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Employee Benefits History

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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
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 Flynntown) – 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.”
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\csbarecords\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&CISOBOX=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
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.”
Employee benefits included more than wages

14.3.1.f3 007005.jpg
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
"Social Club" name chosen over "union"

14.3.1.f3 006004.jpg and 14.3.1.f3 006005.jpg
List of dues paid, 1949 / “The photo of S. Benedict laughing is by far the most typical.”
14.3.1.f3 007001.jpg
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
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](http://cdm.csbsju.edu/u?/CSBArchNews,30755) “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.”
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 32 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 so 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 11:30 a.m. until quitting time.
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.
Many Guild members’ names are familiar and still represented on campus
From box 600:11
Three of John Dwyer’s sons are St. John’s employees now
From box 600:11
Compiled in March 2011 from resources in the CSB, SJU, St. Ben’s Monastery and St. John’s Abbey Archives and other sources cited herein by Peggy Landwehr Roske, CSB/SJU Archivist

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Credits
Photo from the St. Ben’s Monastery Archives - O:\Archives\csbarchives\Photos\Buildings Photos\Monastery\Convent (farm) 001.jpg