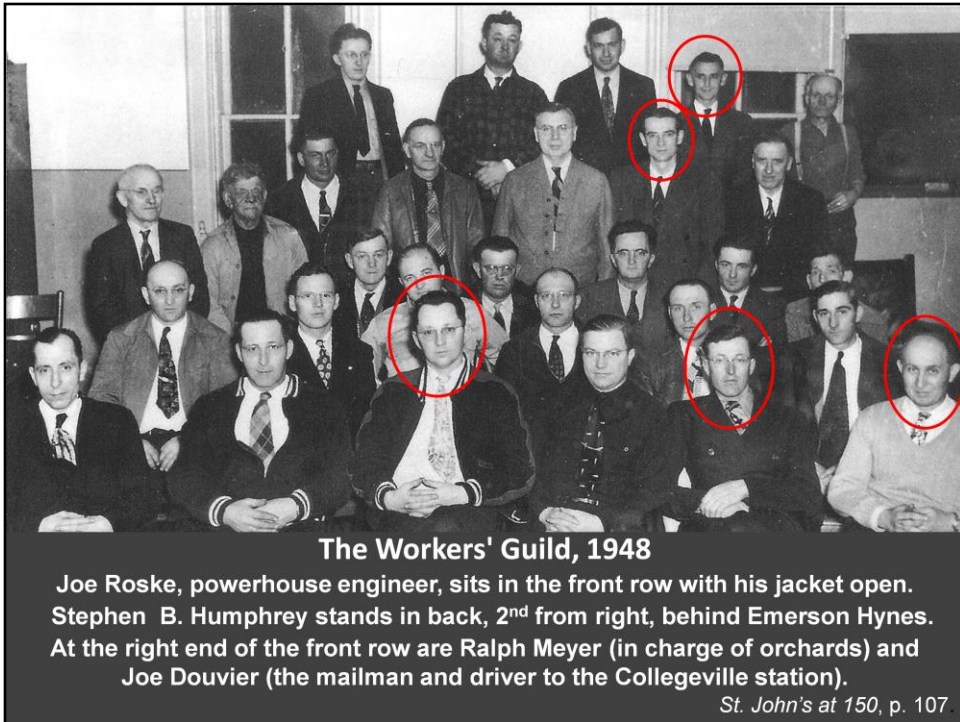
9. It shall be the policy of St. John's Abbey to pay a family allowance, in addition to the appropriate wage rate, of five cents per hour for each dependent child. For employees receiving a monthly salary the family allowance is to be computed as \$10 per month for each dependent child.

+Baldwin Stunschak O.S.B.
Abbott

(1956-57)

Abbey Employment Policy 1956-57: five cents more pay per hour for each additional child

1957 Empl Pol Box 1601.f1_Page_2.jpg (also 1956, and based on earlier one which Ignatius had shared with St. Ben's)



The Workers' Guild: St. John's version of a union
St. John's at 150, p. 107. Photo from St. John's Abbey Archives.

ST. JOHN'S ABBEY WORKERS' GUILD
Collegeville, Minnesota

List of Guild Members
November 1, 1958

- | | |
|-----------------------------------|---------------------------------------|
| 1. Mr. Julian Botz 6-17-43 | 51. Mrs. Frances Pond 8-18-55 |
| 2. Mr. Joseph Roske 6-17-43 | 52. Mrs. Leroy Klein 10-20-55 |
| 3. Mr. Theodore Schreiner 6-17-43 | 53. Mrs. Fred Schroeder 10-20-55 |
| 4. Mr. Ben Hiltner 6-17-43 | 54. Mr. Al Virant 3-15-56 |
| 5. Mr. Edmund Klein 6-17-43 | 55. Mr. Andrew Merdan 3-15-56 |
| 6. Mr. John Eich 6-17-43 | 56. Mrs. William Lowell 5-17-56 |
| 7. Mr. William Hiltner 6-17-43 | 57. Mr. Fred Reker 6-21-56 |
| 8. Mr. George Reischl 6-17-43 | 58. Mr. John Schneider 6-21-56 |
| 9. Mr. Robert Pflueger 6-17-43 | 59. Mr. Jerome Mattes 6-21-56 |
| 10. Mr. George Westerhoff 6-17-43 | 60. Mr. Lloyd Svihel 7-19-56 |
| 11. Mr. Alphonse Kapsner 6-17-43 | 61. Miss Marie Huschle 9-20-56 |
| 12. Mr. Joseph Dullinger 6-17-43 | 62. Miss Catherine Huschle 9-20-56 |
| 13. Mr. Edward Wenzel 6-17-43 | 63. Mr. Richard Heinzkill 9-20-56 |
| 14. Mr. Edward Douvier 6-17-43 | 64. Miss Alice Kremers 9-20-56 |
| 15. Mr. Frank Merdan 6-17-43 | 65. Mrs. Peter Kremers 9-20-56 |
| 16. Mr. Florian Eich 6-17-43 | 66. Mrs. Rupert Reisinger 9-20-56 |
| 17. Mr. Ralph Meyer 6-17-43 | 67. Mrs. Edward Douvier 9-20-56 |
| 18. Mr. Joseph Seitz 6-17-43 | 68. Mrs. Martin Hiltner 9-20-56 |
| 19. Mr. Peter Eich 6-17-43 | 69. Mrs. Frank Merdan 9-20-56 |
| 20. Mr. Martin Hiltner 6-17-43 | 70. Dr. Phillip Moos 9-20-56 |
| 21. Mr. George Fruth 6-17-43 | 71. Mrs. Elizabeth Sauer 9-20-56 |
| 22. Mr. Roman Meyer 6-17-43 | 72. Mr. Robert Leither 12-19-57 |
| 23. Mr. Joseph Reischl 6-17-43 | 73. Miss Rosalie Eisenschenk 12-19-57 |
| 24. Mr. Matt Hommerding 6-17-43 | 74. Mr. Herbert Pflueger 12-19-57 |

Many Guild members' names are familiar and still represented on campus
From box 600:11

OFFICERS	
Chairman	Al Virant
Vice-Chairman	Fred Reker
Secretary	Richard Heinzkill
Treasurer	Harvey Botz
EXECUTIVE BOARD	
Carpenters and Painters	Roman Meyer
Janitors	Joseph Dullinger, Frank Merdan
Kitchen	Mrs. Rupert Reisinger, Mrs. Frank Merdan
Laundry	Mrs. Joseph Roske, Andrew Merdan
Press and Printers	Alphonse Kapsner, Elizabeth Hanauska
Power House	Harold Roske
Miscellaneous	Robert Pflueger, Mrs. William Lowell
STANDING COMMITTEES	
Abbey Relations	John Dwyer, Oswald Thelen, George Westerhoff
Membership and Suggestion	Roman Meyer assisted by Richard Heinzkill, Ed Wenzel
Education and Program	Elizabeth Hanauska assisted by John Schneider, Betty Hentges
Recreation and Refreshment	Harold Roske assisted by Martin Hiltner, Clarence Sauer
Constitution and Resolutions	John Dwyer
Blood Bank and Sick	Alphonse Kapsner and Ed Douvier
Guild Recorder	Theodore Schreiner
Sergeant-at-Arms	Ed Wenzel

Three of John Dwyer's sons are St. John's employees now
From box 600:11



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Credits

Photo from the St. Ben's Monastery Archives -

O:\Archives\csbarchives\Photos\Buildings Photos\Monastery\Convent (farm) 001.jpg