

Steel Plant Engages Veterans

Steel Plant Engages 1,300 New Veterans

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Heart for valor and on account of wounds received in action.

His military record began in October, 1913, when he enlisted in the Pennsylvania National Guard. During World War I he held non-commissioned rank, mustering out as sergeant in 1919. He was gassed at Serpy, France, July 29, 1918.

Mr. Schupp was first employed by Bethlehem Steel in 1912 as a machinist apprentice, which job he held until 1916, when he became a journeyman - layout man. He left the company in 1917 to enter the army, and, after mustering out, returned to be employed in a similar capacity from 1919 to 1920.

SCHOOL INSTRUCTOR

In that year he took a position with the local school district as machine shop practice instructor. After holding various teaching positions, he returned to Bethlehem Steel in March of 1937 as supervisor of apprentices and learners, and continued in that position until October, 1943, when he became supervisor of training.

He is married and the father of a son, J. Donald, apprentice seaman in the Naval V-12 course at Muhlenberg College, where he is taking the chaplain's course. Mr. Schupp is a member of the Rainbow Division Veterans, the American Legion and of other organizations.

The comprehensive employment procedure under which Mr. Schupp will work was announced on October 28 by E. G. Grace, president. In commenting on the procedure, Mr. Grace said:

"Our program aims to give attention to each individual's problems. Special counsellors and staff for this work are being provided in each personnel office.

"We are not forgetful of the sacrifices made by those who have suffered severe disabilities during the war and measures looking to the rehabilitation of the handicapped are, of course, part of our program."

Under Mr. Schupp's guidance, veterans seeking employment at Bethlehem will have the benefit of the veteran employment procedure.

This includes accurate records of individual cases, pre-employment physical examinations and consultations between the examining physician and the counsellor to determine the suitable occupation for the applicant, finding of proper jobs for handicapped veterans and provision for training facilities.

It also calls for exploration of the capabilities of veterans with a view to their advancement, personal follow-up of all veterans with regard to their adjustment to civilian life, and constant advice on benefits accruing under various government agencies and assistance in keeping the veteran in touch with these agencies.

STEEL'S PLAN FOR VETS

Veterans formerly in the employ of the company who are discharged or about to be discharged from the service are sent a letter inviting them to apply for employment within 40 days—in accord with the legal provision — after leaving service. The company notifies the veteran's draft board of his reemployment.

In addition to the jobs for returned veterans, the company will, through its veterans' counsellors, give special consideration for employment of women whose husbands are in military service, whose husbands or fathers have been killed in military service, or who will be assuming substantial financial obligations for the support of husbands or fathers incapacitated while in military service.

Similarly, special consideration will be given applicants for employment who are carrying substantial obligations for the support of incapacitated veterans, or their families, or of the families of veterans killed in service.