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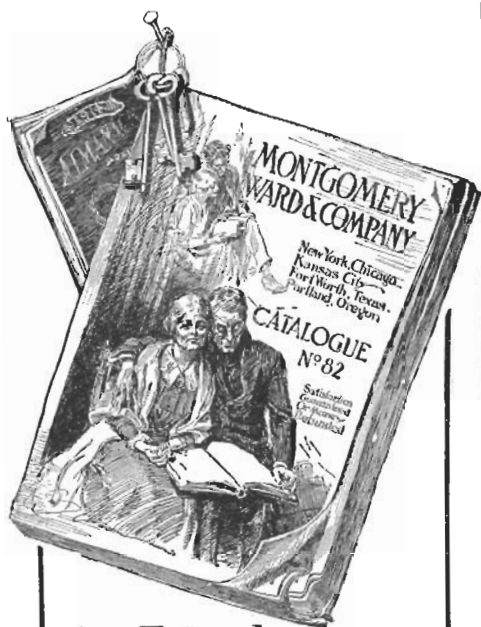
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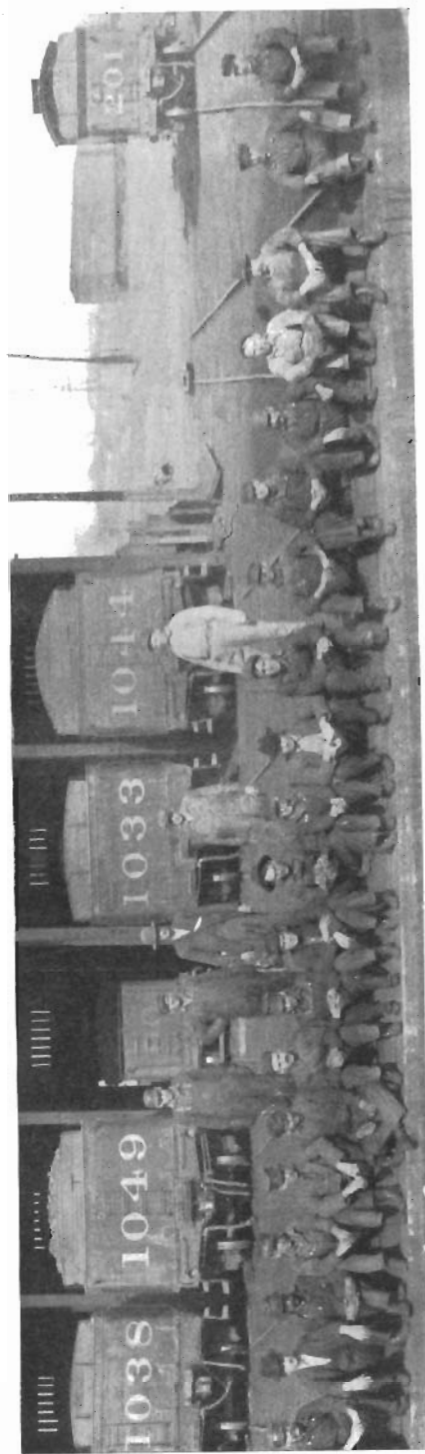
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SAINT LOUIS, MO.

March, 1914

PERSONALISM IN RAILROADING

H. W. Jacobs, general engineer, in an article in the Engineering Magazine, brings out some ideas well worthy of the attention of those interested in railroad service. A large portion of this article is herewith presented:

Some have the quality of idealization or imagination without the creative or practically constructive force; their ideas are still-born and fail to survive from want of ever receiving living expression; others have qualities of patience and slow persistence bringing into real being ideas or purposes which are set before them; but few combine these qualities in successful degree and the few that do are the leaders and masters.

Most men in charge of modern enterprises, however, are not true leaders or commanders; as in our political scheme, so also in our industrial organization, the men are executives—they approve or veto, they select, they give form to and execute the ideas of the staff, of others. And so it must be; the manager must hold the welfare of the business entrusted to his supervision—as it may be advanced by any policy, whatever its source—above a personal egotistical valuation of his

own originality; and the lesser man of the staff, who is employed for his good ideas, but who perhaps has not the other qualities essential to an executive (since he has not earned the managerial position) should welcome and be glad in the opportunity afforded of having his ideas elaborated into concrete, living, useful daily realities, rather than stand to one side and think "I, I contrived this thing, but others, because they have money to employ me, get the credit and the benefit."

The value of ideas, lies in the ability to use them constructively and to execute them. Day-dreams are generally of less value than the time spent in building them.

In industrial enterprises—manufactories, shops, transportation companies—the sympathy and co-operation of the foreman and others most immediately directing the actually productive labor, is most essential for

the successful introduction and application of progressive and useful ideas and methods.

I have known foremen and engineers, who, when it was first sought to introduce improved methods and devices or advance types of locomotives, thought it was their duty to try and defeat the object of these devices and new designs by failing to run the jig or to operate the tool and engine to their best advantage. This is destructive criticism of the worst type, because it cheats those who employed these men, as well as because it is dishonorable to those engaged in putting these tools and ideas into effect.

In the motive-power operation of a railroad, a road foreman of engines, more than any other man, should be the evangelist among engineers and expound the new methods of progress, and like other reformers, should be able to paint with a broom the object to be attained.

An engineer on the road should be as supreme on his engine as a captain on his ship; undoubtedly it is true that many "engine failures" are due to the fact that in some cases engineers are directly opposed to the shopmen and their work, even being encouraged in such an attitude by some of the officials, such as road foremen of engines, to report engines for unnecessary work, in order to burden the shop men needlessly, or to show a disposition not to assist in keeping an engine going when some defect develops, so as to throw the blame for this condition upon the shop men.

It is a road foreman's duty to criticize and to have corrected any improper work done in the shop. No one who is not supersensitive objects to criticism that brings out weak spots in any method or plan, as criticism of

this kind is far more helpful than undue praise which makes a man feel that he could not make a mistake if he tried. There is also a kind of criticism which helps neither the giver nor the recipient; the kind that is destructive and not constructive in the least. True, it may set the originator thinking that perhaps a certain point may be improved, but there is no hint of the critic's ideas on the subject, nor indeed whether he has any. It is one thing to look over an innovation, such as a method, or tool, or practice, and to give out the uncalculated for statement that it is "not as it should be," or that "one would not have done it in that way"; and it is a very different thing to be presented with a problem and to be asked to devise a method of putting it into effect and practical operation. In many cases the critic has offered no suggestions in the beginning and only condemned the work that has been put into practice to show that he knows that it might have been made or done differently. The conception and putting into effect of tools, methods or practices requires a certain amount of imagination, which is a quality that is lacking in a critic of the destructive type. He can see a method after it has been thought out and put into effect, and he gets the idea that a difference here or there might be better; but when it comes to creative criticism, making a suggestion of value, the destructive critic is all at sea. The constructive critic on the other hand has suggestions for improvement that are real, points out ways and means of making desired changes and is a real helper rather than an irritating fault-finder.

Then there are those who oppose new policies, but who do not openly

object to them. These men in referring to some advocate of an improved method will admit that man's brilliance, or ingenuity, or peculiar ability and will follow up this apparently friendly attitude with an apology (indulgent perhaps and a little patronizing) for some supposed weakness of character, bad habit, incapacity, religious belief, of the person under discussion, couching the expression in such terms and selecting the particular defect that is to be enlarged upon in such a way as most to appeal to the prejudices of the hearer.

Equally restrictive to the introduction of any new device or system on a railway is the extreme element of conservatism that has such a stronghold in the minds of the average railway official, from the heads of departments down to the foremen and even to the men in the shops; a conservatism fostered by years of unbroken habitude and firmly established by following devoutly the recurrent routine of daily duties. From this conservatism itself, coupled with a fear of disapprobation should a mistake be made in the adoption of some method or device differing from the old and established regime, springs a destructive criticism which, though it may be given with the object of self protection, often results in an irreparable loss, both the object of criticism and to the criticiser.

Most railroads are continuing to use almost exclusively the simple engine of half a century ago, modified only in its size and power, but employing the same essential design; and American railroads have been behind other engineering progress in questions relating to the mechanism of their locomotives. The marine engine had its real development during the identical

period in which the steam locomotive has so potently changed the face of the land and the destinies of its denizens. "Fulton's Folly" was a simple side valve engine operation upon a transverse shaft and the locomotive of today is little more. But the marine engine soon turned to the screw propeller, soon adopted the economical compound cylinder type (largely stimulated by experiments in the United States navy) further extended this principal to the use of triple and quadruple expansions, of twin and quadruple screws and has lately adopted the still more efficient and facile steam turbine. And the art of marine motive power will not stop here. Already plans are seriously discussed looking to the application of some form of gas or oil internal-combustion motor on shipboard; indeed these motors already propel the swifter, cheaper and more convenient power boats of smaller size.

What parallel to this can the railroads show? True, in fifty years our locomotives have increased from thirty tons to two hundred and ninety tons, total weight, but in the same period steamships have increased from eight hundred to forty thousand tons displacement and marine engines from three hundred to seventy thousand horse power. But where the compound engine was early adopted on shipboard from reasons of economy of operation and space occupied per power unit developed, those reasons, still more important in the narrow confines of rail traffic, have not until recently been effective in railroad circles in America in making success of the compound locomotive.

There is nothing the matter with the compound locomotive; the only trouble with the use of these engines in the

United States is that they require a greater attention, a greater detailed supervision of their finer mechanism, than is the case with simple engines which are cheaper to build, perhaps cheaper to maintain (though not on a performance-unit basis) and certainly less efficient in the use of power and in the haulage of loads.

As proposed by one engineer, we should have today, instead of simple engines and boilers whose greatest efficiency is demonstrated to be at about 180 pounds pressure, superheated and turbo-generators transmitting power to all wheels of the locomotive unit through electric motors; possibly even we should have gas engines, driving through a similar electric arrangement or through a mechanical transmission.

Since the advent of the common spike years ago no important step has been taken to replace a device admittedly wanting in qualities most to be desired in a spike, holding power and preservation of the tie; yet the common nail spike has such a firm place in the minds of the conservative that it is only recently that the screw spike has received any attention, though admittedly the screw spike is far superior to its competitor in every respect, as its extensive use in Europe where lumber is dear and labor cheap, has demonstrated conclusively.

There are many other examples easily called to mind which only serve to bring out more strongly this element of conservatism. The old adage of "Let well enough alone" has been a slogan on the American railway, but it is fast losing its convulsive power. One can almost distinguish with clearness a dividing line springing up among the employes of American railroads—the old and new blood, the

man whose convictions are not to be modified and the man who is "willing to be shown."

An analyst of railroad conditions while speaking of the application of intelligence and methodical system to the problems met in the course of ordinary and extraordinary experience, and the influence they may have in improving the workaday opportunities, has aptly said:

"This element of pride and self-glory makes the ordinary man of authority plant his feet and balk when system is proposed. He wants to do everything himself and gets all the glory. If record and system are applied rigidly enough the proper course will be as plain as the channel into a harbor marked with lighthouses and buoys. Columbus is more of a hero than the sea captain of today who courses the ocean with charts, lighthouses and buoys which mark the channels through which the man in authority should sail his affairs. This man, however, realizes that his personal glory dwindles when he sails in charted seas. Hence he says: "No system for me."

Of course it is apparent that the thing for such a man to do is to seize the opportunity and make charts where there are none, so that not only will he more certainly and swiftly arrive at his objective port, and avoid treacherous shoals and reefs by the way, but also achieve the distinction of providing charts where there was only wind and water before, and of piloting the way for the more timid who follow.

No event of life is trivial; no task, however humble, is beneath the dignity of the high soul.—*Richard Wightman*.



Members of the Frisco System Club and their families gathered at the Rock Springs Turner Hall, St. Louis, Friday evening, February 6, for the club's regular monthly meeting and social session.

Prevention of accidents was the topic of the evening's business session. Stereopticon slides were shown, illustrating how trespassers are killed and injured on railroads, and interestingly commented upon by W. B. Spaulding, chairman of the Central Safety Committee. J. W. Rogers, chief claim agent, the next speaker, addressed the meeting upon the advantages accruing, not only to Frisco men but their families as well, from a strict adherence to the principles of Safety First. Mr. Rogers' talk elicited much applause.

After the business session a supper was served the members of the club and their guests and a very enjoyable time was had.

Mr. Max Hosang, president of the club, is planning a series of such meetings and feels confident much good will be derived from them.

No. 8

Train No. 8 ready to depart out of Neodesha, Kans., was snapped, as shown in the accompanying reproduction, February 2.



The train was pulled by engine 1106 in charge of Engineer J. P. Dwyer and Fireman Ed. Stevens.

REMINISCENCES OF AN OLD TIMER

MR. EDITOR:

The old man said to me the other day, "If you would spend some of the time that you devote to dodging the pension agent, in writing a story of your life, and telling some of the things you learned by hard knocks, I believe you would be more valuable to the Frisco."

I told him I never was a writer, and, while I was willing, I did not know how to begin, I would not know what to tell and I would not know when to finish.

But he said, all that I had to do was to begin at the beginning and tell all the things I knew something about, and that he would tell me when to finish.

I believe there is something in what the old man said, and, if you think it worth while to print the story of the life of a Frisco man, who started in when it was getting into Vinita and who knew Bud Turner and "Uncle" Harry Taylor when they were comparatively speaking young men, and who has seen everything on the Frisco change not once but many times, —HERE GOES:

I am the son of an old-fashioned farmer and by that I now know he was the kind that did twenty hours a day work with his hands and feet and never more than twenty minutes brain work.

A slight depression in the height of the weeds indicated where the railroad passed our farm.

The old man was a firm advocate of two things in particular—revivals and no latch for the pasture gate. I suppose the first netted him considerable spiritual benefit and I knew that the latter brought financial gain, as our stock seemed to be peculiarly attracted to the pasturage in the middle of the track.

I was a husky kid when I had my first railroad experience, and it was about the old man's front gate. The section foreman, now dead, a wit whom everybody loved, came to the gate one day when I was puttering around. He closed it and leaning over the fence said:

"Boy, I have closed this gate six times. Your old man evidently thinks that this is the pearly gate through which his cattle passes into heaven.

Now I'm getting a little tired of this gates ajar effect and the next time one of your stock is killed, I'm going to nail the gate closed and nail you to the gate."

I made no reply except a feeble grin and stood watching the section gang unloading ties along the right of way. One of the ties skidded out into the road. I picked it up and tossed it back. The foreman, who had carefully closed the gate, said:

"Don't you want a job on the section, son? Pay you a dollar a day."

In those days a dollar was bigger than anything which exists nowadays. I had never had any money except on Christmas when my father gave each of us boys 25 cents and told us to be carefully and not spend it wastefully.

I went to work the next day after promising my father I would give him \$15.00 a month for my room and board.

With a fence rail and other persuasive influences my father had taught me that when I worked I was expected to work. Pauses, or intervals consumed in conversation, or much energy expended for trivial results—another name for shirking—

were noted by him and promptly stopped.

As result, I formed a habit of being persistently industrious, and, I can even at this late date state, that I never have shirked, not because of any high principles, but solely because idling to me was much more uncomfortable than working.

In my first day's experience with the section gang, I, for the first time, realized that there were men who did not like to work and tried to avoid it in ever way possible.

With the rest of the gang, I was put to unloading ties, and, from my simple viewpoint, I had entered into a contract to unload all the ties I could possible unload from shortly after day break until about six o'clock in the evening and the railroad had agreed to pay me \$1.00 for this work. Therefore, I proceeded to do nothing else but unload ties.

When the foreman told us to knock off for dinner, I was surprised to find how quickly the time had passed, but it didn't take me long to realize that for some reason or other I was not popular with most of the gang. They crowded off in a bunch under the shade of some trees and returned short replies to my rather timid efforts to become acquainted.

This puzzled me as I had never met any of the men before and knew no reason why they should dislike me. Giving the matter but little thought, I finished my dinner, closed the pail, tucked it away in the bushes and strolled back to the cars.

The foreman, who had been sitting near me, called me back.

"Where you going?" he asked.

"Back to the cars," I replied.

"What are you going to do?"

"Unload ties."

I can, even after more than thirty years, still see the twinkle in the foreman's eyes as he looked at me and glanced at the sullen gang seated under the trees smoking.

"Don't you know that we are allowed an hour for dinner here?" he said.

"No," I replied, "besides I am through my dinner."

"Would you rather unload ties than sit in the shade?" he asked.

This was a new phase of the situation to me. On the farm, the moment we quit eating, the next moment we were working. As I said before I had formed the habit.

"Let the young fool go out and kill himself, Tom," yelled one of the gang.

I could see the old foreman bristle.

"Work," he retorted, "will never hurt you and I believe the day will come when this boy will fire you and maybe me."

He turned away and beckoned me to follow him. When we had reached the cars he said:

"The boys have it in for you, son. They are not afraid of work, in fact, they can go to sleep beside it, but three or four of them dislike to have one man do as much as all of them together. Now, you are right, but I cannot mix in this thing for if I do, I will have to officially recognize the fact that they are a lazy worthless lot, and if I recognize that fact I'll have to fire them; if I fire them, I'll have no section men; if I have no section men, I'll have no track; and if I have no track, I'll have no job, so take my blessing and clean the scuts up."

The old foreman then proceeded to show me how ties should be piled. I was working on this when the gang returned and were put to unloading

more ties. Of course the engine would pull the car up a short distance and we would throw the ties from the car as we went along most of the time.

I was thinking over what the foreman told me when my meditations were brought to an abrupt stop by the insertion of the end of a tie, swung with considerable force, into my ribs, with result, that if I had not made a quick jump, I would have been knocked from the car, and perhaps badly hurt.

As it was I landed on my feet and looking up I saw several of the men grinning at me. In an instant I realized that this had been done intentionally and my first impulse was to climb on to the car and clean out the gang then and there. But the foreman was, as always, at hand, and he proceeded to deliver a blistering talk to the man who had knocked me from the car, the length of which evidently served his purpose—of giving me time to cool down.

I always have been a slow thinker, which, perhaps, is one explanation of why I never got very far in railroad business. It's the men who think quick, decide quick and act quick that seem to get by, particularly in the operating department. They make a lot of breaks, but at the same time, they make a lot of hits. In other words, there's a lot doing where they are and there is so much steam escaping that it's hard for anyone to see just what is being done. The only impression you get is that there's a lot doing and the persons that's doing it must be considerable of a man.

Anyhow, I thought this matter out the rest of the afternoon and decided if I was to stick with the gang and earn that big dollar a day, the only thing for me to do was to wade in and lick

one or two of them that afternoon, if they gave me a chance, and I was sure they would. I sized them up as they worked by me and saw that most of them were a scrawny looking type of men, but, as with men of that kind, they put one or two husky ones to camp on my trail and the rest of the afternoon several things happened which I now know were done by those men, all of which caused me discomfort.

Finally the day came to an end and the foreman told us to knock off. Several of the men boarded at his house, among them two I had singled out to have a settlement with.

As we started home, the old foreman at the lead, one of these men pushed the other one against me, as I have hundreds of times seen boys do in an effort to start a scrap. The man who was pushed threw all of his weight against me but I braced myself and drove my elbow with all the power which I could put forth—which was considerable then—into his ribs. It took the wind out of him but he finally gathered himself and started for me.

There were no rules for fighting in those days. It was fight simply and entirely to put the other man out of business, kicking, biting and hitting anywhere and everywhere was permitted. Therefore, I was not surprised to receive a hard kick in the shins when he closed in on me, and I do not suppose he was surprised—at least from the point of its being proper—to get a jolt in the stomach that completely laid him out from me.

As he lay on the ground gasping for wind, his partner decided to take a hand. He was a larger man than I was, but, as I stated, I was a husky young fellow, who never smoked nor

drank and besides, unlike either of the two, I was not mad. I was fighting really to hold my job and get a definite understanding as to our future relations.

The big man, whose name was Jim Robinson, and I fought, bit and hit each other over the road until finally he threw me down, but I had got my fingers around his throat and, though he beat me unmercifully, I gradually choked him until he had to tear at my hands for air. Then, with my free hand, I returned some of the blows he had been giving me with interest.

In the meantime his friend, who had been knocked out by my blow in the stomach, recovered sufficiently to run to his assistance and started for me, but the old foreman snatched him back and pulled me away from Robinson who was now down and out.

I was perfectly willing to continue and told them I would take them collectively or individually, as they desired; that I wanted to be friends, but that if they proposed to continue to annoy me, I proposed to thrash them every evening, as I had done this. With that I picked up my bucket and made across the fields to my home, leaving a grinning foreman

and two very much battered up section men.

Thusly ended my first day of railroad experience.

It Wasn't the Railway Charges that Time

In an address before The Chicago Traffic Club, Judge Prouty of the Interstate Commerce Commission related the following experience:

I had occasion the other day to send a couple of barrels of potatoes from my home up in Vermont, where we raise potatoes fit to eat, down to Washington, where you cannot buy potatoes fit to eat. The railroad company charged me \$1.45 for carrying those barrels of potatoes, about six hundred miles, and the truckman, who carried them the mile and a half from the station to my house, charged me a dollar. If the transportation charges enter into the high cost of living, we want to look, I think, somewhere else rather than to the transportation charges of our railroads.



North Yard Section Gang, Fort Smith, Ark. In charge of William Purvis. Picture was taken just south of the old passenger station, opposite Oil Mill, on Mile 417.

WE PLEASE PRIMA DONNE

We handled the Chicago-Philadelphia Grand Opera Company from Saint Louis to Dallas, Texas, consisting of twelve baggage cars, twelve sleeping cars and three dining cars. The following message from Mr. Ulrich, Business Manager, speaks for itself

"Grand Opera special came through to Dallas on time; everything went like clock work, I commend your equipment, your roadbed, your employes and above all, your Fred Harvey dining car service. You have a good railroad and you know how to run it."

All those taking part in this movement are entitled to commendation for the perfect manner in which all details of the service were carried out. Particularly acknowledgment is made to the Operating Department and Superintendents handling the movement.

A. HILTON,

Passenger Traffic Manager.

Man Failure

The engine may fail and the track may wear,

There are metal and tools to remake and repair;

The target may break and the switch go wrong,

But a bolt and a blow will help them along;

When men fail the system is crippled all through—

Man Failure, that's where the doom points at you.

Ties may wear out and tie-bolts may rust,

That is a matter repair gangs adjust;

Pistons may rattle and valves spring a leak,

The doom of the system's when men have grown weak,

When men fail to answer with thoroughness keen—

Man Failure, that's where you lose the machine

As the strength of the chain is the strength of each link,

You cannot move earth if the men fail to think;

If the men fail to measure each moment of life

Right up to the keenest demand of the strife;

If men fail to master with soul and with brain—

Man Failure, that's where you throw off the train.

—Baltimore Sun.

Decrease Claims

G. E. Whitelam, superintendent freight loss and damage claims, has issued the following circular to all agents, trainmen, enginmen, and others who have to do with the handling of freight, asking their close co-operation and assistance in an effort to reduce freight claims:

I wish to take this occasion to ask you to extend your close co-operation in assisting me to bring about a decrease in our freight claim payments.

I appreciate fully, the fact that I need the co-operation of all employes who have anything to do with the handling of the freight if I expect to bring about the desired decrease.

I shall call your attention from time to time to the progress we are making, and I hope each circular I address to you will show a decrease and not an increase. If we will all work toward the same end, having in mind at all times that a decrease in freight claim payments means a great deal to the Frisco management, we will bring about the desired result, and that is, decreased payments.

I want to assure each one of you that I will greatly appreciate your close co-operation.

"Every man in the service has a duty to perform, a duty the proper performance of which is partly its own reward and upon his fidelity depends a share of the successful results."

Sollar's Section

A stretch of track on the Hunter Branch, Section 97, just south of B 189-2, is shown in the accompanying reproduction.

Foreman J. A. Sollar, in charge of this section, who may be seen standing at the left in the picture, entered service on the Hunter Branch as section foreman, Williamsville, Mo., October 6, 1895, in which position he continued for four years when he was promoted to extra section foreman, and, December 28, 1900, he was promoted to regular section foreman.

The hand car shown in the picture has served the Frisco for the last



seventeen years, and has been in charge of Mr. Sollar for thirteen years.

During these years of service the car has never been to the repair shop, and though it has trucked thousands of ties and rails, it is still in first class condition and Mr. Sollar states is good for many years to come. It runs all right and has no broken or bent parts.

Mr. Sollar's experience with the car has convinced him that it is not the load the car carries that hurts it, but the way the car is loaded and unloaded, and the way it is put on and taken off the track.

Joplin Appreciation

As a token of appreciation of the many improvements made by the Frisco Railroad in their city in the last year, commercial organizations of Joplin, Mo., entertained officials of the railroad at a banquet at the Commor Hotel, Thursday evening, February 26. The value of friendliness and understanding between the public and the railroads, coupled with co-operation, was the keynote of every speaker.

Every department of the Frisco and virtually every line of industry in Joplin was represented. Courtesy to the railroad was paid by 175 business men and was acknowledged by eighteen railroad officials.

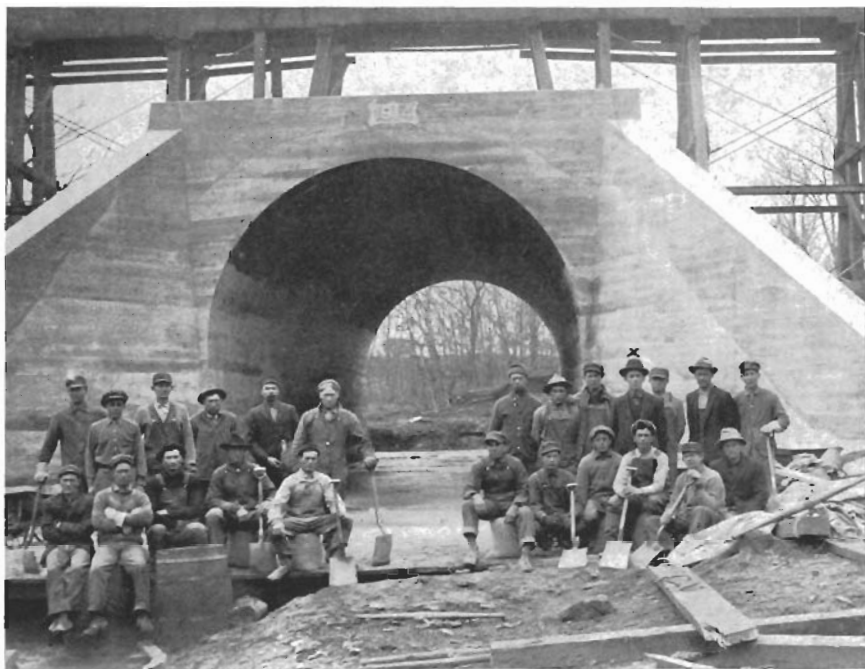
The jubilation began with a seven-teen course dinner, with Judge David D. Hoag presiding as toastmaster.

Following the banquet a resolution endorsing a proposed five percent increase in railroad rates east of the Mississippi River was unanimously adopted by the 175 business men of Joplin. It was as follows:

"Whereas, The cities of St. Louis and Kansas City of our own state and the business men of the city of Joplin attending the Noonday Luncheon Club of this city have made a similar request, now, therefore, be it

"Resolved, That it is the sense of this meeting that the several commercial bodies here assembled indorse the action of the various commercial bodies before mentioned and the action taken at our Noonday Luncheon Club by our own citizens and business men."

The men who spoke on behalf of the railroads were: A. Hilton, passenger traffic manager; J. E. Hutchison, general superintendent, and E. D. Levy, general manager.



A semi-circle concrete arch culvert, measuring twenty-four feet, has just been completed under Bridge L-1147, Afton Sub-Division, commonly known as "Spider Leg."

The bridge, at the point the arch is located, is fifty feet high and the barrel of the arch is ninety feet long. The material used in construction consisted of 9,000 sacks of cement, forty-six cars of chats, six cars of sand and 56,000 feet B. M. lumber.

The work of constructing this arch

was begun October 20, 1913, under the supervision of Foreman Mike Abbiatti, and was completed February 10, 1914. All the concrete was turned by hand.

The job, which the above reproduction represents, is said to be the largest of its kind ever undertaken on the Northern Division.

Foreman Abbiatti, who was in charge of the work, has been in the employ of the Frisco for the last twelve years, serving seven years of this time as foreman.

N. A. of R. C. Report

The "Proceedings of the National Association of Railway Commissioners," annual meeting at Washington, October 28-31, in one volume, attractively prepared, has just been published by the Law Reporting Company,

115 Broadway, New York, who offer the book for sale for \$1.00 per copy.

The volume includes all committee reports and discussions thereon and should prove extremely valuable to those engaged or interested in railroad matters.



Front of Union Station



Main Waiting Room

Work on the new Union Station at Wichita, Kans., which was begun in the fall of 1912, is practically completed and it is expected the station will be opened to the public some time in March.

The station, and the elevated tracks leading to it, will be used by four railroads, the Frisco, Santa Fe, Rock Island and Orient.

The elevated tracks begin at Central Avenue and extend about one and a quarter miles south, with a maximum grade of about six-tenths of one percent. There are five passenger tracks and two freight tracks on the elevation where it crosses Douglas Avenue.

The station proper is on the ground level and the tracks, which are about

ten feet above the ground level, are reached by inclines having an easy slope.

The exterior of the station is finished in Turkey Creek stone secured from near Pueblo, Colo., and terra cotta. The interior is finished in terra cotta, with marble floors.

On the second floor of the station passenger offices of the various lines will be located and on the third floor the operating department of the terminal company. The main part of the station faces north on Douglas Avenue and south of the main building are located the United States, Wells Fargo and American Express Company offices and immediately south of the express offices and connected with them are the rooms to be used for the railway mail service.

New Stations

Agent C. E. Schofield is now established in the new depot just recently completed at Winfield, Kans. The building is of concrete and brick with stone trimmings and is modern and up-to-date in every respect. The station was opened up with a luncheon at the Commercial Club at which a number of officials were present among whom were, F. E. Clark, division passenger agent, Wichita, Kans., and C. T. Mason, superintendent, Western Division.

A new \$25,000 depot has just been completed at Arkansas City, Kans. The building is of brick and cement and is strictly modern in every respect.

The employes at Arkansas City moved into their new quarters February 21, and as result are wearing the smile that won't come off.

Train No. 612 in charge of Conductor Bowers claims the honor of being the first to stop at the new station.

SAFETY FIRST

FORT SCOTT SAFETY RALLY

Convention Hall at Fort Scott, Kansas, was filled with an interested and enthusiastic audience of railroad men and their families Saturday night, March 14, to listen to a program of safety talks, interspersed with music.

A special train brought in 300 railroaders from Pittsburg, Kansas, about 200 of whom were employes of the Kansas City Southern. The Pittsburg Traction Company also sent some of its employes.

During the afternoon the Northern Division Safety Committee held its regular bi-monthly meeting and transacted its business.

At six o'clock the delegation from Pittsburg and representatives from other out of town places were given a banquet in the assembly room of the Y. M. C. A., which was beautifully decorated for the occasion.

The visitors were met at the train by a reception committee and decorated with Frisco safety badges.

T. B. Coppage, formerly Chairman of the Northern Division Safety Committee, acted as chairman of the evening meeting, announcing the program and introducing the speakers in the felicitous way for which he is famous.

The meeting was opened with a prayer by the Rev. Mr. Satterlee, who, later in the evening, made a forcible address upon the meaning of Safety First, its great importance to society in general, and its regrettable neglect.

Prof. H. D. Ramsey, principal of the Fort Scott schools, directed his remarks chiefly to pointing out the function of the school teacher in the Safe-

ty First movement, which the professor stated, was that of educating the children, inculcating in their minds, at a time when the mind is most susceptible of impression, correct ideas on the importance of the observance by them throughout life of those precautions necessary for their own physical well-being and the physical well-being of others. The professor's idea was that the matter of care or carelessness was one largely of habit and therefore the importance of the school teacher doing all that was within his realm to induce his pupils to acquire the habit of safety.

General Superintendent J. E. Hutchison remained over for the meeting and in a brief address emphasized the great value which women could be in the Safety First movement.

W. B. Spaulding, Chairman of the Central Safety Committee, in a short address stated that, for the fiscal year ending June 30, 1913, Frisco employes through their efforts in the cause of greater safety and looking after the small things that produce injury, had reduced death and personal injury cases on the Frisco railroad 27%, that during the months of January and February there had been increases over the same months of the preceding year which, he believed, were due solely to a let-up in activity in the safety movement, thus proving the necessity of eternal vigilance in order that the greatest success in injury prevention might be obtained. Mr. Spaulding thereafter exhibited for half-an-hour a large number of stereoptican views of causes which, he stated, could always be depended upon

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to furnish their quota of injury and death causes. He pointed out the unnecessary existence of any of these causes and showed that all of them were within the sole control of the employes.

Mrs. Floy Newland, Superintendent of the Frisco Women's Safety First League, made an address explaining this movement among Frisco women, the details of its organization and its scope, and the results it is hoped this league will be able to accomplish in the cause of safety.

C. H. Danner, Conductor, Northern Division, delivered a very striking address which will be found printed in full on another page of this magazine.

J. S. Wright, Shopman of the Kansas City Southern at Pittsburg, made a strong talk for the Safety First movement and his address also appears in this issue of *The Frisco-Man*.

The Frisco Fort Scott Male Quartette and the Kansas City Southern Male Quartette of Pittsburg, together with Miss Alta Wagner, Mrs. D. H. Poole of Parsons, Kans., Miss Lucy Porter, Miss Eva Jones, and Miss Alta Haines, furnished the music for the evening and delightful music it was, all musicians receiving enthusiastic receptions and all being forced to respond to encores.

The Northern Division Safety Committee is to be congratulated on the success of this meeting and the beautiful decoration of the hall. One of the decorations most commented upon was a large, illuminated, transparent reproduction of the "Safety First" emblem, which was located at the center of the stage.

E. L. Hill, Member Red River Division Committee.

The first thought this subject suggests is that we have been almost criminal in so long neglecting this the most important duty we owe the public, and many of us have wondered why, in past centuries, the world has seemingly ignored man's right to live. Many volumes could be written on this discussion, but after all, could any good follow a determination of this question.

It may be that we have been "money mad" and again it may be that there have been so many problems confronting us that we have just now reached this most important one. Whether we are today on a higher level than occupied by our early ancestors, or whether the world moves as the tide, we cannot determine, but it is sufficient to say that at this time the world is wide awake to this duty, from whatever cause, and it has become recognized by all thinking men, that our first duty is the protection of human lives from accidents and casualties.

May we not point with pride to the fact that we, as railroad men, are the first to join hands with the movement and offer every assistance within our power. Not only have we accepted the suggestions and demands of the world at large, but we have drawn from both branches of our business, the employer as well as the operator, representatives, and organized them into Safety First Committees, whose sole duty and only object is to promote and advance this movement.

This organization, or whatever you

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may choose to term it, stands in the same relation to the railroad world as does the life saving service to the Marine world, or the fire department of our different cities to the commercial world.

The movement being young, completed statistics have not yet been compiled, and the world today eagerly awaits the outcome. We can safely say that the movement's origin is the result of the general movement started in 1849, when Congress appropriated \$20,000.00 for the establishment of the life saving service which took concrete form in 1871, in the founding of the present institution which has grown to such proportions that today more than 200 stations guard the Atlantic Coast, while half as many more watch the Great Lakes and the Pacific Ocean. Following this lead, in 1865, New York City organized the first paid fire department, which has grown until today it is recognized as one of the necessities of every city and village.

It is doubtful whether the efforts for Safety First are at this time fully appreciated, but the good that has already resulted cannot foretell its future and whether the movement ever attracts the attention that it justly deserves, those identified with it will be rewarded at no distant day, with at least a consciousness that if one life has been saved, or one accident averted, their efforts have not been misdirected. It is not the hope of receiving a hero medal or mercenary benefits that brings us together, but rather a desire to save the greatest of all things, human life, and if we, in

any measure, accomplish our purpose, then our reward is sufficient.

And in this connection we are not so selfish as to deny anyone the pleasure of feeling that they have been instrumental in any good accomplished. There is honor sufficient for everybody; there is work sufficient to command the efforts of all. Then let us invite the whole world to join us and try to relieve the world of some of the sorrow.

L. M. Simmons, Member Red River
Division Committee.

In my opinion a duty we owe to ourselves, our families and our fellowmen is to practice and teach safety as best we know how.

I have been working on railroads since January 7, 1895, and can positively say that I have always played safe. I have been employed as locomotive fireman on two trunk line roads, worked a short time at the throttle, have been employed as switchman, brakeman, and have carried the train book, and up to the present time have never been in the hospital a day as a result of injury, nor have I ever been the cause of anyone else being injured. I have never, through carelessness, caused any damage to the company's property.

There is much satisfaction in knowing, when we start out on our trips, that we have a safe man on the engine and that all the other members of the crew have taken Safety First into consideration; that when we drive into the station the agent is also looking into the safety movement. He has moved his trucks, barrels and

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boxes to prevent the dragging of trainmen from the side of cars.

I have taken several steps in the safety work since being employed by the Frisco and I sincerely hope that each and every move has been a benefit to the company, to myself and my fellow men.

Recently, as a train was pulling out of passing track at Oran, Mo., a little boy attempted to hop the train, and missed his hold, and the wheels of the car passed over one of his legs.

Section Foreman E. Mantel, who has been in charge of the section at that point for more than twelve years, as well as his wife, had repeatedly warned the little fellows regarding the dangers of hopping cars and trespassing on the railroad's property, but unmindful of the danger, the children continued in this pernicious practice.

Safety First literature was secured and has been distributed pretty thoroughly over the entire town by the employes at that point in an effort to save other little fellows from the fate of the one mentioned above. Children, who the employes are unable to see and talk to regarding the dangers of trespassing, can be reached through this literature and it is believed it will prove of invaluable assistance in promoting safety on the Third District.

Fireman, Chaffee, Mo.

Firemen can assist in promoting the Safety First movement in many ways, but particularly by kindness, aiding those who are new and young in the service, who have not become accustomed to conditions.

If we do not like the way a man

works, there's no use knocking him. We all had to be taught, and, when we see one of these younger men in the service doing something wrong, let us go to him in a friendly way and speak to him of it. Show him where he is in error and help him to get right. If we treat these new employes with kindness and help them through, you may be sure they will appreciate it, and when their day comes, they will not hesitate to return the favor.

If a man's down, help him up. Do not proceed to "bawl" out a fellow for his error and then turn around to a bunch of his associates and brag and boast of the way you "called him down." This only serves to embitter him and diverts his attention from his work. The embarrassment he has been subjected to, is paramount in his mind; his work suffers; and as result of his absent-mindedness he is likely to cause injury to himself or his associates.

What's the use of knocking when a man is down,

When he's down ain't that enough,

What's the use of being rough;

Lay your hammer on the shelf,

You may need a boost yourself;

So what's the use of knocking when a man is down.

Mace Jacques, Switchman, Monett, Mo.

What qualifications should we cultivate to be Safety First men—that is, to put safety into our work whatever it may be?

To perfect and bring out the real value of Safety First so that it may be applied properly, I claim the requisites to cultivate and put into prac-

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tice are cautiousness, accuracy and quickness.

Let us, as an example, look over the causes of accidents which have resulted in the destruction of property and the loss of life and limb, and I believe we will find what a great part cautiousness, accuracy and quickness would have played as preventatives.

Every railroader wants to be a Safety First man; wants to practice safety in the performance of his duties; but there are many things happening which could be avoided if the three safety essentials mentioned above would be kept in mind by all concerned in the handling of their daily work.

In an article in the January issue of *The Frisco-Man* a Saint Louis switchman speaks of the little things likely to cause injury to workmen, such as defective grab irons on cars and small obstructions on the right of way.

Now, if the persons who so neglectfully left these obstructions in the path of others; failed to inspect grab irons on cars, and so on, had exercised a reasonable amount of accuracy and had seen to it that things were placed where they belong and not left on the right of way for employes to stumble over; if cautiousness and quickness had been called in to play in inspecting grab irons on cars; in other words, if the persons assigned to this work had been cautious in locating defects and quick in having such defects remedied or repaired the causes of accidents mentioned would be entirely eliminated.

It takes more than a good, clear-minded man to be a safety man; deep

study of the subject is required; a Safety First railroader is a man with a fixed determination to put forth all his efforts to cultivate and develop a set of safety rules and then apply them to his work.

W. P. Wright, Shopman, Kansas City Southern Railway, at Safety First Rally, Fort Scott, Kans., March 14.

In life, in every phase of industrial activity, in every plot of political chicanery, in every religious or civil movement, everything has its price and that price must be paid, whether in blood or in fortune, whether in dishonor or persecution--that debt must be paid.

Whether it is cheaper to pay the debt that commercial industry levies in life and blood, in mangled limb or groan of anguish, in despair and poverty; or in the intelligent use of the minds God has given us and in the ever watchful use of those faculties we possess, we as workers must determine and act accordingly.

In the particular line of activity that is so close to many of us on the road or in the shops, the idea of Safety First does not receive the thought it should.

There are, alas, too many who are skeptical as to the real intent of the movement and there are many who must be taught by argument or demonstration the great good that lies under the caption "Safety First."

We must remember 'tis the little things that count.

A loosened brick in a wall, may mean a blow that could cause death or insanity.

Edged tools lying about, or a board

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with a protruding nail, could easily result in the loss of a foot.

The careless use of a sledge or punch might mean the going through life with but a single eye.

The taking for granted that a machine is in good condition, may make someone wear an empty sleeve.

A lighted match carelessly thrown into a rubbish heap may mean death to many innocent people.

MEN! learn to kick that banana peel from the sidewalk and lay aside the piece of rubbish or tools from the path you and others must use.

True it is, we cannot correct all the wrong conditions we may meet, but we can report them to those whose duty it is to correct them.

The man who breasted the waves of the Rubican; the one who stood on the bridge at Arcola; the man who from the bowels of the Titanic sent the frantic call for help upon the frozen air—each one was a hero.

The man who saves a fellow workman from death or accident; the person who prevents, by word or act, sorrow and distress, although unhonored and unsung, is none the less a hero.

GENTLEMEN—the movement for safety is a serious one.

Until men discard their selfish creed and recognize their duty to their brothers, the wail of the broken heart and the cry of the orphan will be heard.

Not until the toiling millions learn to conserve life and limb—and the human life was never so highly prized as now—not until corporations shall lend their aid to prevent sorrow and disaster; not until the criminally negligent and careless workman shall have been

taught that they are not alone the contents of God's Universe, will man work in peace and joy and safety.

We need not be officials or have a place on the safety committee to be efficient in the prevention of accidents. The track walker should see the broken rail or the sweeper should see a faulty chain more quickly than the foreman or superintendent. What we must do is to be ever on the alert for things that may be wrong about us, remembering that our brothers' welfare is our welfare; that what hurts the other man hurts us; that what gives us pleasure, will give others pleasure; that what saves our lives, will save the lives of others, and that in saving others we ourselves seek safety.

Conductor C. H. Danner, at Safety First Rally, Fort Scott, Kans., March 14.

The Safety First movement, in my opinion, is being promulgated on the railroads in the United States for the following three reasons:

First: To stop bad practices.

Second: To improve or remove bad conditions.

Third: To circumvent danger.

Bad conditions prevail in railroad business as well as in any other lines of business. These conditions grow worse, improve or disappear in accordance with the efforts we put forth individually or collectively to correct any of them.

The most perfect railroad, with all the modern safety appliances the human mind has or will devise, will not lessen the casualty list until we realize the dangers connected with our every day duty and regulate our

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thoughts and actions so as to avoid these dangers.

We railroad men are on such intimate terms with danger that we have become careless and do not take the Safety First movement as seriously as we should.

Safety First has been scoffed at from every angle. Some say it has been inaugurated by the railroad to lessen the personal injury item of expense. Granted that this is true, would it not be a good proposition for us employes to co-operate in the movement? Is it not a fact that the fewer the people killed or injured the less suffering, less sorrow and less heartache there will be?

Any loss a railroad corporation suffers through the destruction of property or equipment may be forgotten or

regained, but the loss of life and limb can never be forgotten or replaced.

Safety First, to my mind, is one of the first laws of nature, and, if we will but follow its teachings and work under its influence and example, many factors for good will develop. The term may be applied to every angle of our existence. If you will analyze it you will find that it is broadening in its guidance and humanitarian in its effects.

If everyone would stop to realize that by observing the Safety First rule—that is performing our duties with Safety uppermost in our minds, correcting bad conditions and practices we may observe—we not only are promoting our own interest and adding to the peace and comfort of our own families, but we are performing a like service for our co-laborers and society in general.



The above reproduction illustrates the interest which Commercial Organizations of Poplar Bluff took in the meeting of the River and Cape Division Agents' meeting at that point, January 26.

LET'S LAUGH

There are lots of funny things along the Frisco and THE FRISCO-MAN wants to hear about them in order that it may print them in this department.

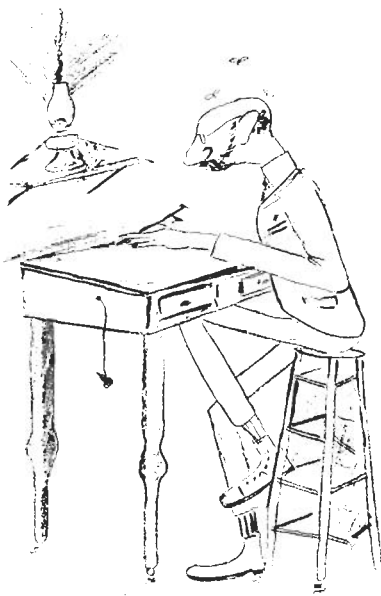
"Remors Naws"

"Remors naws," wrote a man out in Ohio to an Erie agent in that State a few years ago, "I ow yure ralerode \$1.85 and am sending \$1. When she naws some more, I'll send the rest."

"Why is he so bitter at the girl he was only recently engaged to?"

"Because when she sent the ring back she labeled the box, 'Glass-handle with care!'"—*Lippincott's*.

In court the other day, a lawyer turned to the opposing counsel and said angrily: "You are the biggest idiot I ever saw in all my life!" whereupon the judge gravely remarked: "Silence, sir. Please do not forget that I am present."



A. B. Kerr, Apprentice Instructor,
Springfield, Mo.



G. H. Eskridge, Engine Routing Clerk,
Springfield, Mo., as sketched by the
New Shop's Office Boy."

Had His Answer

An Irishman with a very thick head of hair was one day the center of a ring of English farmers, who were endeavoring to crack jokes at his expense.

"Why," exclaimed one of them, "you've got a head of hair like a stack of hay."

"Ah!" returned Pat, unruffled, "that's just what myself was thinking. That accounts for my having so many asses around me."

Women's Department

MRS. E. G. NEWLAND,



Angusta, Kansas, Editor

As you are aware, a Women's Department has recently been established in The Frisco-Man. This department is under the charge of Mrs. E. G. Newland, Angusta, Kan. She needs the co-operation and support of Frisco women generally.

Won't you personally urge Frisco women in your locality to get in communication with Mrs. Newland and aid her in making the Women's Department a success.—Extract from circular issued by W. B. Spaulding, chairman Central Safety Committee, to all chairmen Division and Terminal Safety Committees.

I am going to take as my text this month the following "creed" which was written by a salesman employed by a large window glass concern in Pittsburg, Penna.:

"I believe in my work, in the company I am working for, and in my ability to get results.

"I believe in working, not weeping, in boosting not knocking, and in the pleasure of my position.

"I believe that a man gets what he goes after, and that no man is down and out until he has lost faith in himself.

"I believe in courtesy, in kindness, in generosity, in good cheer, in friendship, in honest criticism and honest competition.

"I believe there is something to do somewhere for every man ready to do it."

I have abridged the "creed" somewhat to adapt it to railroad work and we will take it up under the five different heads, and, like a "sure nuff" preacher, will consider, Firstly:

I believe in my work, in the company I am working for, and in my ability to get results.

Do we believe in our work? Every railroad man should realize the dignity of labor and look with respect upon his work, in no matter what department. It is all a necessary and important part of the whole and the man who tamps the ties should take just as much pride in doing his work in a thorough and proper manner as the general manager does in conducting the affairs of the road successfully. Let us believe in our work for we cannot put heart and soul into anything in which we have no faith, and only by giving our best can we obtain the greatest results. We should conserve our time, energy and ability and this we cannot do with half-hearted, indifferent work.

"I believe in my company." It is easy to find fault, and in such large corporations as the Frisco Railroad, it would be unusual if there was not to be found now and then, persons who think they have not had a square deal, and who blame "the powers that be" for all their misfortunes. If there are any such among my readers (but I am sure there are not) my advise to you is to hunt another job, for, if you

cannot believe in your company and be loyal to their interests, both you and they would benefit by the separation. I believe in the Frisco and in the fairness and generosity of our officers.

"Believe in yourself and your ability." Many a battle is lost through lack of confidence in oneself. Each of us, in our own line of work can so cultivate our talents that we need not fear results, but calmly "keep on sawing wood" and keep in mind the inexorable and sure law of cause and effect. We women must wake up to the great importance of our lives, to the possibilities we hold. We are helping to mould the character of the future citizens of our country, and upon us, to a great extent, depends whether the lawyers, ministers, doctors and public men will be men of honesty and square dealing or grafters and bribe takers. It depends upon us, by training our sons to be Safety Men, to see that the future holds no cripples and no widows and orphans through their carelessness. Let us believe in our work, in ourselves and in our ability to carry to successful termination the work we plan.

"I believe in working not weeping." Nobody ever got anywhere by sitting down and bemoaning his fate. The wise man gets up and goes after what he wants—and gets it, nine times out of ten. The whiner whines until his back bone all turns to wishbone and he says the other man had a "pull." Yes, he had a pull, but it was the pull of the starter he had hitched his wagon to and the push of his ambition and determination to get the best out of life.

Ella Wheeler Wilcox says there are only two kinds of people in the world. They are not the good and the bad, for "the bad are half good and the

good are half bad." They are the "lifters and the leaners." Which class are we in? Do we carry our own burdens and help "lift" that of a weary brother, or do we "lean" on someone who may be no stronger than we, but only a little braver?

The lifter is a booster and always has a word of cheer or praise for a worthy cause. This reminds me of a story which is true, and an old family anecdote.

Two ministers were traveling in the South many years ago preaching and holding meetings from place to place. One of them noticed that no matter how simple or poor the repast set before them by their various hostesses, the other always found something good to mention as they journeyed on together. Sometimes it was the meat, sometimes the bread, but always something. One day they stopped at a cabin for dinner and the meal consisted solely of the hardest, most unpalatable cornbread imaginable and very, very salt bacon. Preacher No. 1 noticed that No. 2 ate very sparingly and smiled to himself as he wondered what his companion could find to praise. They said goodbye to their hostess and journeyed on for some distance without mentioning the dinner. Conversation finally drifted to the family they had just left and their hospitality. No. 2 said: "That was good salt."

"I believe that a man gets what he goes after." Nothing truer was ever written than, "whatsoever a man soweth that shall he also reap." We do not sow wheat and expect to reap a crop of oats, but many of us wonder why we do not reap wealth, position and friends when we have sown indifferent work and a selfish disregard for our brother's welfare.

"I believe in courtesy." So much



The home of Mr. and Mrs. W. R. Breese, 700 Frisco Avenue, Monett, Mo. Mrs. Breese has been a Frisco woman for more than thirty years and has a husband and son in train service. It is not necessary to add that she is strongly in favor of Safety First.

has been said about courtesy that it would seem there is nothing left to say, but we must all confess there is yet room for improvement. It has been truly said that courtesy is the railroad man's greatest asset and this is equally true of us women folks. Courtesy, under all circumstances, to all classes of people marks the woman of refinement. The public judges a corporation by its employees. They do not come in contact with the managing officers of the road, but with the agents, conductors and other local men who are the company's representatives. Let us uphold the honor and prestige of our "house" as the traveling man does by being a worthy representative.

Relative to the Women's Safety League, Mrs. M. J. Murphy, of Springfield, Mo., says in a communication to Mrs. E. G. Newland, director:

I would be glad to be numbered

among the league members, because as a wife and mother, the safety movement means the protection of my husband and son—my bread-winners and my happiness on earth.

It seems to me that the wives, mothers and sisters of the railroad men should rally to this league unanimately because it means so much to them and everything they hold dear.

If we wives and mothers would only realize what an influence for good we can and should exert on our men folks, we would get busy and make the home life of our husbands and sons so congenial and pleasant, that, when they kissed us good-bye as they went to their work daily, they would carry away a mind so free from care that they could concentrate their thoughts on their work, free from the worry of family troubles. I believe that a man whose mind is burdened with the worries of an unpleasant, uncongenial

home is more liable to make the mistakes so often fatal to himself or his fellow employes.

So, my dear Mrs. Newland, if it is the intent of the league to inculcate and encourage the wife and mother of the railroad man into assisting their bread-winners to go to their work in a happy frame of mind, free from domestic care and worry, I bid you God speed in your noble work and subscribe myself as your friend and sister.

"Hello, Mother, when did you join the Safety First League," was the greeting from my husband as he returned from work the other day, when he espied first thing my Frisco Women's emblem pin, says a member of the league in a communication to Mrs. Newland. Then I showed him the letter which accompanied it, and he was well pleased.

The good book says, "It is better to give than to receive," but here I must contradict as I cannot think your pleasure was as great as mine, for the little token assured me that someone besides myself was watching and praying for the welfare of my loved one.

My husband has been with the Frisco in yard service for almost nine years. I asked him for a full explanation of the Safety First movement and this is the answer he gave me: "A soldiers' life, even in time of war, as against a railroad man's life, is one to three in favor of the soldier for statistics tell us that it takes a thousand rounds of ammunition to kill a soldier, but one wheel will do for a railroad man.

One misstep or slip of hand,
and there is a brand new face
in the promised land.

Mother, I have been switching cars a good many years and I find that Safety First as an investment pays large dividends. It is good policy too. Think Twice, Look Thrice—then move once, but do it quickly."

Mrs. L. Galloway of 1305 Kentucky Avenue, Joplin, Mo., entertained the Frisco Embroidery Club with a two course luncheon on Washington's Birthday. Table decorations were in keeping with the day, the place cards being red hatchets and the napkins decorated with flags. The guests were: Mesdames C. C. Power, Roy, Baney, Jerome and Pratt. The members present were Mesdames Hall, Demerly, Kelly, Parmeley, Carrithers and Niswander.

Mrs. Mamie Baxley, wife of section foreman Fremont, Mo., writes:

The badge of the Frisco Women's Safety League was received this afternoon and I thank you for same. I believe this league will accomplish great good if we will all join forces and do our best in all things. I am very much interested in the league and will aid it in every way possible.

Fewer accidents and economy in little things will help the company financially and we will all be benefitted thereby. I wish the league success.

To be successful in rearing children who are to take the coming responsibility of being their brother's keepers, mothers must not nag without feeling, but should teach these little ones patiently to watch and care for others. This must be taught at home, in the school and until care-taking becomes a second nature. This can be impressed upon the children by instructing them that they must help

care for the smaller and weaker ones. In Holland children are taught from infancy to watch the dyke and when there is the least sign of break the children go and report to their parents for they know should the water break through the wall the whole sea would come in upon them.

LEONETTE N. DOWDEN,
Newburg, Mo.

Some misunderstanding seems to exist regarding the Frisco Women's Safety League emblems which are forwarded under separate cover instead of enclosed in the letter of transmittal.

As result, Mrs. E. G. Nowland, director of the league, is in receipt of communications from women all along the line, in which they state the pins have not reached them. In some instances this is followed by a later communication that the pins have been received, but others fail to give further notice.

If, after a reasonable length of time, the pins are not received by those requesting them, kindly notify Mrs. Nowland and she will look into the matter.

Street Returns

Engineer Frank L. Street, of the Kansas Division, has just returned from a trip to Biloxi, Miss., where he accompanied his wife, who has been in ill health for several weeks. The change of climate was very beneficial to Mrs. Street and she returned to Neodesha much improved.

But aside from the mild climate and other attractions of the South, the trip had another charm for Mr. Street. It recalled the old days when he first put foot on a (wood burning) locomotive, out of Mobile, Ala., in January 1872, on the road Biloxi is on, the New Orleans, Mobile and Texas Railway—now owned by the L. & N. Mr. Street had in his possession the original time card, which was given him to study when he made his first trip, and it proved a great curiosity to several of the men to whom Mr. Street showed it while in the South.

Two Kirks

The children shown in the accompanying reproduction are Burleson and Sylvia Kirk, son and daughter of Section Foreman R. L. Kirk of Lancaster, Ark.



The photograph of the children was taken while they were feeding their chickens in the section house yard.

Mosley Wins

M. B. Mosley, machinist, Springfield, Mo., was again awarded a prize in a contest "Safety Engineering" is conducting for the best article upon the subject, "The Man on the Job." This time Mr. Mosley has won the second prize, and up to date he is the only man who has been awarded a prize twice.

Spontaneous Results

Employees of the office of Superintendent freight loss and damage claims met in the time card room of the Frisco Building, Springfield, Mo., March 10, for the purpose of organizing the Freight Claim Department Efficiency Association.

The object of the association is to promote efficiency through education, co-operation and mutual helpfulness and to afford opportunity for the interchange of opinions and ideas. The idea is to secure efficiency from the spontaneous interest of employees rather than from outside pressure of officials in charge of other departments. The association is something new along lines of education and it is believed will result in much benefit to the department in bringing about greater efficiency in the various lines of work.

The work of improving the efficiency of the freight loss and damage claims department is now practically in the hands of an organization of employees. The officers of the association are employees and no officials will be present at its deliberations.

The association proposes to hold meetings every sixty days, when a full and frank discussion of the affairs of the department will occur. Committees are now at work on suggestions for the improvement of the department, and any ideas produced by the organization which seem practical and workable will be given a trial. Frequently efficiency experts and higher officials will be asked to make addresses before the association.

G. E. Whitelam, superintendent freight loss and damage claims, is enthusiastically in favor of the new venture and feels confident that the committees elected will be able to advance

some mighty good ideas for the improvement of the organization and for the handling of all matters effecting the freight claim department.

In his address at the organization meeting Mr. Whitelam stated that he believed some scheme could be worked out whereby, members submitting the most suggestions that are practicable and can be used in a beneficial way in increasing the efficiency of the department, would be rewarded by suitable prizes.

Constitution and by-laws were drawn up and adopted and the following officers were elected to guide the association through its pioneer stages:

President, G. E. Johnson, Claim Investigator, first vice-president, J. L. McCormack, claim investigator; second vice-president, Mrs. I. Dickerson, claim file clerk; secretary, Miss Eva Wilby, chief typist; Executive committee: Chairman, L. C. McCutcheon, chief clerk; F. E. Adams, carload refused and unclaimed freight; O. A. Smith, claim investigator; H. S. Bowman, claim investigator; F. L. Pursley, claim investigator. Reports and Forms committee: Chairman, R. H. Love, claim investigator; R. N. Brooke, claim investigator; L. E. Barrett, claim investigator; W. L. Houseman, claim investigator; F. M. Payne, assistant voucher clerk; Miss Workman, record clerk; Mrs. Bowen, record clerk. Transportation committee: Chairman, T. W. Kirkpatrick, claim investigator; R. L. Truitt, claim investigator; W. G. Clement, claim investigator; C. L. Stewart, claim investigator; R. H. Kattner, claim investigator. Office Organization and Efficiency committee: Chairman, J. L. McCormack, claim investigator; W. B. Peregoy, claim investigator; W. I. Wikoff, claim investigator; R. D. Jones, L. C. L. tracer clerk; George Reed, checker; R. H. Rhett, claim investigator; Miss Toon, file clerk. Correspondence and Files committee: Chairman, C. F. Smith; claim investigator; Miss Hindman, file clerk; S. H. Brown, D. R. clerk; Miss Schenk, file clerk; Miss Widmeyer, file clerk; L. W. Whetstone, clerk general; Miss Kniffen, file clerk.

What It Means

Hip—What does it mean to say that a girl is as pretty as a picture?

Hop—Merely a frame of mind.—
Michigan Gargoyle.

LET'S HEAR FROM OTHER CLUBS

C. J. Drury, Shop Superintendent.

Frisco-Man:

We held a meeting of North Shop employes March 14, the purpose of which was to organize a ball team for the North Springfield Shops. We perfected the organization, electing myself as president; Mr. P. C. Freeman, Secretary; Mr. E. A. Noblitt, Treasurer, and Mr. A. C. Swineford, Manager. Mr. Fred Walters and Mr. James Leitwein were selected to get two teams together and try them out, the purpose of which was to make a selection of one team from the two. We have arranged for the purchase of suits which we will have ready in a few days. These suits will bear the "Frisco Safety First" emblem.

It occurred to me that organizing a Frisco Base Ball League, consisting of teams from six to eight places, to be a good idea, and I offer this suggestion that we could arrange for a team at North Springfield Shops, at the Springfield New Shops, Monett, Fort Scott, Fort Smith and Newburg with probably two other places in the league. In this way, if it was properly handled, we might have some very good ball games this season.

I am writing this for the purpose of having you start this league and have it handled by the *Frisco-Man*. There can be some little trophy hung up as a prize for the winner at the end of the season. I believe this should be perfected so as to commence playing by April 15. There will be several Saturday afternoons and Sundays that we can meet at different places and play the games under the rules gotten out by the *Frisco-Man*. As a suggestion, I believe the rules should be run something like this: First, each player shall be in the employ of the Railway, and must be in the employ thirty days prior to participating in any game. Second, for the number of games to be played to be a percentage kept the same as any league. Third, the expenses of the visiting team to be born by the home team. Fourth, all gate receipts taken in to belong to the home team. And what other rules you would care to put in effect, or any one else would care to suggest.

I would like to hear from you, as our team will be open for business April 1st.

Along the Line

Joplin

S. L. Baney, General Baggage Agent.

Conductor and Mrs. W. P. Carrithers, together with their sons Clay and Max, are spending a month in Berkeley, Calif., the guests of Mrs. Carrithers parents, Mr. and Mrs. Clay.

Frank Davis, city passenger agent, was called to Atoka, Okla., the early part of March by the serious illness of his sister.

Mrs. Frank Parmely, wife of Engineer Parmely, accompanied by her son Stanford, spent a week in Girard, Kans., recently as the guest of her parents, Mr. and Mrs. Elder.

Engineer Frank Parmely was off several days because of getting a cinder in his eye.

Mrs. E. G. Newland, in charge of the Frisco Women's Safety League, spent March 15, 16 and 17 in Joplin, Mo., as the guest of Mrs. L. S. Baney of 822 Pennsylvania Avenue. Mrs. Newland made the trip to Joplin from Fort Scott, Kan., where she lectured before the Safety Committee in session at that point, March 14.

F. W. & R. G.

D. Hall, of Bluff Dale, Texas, succeeds A. Roberson as operator at Menard, Texas. Mr. Roberson resigned to accept agency with the express company at Comanche.

V. E. Lynn, operator, Comanche, Texas, has returned from a short visit with his parents at Fort Worth, Texas.

T. C. Settle, agent, Cresson, Texas, has resigned to become assistant city passenger and ticket agent at Fort Worth, Texas. He is succeeded by J. H. Mayes.

E. L. Fitzgerald is appointed second trick operator, West Yards, Texas.

E. L. McMurry is appointed operator at Dublin, Texas, succeeding J. H. Lodle, who resigned to accept position with the St. L. & S. W. Railway at Dallas, Texas.

Forty-four cars of live stock were shipped to market from Comanche during the month of February.

T. C. Kelley relieved Operator Wallace of Stephenville, Texas, during his absence because of the illness and death of his son.

T. B. Craddock, formerly agent at Bluff Dale, Texas, is appointed cashier and operator at Dublin, Texas, succeeding L. R. Cross, resigned.

J. M. Stanfill, extra gang foreman, who

has been at work improving track conditions at Granbury, Tex., is now at Marietta doing general repair work, surfacing line and ditching.

Yard Foreman Oran of Fort Worth has just bought a new gasoline engine for his hand car. Switch engines will have to take notice when "Red Wing" approaches the curves.

George White, section foreman, Hebron, Tex., is transferred to Carrollton, Tex.

The track foremen of the Frisco Texas lines are talking of having a trackman's reunion in the early spring. Let every trackman of the "Lone Star" state talk that way.

D. E. FITZGERALD

Daniel E. Fitzgerald was one of the victims of the Missouri Athletic Club fire in Saint Louis, March 9, 1914.

Step by step Mr. Fitzgerald had risen in the ranks until he was appointed assistant superintendent of motive power in 1908.

On the first of March he left the service of the Frisco to accept a responsible and important position with a large corporation.

Everyone on the Frisco who knew Mr. Fitzgerald liked him. They were sorry to see him leave the road, but pleased at his advancement. Whether with the Frisco or not the road has lost a loyal friend, and all who knew him have suffered a personal loss.

The remains were taken to Springfield, Mo.

Springfield

NEW SHOPS

J. E. Foster, is transferred to the boiler shops as clerk succeeding J. E. Labarge, who takes position as boiler maker helper.

L. E. Richardson, who has been down in the Brownsville, Texas, country for the last two years, is appointed assistant boiler maker foreman at the New Shops, the position he held before leaving for the south.

Mrs. F. C. Alsop, wife of F. C. Alsop, clerk at the New Shops, who has been ill of pneumonia and measles, is rapidly recovering.

The little daughter of J. E. Henshaw, superintendent New Shops, who has been ill of scarlet fever, is doing nicely.

Red River Division

From Miss Alyce Robertson.

A volume of Safety business was transacted recently at a meeting of the Red River Division Safety Committee, Francis, Okla., at which practically all members were present. A paper read by Conductor Ed Hill aroused considerable enthusiasm and elicited much applause. The next meeting will be at Hope, Ark.

Twenty-five emblem pins of the Frisco Women's Safety League were assigned to Miss Alyce Robertson for distribution. The ladies who received them are: Mrs. L. S. Thompson, E. L. Workman, E. L. Hill, J. F. Robertson, A. Disney, Al Yokum, Campbell, Sam Zachritz, R. E. Blythe, Ed. Mundell, Tom C. Burns, J. Y. McAllister, U. L. Miller, McCall, Frank Thornton, Henry Gorman, Bill Hughes, Pete Geraghty, S. Rupprecht, C. H. Warren, Jack Daley, John Gardner, R. Desmuke, S. W. Moore, C. O. Green, Felix Deaton.

Mrs. J. F. Robertson, has been in Sherman for the last week, where she was called by the serious illness of her brother, M. E. Love.

Engineer J. Y. McAllister, who has been running the switch engine at Okmulgee, has returned to Sherman, where he has been assigned a run in the pool between Sherman and Francis.

North Springfield

P. C. Freeman, Chief Clerk to Shop Superintendent.

The four tracks which have been laid at the point where the old scrap dock was

formerly located, are now in use as repair tracks, in charge of Foreman J. S. Jowers. These tracks afford an additional output daily of twenty-five cars.

T. L. Bryant is appointed foreman of air brake department, freight yard, North Shops.

J. J. Stokes, who has been foreman of laborers in the erecting shop for a number of years, died at the Springfield Hospital, March 1, after an illness of sixty days. Interment was at Hazelwood Cemetery. During his years of service Mr. Stokes made many friends at the North Shops and the news of his death was received with deepest regret by all his associates.

The following operating officers visited the North Shops during February: John Forster, master mechanic, Northern Division; Frank Burns, master mechanic, Central Division; F. A. McArthur, master mechanic, Eastern Division; T. F. Underwood, master mechanic P. & G. N.; B. A. Beland, general foreman and P. T. Gilliam, boiler foreman, Ft. Smith, Ark.

E. A. Nolett, piece work checker, North Shops, is promoted to clerk in the freight repair yard office, succeeding Edgar Johnson, resigned.

M. J. Drury, superintendent of shops at Topeka, Kans., visited his son C. J. Drury, Shop Superintendent, North Shops, February 21.

The infant son of J. C. Conley, chief clerk master mechanic Eastern Division, died February 27. Interment was at Pierce City, Mo., March 1.

The office of M. O'Dowd, chief tie and timber inspector, was moved, February 21, from the Frisco Building to the general store house.

C. E. Shanahan, stenographer to Superintendent J. E. Rosenbalm, of the B. & B. Department, is transferred to office of R. A. Jacobs, general foreman, store department.

W. T. Byland, chief stock clerk, and E. R. Barnhardt, requisition clerk, general storehouse, are transferred to general foreman's office. Work which was formerly handled in the general storekeeper's office by them will be handled in office of general foreman stores department.

Ozark Division

Material for the round house at Thayer, Mo., has arrived and the work on same is progressing rapidly.

Compound engines on the Memphis Sub-

DEARBORN TREATMENT

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DEARBORN CHEMICAL COMPANY,

McCormick Building, CHICAGO

division are giving satisfactory service. The men are getting accustomed to them and are favorable to this type of engine.

It is expected that the new telephone system will be entirely installed on the Memphis Sub-division before the first of April. This will mean telephone train dispatching over the entire Ozark Division. This, together with motor cars for section men in Arkansas and the improved train service and track conditions, is making this end of the railroad particularly attractive.

The line between Turrell and Memphis is receiving special attention. This piece of track is to be put in strictly first class shape. Sufficient slack is being received from Birmingham to reballast the entire stretch and when the work is completed it will be the very best riding track in this part of the country.

The Division Safety Committee at Memphis, Tenn., March 7, in office of General Passenger Agent Cornatzer, was very enthusiastic and satisfactory in every way. Safety First work is growing stronger in every way on the Ozark Division.

The Y. M. C. A. at Thayer, Mo., is constantly improving—attendance increasing each week.

Splendid results are being secured from the weekly meetings on train rules and mechanical subjects. Fuel economy and other important topics are discussed with regularity at these meetings. A stereopticon machine, with sufficient slides for presenting the subjects discussed in a fascinating and attracting manner, it is expected, will be an additional feature of this work at an early date.

Prospects for apples in the Mountain Grove, Cedar Gap territory, are very flattering. The peach crop also looks good. Recent cold weather has only hurt peaches slightly in a few locations. Because of so much favorable weather during the month of January, farming generally is in an advanced stage.

Mountain Grove carried school bonds 361 to 79 against.

The service given merchandise and meat trains is attracting attention. For the last eighteen days (up to March 11) these trains have made schedule or better every day.

It would be a long stride toward helping attain safety if the right-thinking men in a crew got together with the dare-devil one and showed him the error of his way, or asked for his removal from their midst. "Man's inhumanity to man makes countless thousands mourn."—*Railway Employees' Magazine.*

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