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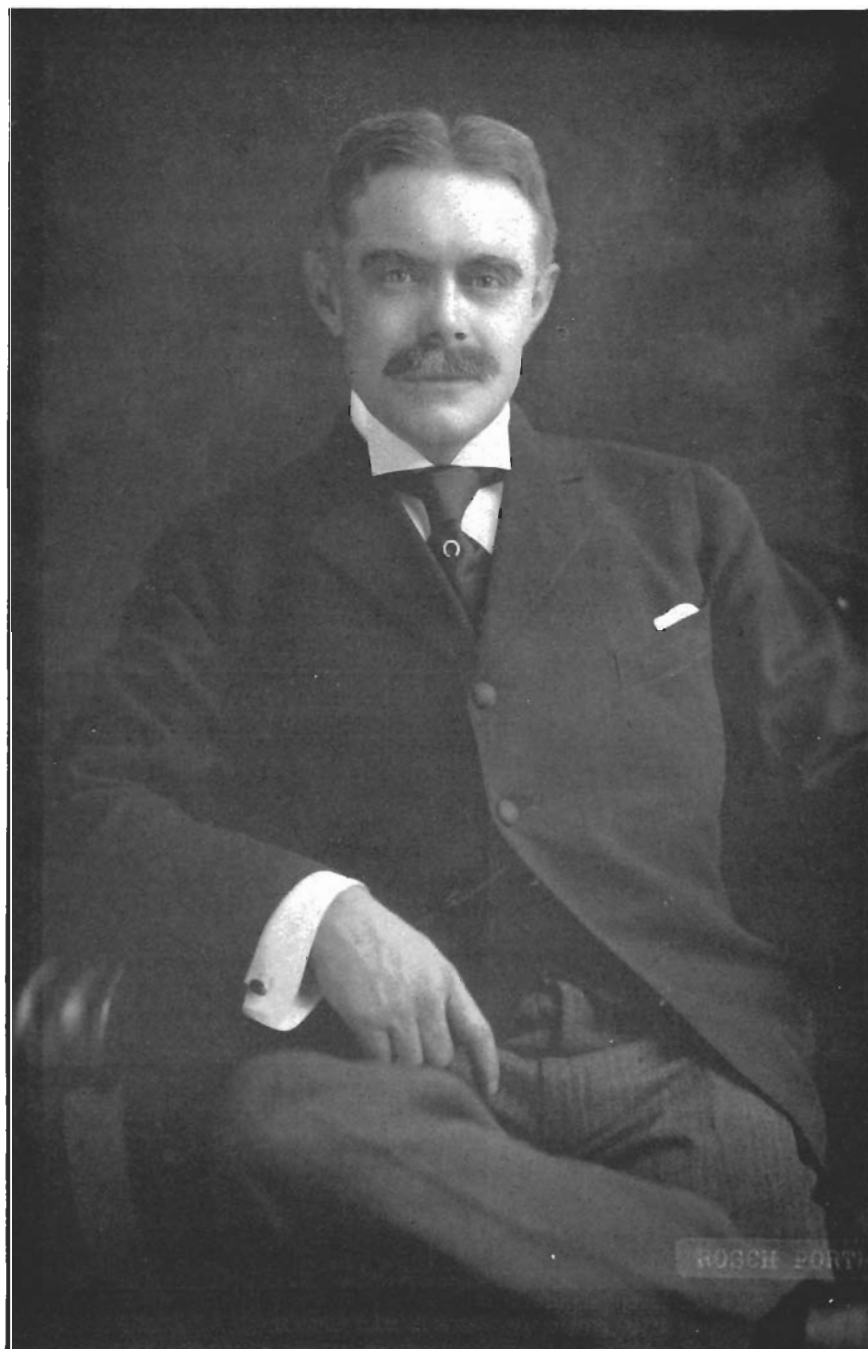
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F. H. Hamilton, Treasurer for the Receivers



NEW AGENCY PLAN SUGGESTIONS

As indicating the interest the Receivers are taking in the New Agency Plan, which was put into effect about eighteen months ago, and showing the extent to which the Traffic Department is relying on the Agents and Superintendents, we call attention to the following communication recently addressed to all of the Superintendents by Mr. W. B. Biddle, Receiver and Chief Traffic Officer:

The operation of what we call the New Agency plan, and which has now been in effect for about a year and a half, has, I believe, convinced us all that the principle is sound and that the actual results should become more apparent with each year.

We should all keep the possibilities in mind and endeavor to develop new thoughts and ideas by which our work can be made even more effective.

Traffic conditions are constantly changing, and now that the responsibility for securing the business has been placed with the agent, our traffic officials are studying the situation daily in the attempt to help the agent in his work.

Among other things, we find that while in the case of some of the large corporations the routing of business is controlled at the home office, in most instances the instructions of the purchaser are respected, and when he does not express a definite preference that the routing is frequently inserted by the Traveling Salesman.

We have set a high standard of efficiency for our Station Agents and

we believe that they will not be satisfied until they have attained it. Our creed is to get all the business that our service and business methods justify us in expecting; and when this is not accomplished, we shall expect our agents to be able to give good reasons for our failure.

Every agent should know every shipper or receiver of freight in his community.

He should get his full share of the business of each and every one or know the reason for his failure.

He should know what business is not controlled by his people and advise the proper representative.

Time is the essence of success and advance information will often get the business.

His slogan should be——

ROUTING ON THE ORDER FOR THE GOODS.

Other forms of advices are important when this cannot be obtained, but at best they are supplementary. The *Routing on the Order* will usually bring home the bacon.

Cultivate the Traveling Salesman. He is an important factor and can frequently give valuable information; and if he is a friend of the road, will go out of his way to help, so long as it does not conflict with his duty to his house or his customer.

I am addressing this letter to each one of our Superintendents and should be glad to have these thoughts put before our agents, and shall welcome any criticisms or suggestions that may aid us in bringing about even better results.

Eyes That See

General Superintendent Motive Power Dunlop has an entirely new and novel theme for dissertation *Eyes That See*.

Of course, Mr. Dunlop's text has never been used before, but he has a series of changes that he rings in that are novel at least in phraseology and point of emphasis. His theory is that the scrap heap is valuable in inverse proportion to its size; that much material on hand can always be used while working and not cast aside to be put in the scrap heap.

Fuel Economy

It has been suggested that a considerable saving of fuel could be affected on engines waiting at round houses, if a board was placed over the stack. This is particularly of value if the engineer and fireman are not in the cab.

Also, attention is called to the fact that fuel is often wasted by overloading of tenders.

The right kind of purpose makes the time it cannot find.

Stub Economy

The Frisco-Man is in receipt of the stub of an indelible pencil measuring just five-sixteenths of an inch in length, used by D. L. Estes, agent, Eldorado, Okla.

The pencil was worn down to the measurement stated through the use of the holders furnished by the stationery department, and that full service was gotten out of it, no one will question.

This is another evidence that suggestions regarding economy in little things are being put into effect by Frisco men.

Coppage's Uncle

Superintendent Transportation Coppage was at one time the proud possessor of an uncle who lived to be 115 years of age.

Mr. Coppage loses very few opportunities of relating an astonishing fact of this kind and rather intimates that this uncle arrived in this country a little prior to the arrival of one Christopher Columbus.

Traveling representatives of the Frisco are repeatedly questioned by the agents all along the line regarding

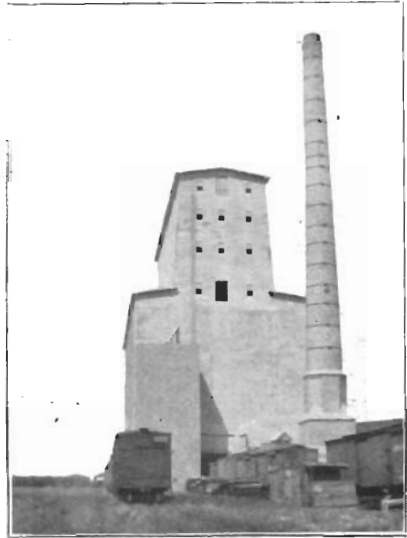


how wheat is unloaded from cars onto the vessels at port.

The accompanying reproductions show how this is accomplished and will, no doubt, prove of interest to all

agents, particularly those located in Kansas and Oklahoma.

The steamer shown in the reproduction is the British ship "Spectator"



and was snapped August 20, 1914, while loading wheat at Galveston, Texas, from the huge elevator shown in the other reproduction. The elevator is owned by the Galveston Wharf Company.

Claiborne's Excuse

At a recent meeting of the superintendents there was considerable discussion regarding items of expense and several of our foremost division representatives were explaining why certain factors were showing an increase.

The general manager called upon Mr. Claiborne regarding one of these factors. Mr. Claiborne arose and began a lengthy explanation of the increase but was interrupted by Mr. Levy, who said: "Why, Cal, you have shown a decrease," all of which goes to prove that it is hard for anyone of us to tell exactly when we are doing well.



That employes in the different departments at Springfield, Mo., seem to vie with each other in making attractive grounds surrounding the Frisco buildings at that point, is clearly evidenced in the number of photographs of attractive gardens that have been reproduced in *The Frisco-Man*.



The above cuts are of two more "beauty spots" to be found at Springfield. The cut to the left shows the west end of the store house and the grounds surrounding it, while the cut to the right shows office of Superintendent Simms.

Smile Mac

One of our staff correspondents caught Superintendent O. H. McCarty, of the Northern Division, unawares recently at Hillsdale, Kans. That's the reason he's not smiling.



The Frisco-Man has been informed, however, that the picture herewith reproduced is a true likeness of Mr. McCarty on the job—sleeves rolled up and all—ready to make things hum.

Courtesy Pays

The following communication from Mr. H. E. Lipe, of the Southwestern Telegraph and Telephone Company, to E. W. Dorriss, of the ticket office at Houston, Texas, complimenting Frisco employes, is gratifying to the management, as it evidences the efforts our trainmen and other employes are exerting to make passengers comfortable while on Frisco trains:

Dear Sir:

I take this means of showing my appreciation in behalf of my wife and her brother for the grand services and courtesies shown them by all employes while on their sad journey from Houston to Bonnets Mill, Mo., with their deceased father leaving here on August 28.

Every attention was shown them by the entire train crew to make things as pleasant as possible for them and when arriving at Saint Louis on Sunday morning, August 30th, they were met by representatives who did not leave them for one minute until everything was completely arranged for their departure over the Missouri Pacific to their destination.

As this train does not stop at the above point regularly, arrangements were made through your kindness which allowed them to arrive at a most convenient time of day and on this run they were also shown very kind attention and the dining car steward going so far as to grant them special service in order that they may have their dinner enroute.

Courtesies of this character will make friends by the thousands and it shall never be forgotten by us, only wishing that we were in a position to thank you more heartily than by this letter.

Who—se?

The two Frisco men shown in the accompanying reproduction hardly need a "know them when you meet them" introduction to the majority of employes along the line, but for the benefit of the possible few who might not be so fortunate, *The Frisco-Man* regrets it is not at liberty to publish names.

It was only under a solemn promise not to divulge the names of either of



the parties shown that our staff correspondent was able to secure the photograph, and, realizing that it would be *The Frisco-Man's* loss if he didn't, the arrangement was consented to.

However, the promise was made for the October issue only and should any of the "unfortunates" send in correct guesses as to whom the parties shown

in the reproduction are, *The Frisco-Man* will be pleased to publish same in its November issue.

The picture was taken in front of the Locomotive Supply House, South Round House, Springfield, Mo.

Back From Vacation

In an article published on another page, attention is directed to an interesting talk made by Superintendent C. H. Baltzell of the Ozark Division, in which he highly commends physical training for every man in every vocation of life.

The accompanying reproduction is an example of what Mr. Baltzell has accomplished with one of our employes



after a few months' instruction in physical culture.

Of course we all know Mr. Baltzell is a thorough, all round athlete himself, but inasmuch as *The Frisco-Man* has been requested to refrain from publishing the name of the person shown in the reproduction, we will have to leave it to our readers to guess who this particular protege of Mr. Baltzell's is.

Tons Per Train Miles

Superintendents Carr and McCarty are keeping close tab on each other on train mile tonnage and at last accounts Mr. McCarty was in the lead.



The order and cleanliness that prevails at the Reclamation Plant, Springfield, Mo., has elicited considerable commendation and persons visiting the plant are at once impressed with the neatness of the place and the attractiveness of the grounds surrounding it.

Despite the fact that old material from all over the line is collected and brought to the plant to be reclaimed, it is a model of neatness and order and all employes seem to pull together to help make conditions ideal in every particular.

The above reproduction is a striking example of what is to be found at this plant. The photograph speaks for itself and it is unnecessary to direct at-

ention to the systematic manner in which the different material is piled.

It will be noted, too, that no material, tools, or articles of any kind, are to be found lying around the ground where persons are likely to stumble over them, nor is refuse of any kind strewn through the yards surrounding the buildings. This is one of the best evidences that Safety First is being put into practice at the plant.

What has been accomplished at the Reclamation Plant can be brought about at every other round house and shop on the Frisco and it would be well for those at other points to follow the well-regulated system of neatness and order to be found there.



Station at Oklahoma City, Okla., and Park Surrounding It.

Get Together

Section men, round house employes, switchmen, yardmasters, office clerks, operators, firemen, brakemen, engineers, conductors and officers are afforded opportunity of getting together on friendly footing, for the discussion of plans for efficiency and betterment of service in all departments, through meetings of the River and Cape Division Efficiency Association.

This association, organized recently, is composed of employes in all branches of service on the River and Cape Division. Meetings are held on the fourth Sunday of every month.

At a meeting in the Pullman Theater, recently, the following members were elected to serve for a term of six months: President, L. C. Beasley, night chief dispatcher; First Vice-President, Joe Barclay, car foreman; Second Vice-President, J. W. Jay, chief yard clerk; Third Vice-President, John T. Marsh, brakeman; Secretary and Treasurer, J. G. Sarius.

President Beasley of the association appointed the following, members of the Executive Committee: Chairman, L. A. Gibson, conductor; C. McBroom, chief clerk; S. F. Lippard, engineer; J. B. Taylor, conductor; and J. B. Gilliam, general foreman.

The Executive Committee was instructed to draft by-laws and rules for the government of the association and present them at the August meeting. This was done, and these rules and by-laws were unanimously adopted.

At the August meeting the Executive Committee, in accordance with the by-laws, appointed the following committees:

Loss and Damage Committee Chairman, C. S. Pankett, conductor; E. H. Smith, brakeman; and John Leman, transfer foreman.

Transportation Committee Chairman, W. L. Ramage, dispatcher; L. S. Shively, conductor; E. Barclay, engineer.

Maintenance Committee Chairman, John

I. Stevens, accountant; W. H. Pryor, water service foreman; J. J. Phayer, roadmaster.

Station Operation Committee Chairman, E. McCutcheon, chief clerk to agent; Ed. Miller, assistant chief clerk to superintendent; A. Foreman, rate clerk.

Mechanical and Terminal Committee Chairman, W. H. Williams, general yard master; J. C. Bryan, assistant superintendent locomotive performance; R. W. Stokes, car repairer.

The duty of the members of these committees is to handle, to the best advantage, any and all reports submitted to them by members of the association.

At the August meeting President L. C. Beasley forcibly impressed upon the members that the meetings are intended for betterment of conditions and explained that any employe having any recommendation or practice he desired to report or have corrected, or any practice he desired put into effect, should bring same up at the meeting and it would be referred to the chairman of the committee under which the subject would properly come. The chairman will confer with his committee regarding the matter after which it will be passed to the Executive Committee, with ample time for consideration before the next regular meeting.

Members have been assured that no matters discussed at these meetings will be handled outside of the association.

Superintendent Claiborne and Assistant Superintendents Frazier, Jordan and Moran are doing all they can to make the association a success, having furnished a place to meet, a clerk to keep the minutes, etc. They have instructed that boxes be put up at different points on the line for suggestions for the different committees to handle.

While the association is still in its infancy, it is believed it will only be a short while before it will be able to give a splendid account of the progress made in efficiency through united effort.

CLAIM REDUCTION CAMPAIGN

A statistical report showing claim payments, number of cars handled, revenue, claim payments per car and claim payments per \$1000 revenue, as well as the percentage of claim payments to revenue, covering live stock, flour and grain, for the fiscal years 1907-08 to 1913-14, has been compiled by G. E. Whitlam, superintendent freight loss and damage claims.

The statement shows that the claim payments per car, covering stock, decreased from \$3.21 in 1907-08, to \$1.37 in 1913-14; flour decreased from \$1.21 to 71 cents per car; and grain from \$2.03 to 94 cents.

The statement is very gratifying and shows what can be done by specializing on certain commodities.

The Frisco is now specializing on all commodities, through its Freight Claim Preventive Committees, and a big decrease in claim payments is expected as result.

The attention of all employees who have to do with the handling of freight is directed to the statement below showing what material the \$100,000.00 reduction in freight claim payments asked for, would purchase:

Mechanical and Car	
4	1040 class locomotives
4	1306 class locomotives
91	Cabooses
125	36-ft. box cars
9,488	Freight car axles
11,111	Engine markers
13,002	Freight car couplers
21,505	Steam hose
66,666	Air hose
80,080	Cast iron brake shoes, engine
256,110	Locomotive scoop shovels
263,158	Steam gauge lamps
303,030	Water gauge lamps
322,581	Cast iron brake shoes, freight car
526,315	1 gallon oil cans
714,444	½ gallon oil cans
714,444	Red lantern globes
833,333	White lantern globes
999,999	Engine torches
2,000,000	Pounds cotton waste
3,333,333	Machine bolts, average size
5,000,000	8 penny nails
Maintenance and Track	
2,419	Hand cars
18,832	Track jacks
25,907	Track bolts
32,671	Track spikes
116,279	Crossing planks 3x12x16
149,253	Axes
151,515	Cross ties creosoted
185,185	Spike mauls
185,185	Crossing planks 3x12x10
188,679	Track shovels
204,082	Cross ties, white oak
416,666	12 qt. water buckets
1,000,000	The plates

The following educational bulletin, issued by G. E. Whitlam, superintendent freight loss and damage claims, cites six cases where this railroad was

obliged to pay claims for damaged freight because of rough handling and lack of proper inspection by our employees.

It is wholly within the power of employees to correct conditions such as narrated in the paragraphs published below and each and every one is asked to do what he can to put a stop to this carelessness, which not only is proving so expensive to the railroad, but creating dissatisfied patrons as well:

This company was recently required to pay a claim account rust and damage to carload of iron which shippers loaded into a light box car, which was transferred en route to a stock car, and allowed to travel therein to its destination about eight or nine hundred miles away from the point of transfer. On arrival at destination, the iron was found to be damaged, not only by reason of improper handling at time of transfer, but also by reason of having become very wet from water blowing into the open car, causing the iron to rust. The resultant damage was great, as stated, and could have been avoided had proper equipment been selected for the transfer and proper care used in handling the material from the original to the new car.

We recently paid four claims for damage to bottles moving in as many cars and earning in revenue less than \$300.00. These claims were filed for breakage which could be the result of nothing except rough handling in transit, inasmuch as the bottles were carefully packed and properly loaded and braced under the supervision of employees of this company. The four claims aggregated approximately \$550.00 and left us heavy losers on the traffic handled. In this case carelessness somewhere, proved very expensive.

We were required to pay for damage to 300 sacks of cotton seed meal loaded in a defective car. Our inspector at point of

origin passed the equipment as fit for this loading and his employer, the company, had a right to expect that the roof would protect the consignment to its destination. However, on arrival at destination, almost the entire load was found to be water-soaked because of a leaky roof, which Car Inspector at that point declared to have been of long standing, and it was necessary for us to pay for the damage. Surely, the car could not have been in first-class condition when originally loaded, although it was passed as such.

A car of cotton seed oil recently delivered us in switching service was hit hard enough in the terminal to shift the tank on car frame, breaking steam pipe and requiring transfer. Loss of oil and cost of transfer amounted to nearly \$100.00 which was caused entirely by carelessness in switching.

A shipment of horses recently loaded at one of our stock yards moved over one division and on arrival at the next terminal, two horses were found to be down account floor having given away under their weight, making it necessary to unload the horses and return them free of charge to loading point and pay the owners damages for injuries which the horses suffered. This stock car was examined and pronounced in fit condition for loading by the regular Car Inspector whose duty it was to make these inspections. It may not at all times be possible to detect rotten planking in the floor of stock cars and for that very reason, unusual care should be exercised in selecting cars to be loaded with horses or mules in order that existing defects of every kind, that might result in damage, be discovered and repaired before the car is used.

Claim was recently filed on a car of plate glass moving about 450 miles without noted exceptions. In the next 200 miles the car moved, it was set out five times for rebracing and replacing a shifted load. Glass worth more than \$1700.00 was broken and claim for its value paid. It is very apparent that the car had unusually rough handling on several occasions after it was first set out for rebracing, or the employes repairing the braces performed their duties in a very inefficient manner. It is needless to say that the loss could have been avoided had every one given this car of glass the same careful handling and attention that would have been given it had it been the property of those who were handling it.

The following report shows where Freight Claim Preventive Committee meetings were held during the month of September, and the number of employes attending same:

Considerable enthusiasm has been stirred up among the employes along freight claim prevention lines, and it is believed interest will grow, which will bring about an improvement in

transportation and result in less loss and damage to freight.

Division	Date	Where Held	Attendance
Eastern	Sept. 14	Monett	35
St. Louis	Sept. 22	St. Louis	260
Springfield	Sept. 23	Springfield	62
Memphis	Sept. 24	Memphis	68
Kansas City	Sept. 28	Kansas City	220
Ozark	Sept. 29	Thayer	60
Ozark	Sept. 30	Jonesboro	30
Northern	Sept. 29	Ft. Scott	41
Northern	Sept. 30	Pittsburg	30

Total 806

In addition to these meetings, a meeting was held at Chaffee September 3rd, at which 45 employes were present, and one was held at Ft. Smith September 8th, at which 40 were present, also one at Francis on the 11th, at which 49 were present. This makes a total of 940 employes who attended meetings pertaining to freight claim prevention during the month of September.

At a meeting in office of Superintendent J. M. Chandler, Francis, Okla., September 11, the Red River Division Freight Claim Preventive Committee was organized, composed of the following members:

Superintendent J. M. Chandler, chairman; J. J. Shaw, acting master mechanic, Francis, Okla.; B. D. Fallon, agent, Hugo, Okla.; G. W. Edgerton, yardmaster, Hugo, Okla.; F. T. Bowles, yardmaster, Okmulgee, Okla.; W. J. Russell, platform foreman, Madill, Okla.; M. H. Bowman, special agent, Francis, Okla.; T. W. Byrne, engineer, Francis, Okla.; O. D. Wright, conductor, Francis, Okla.; C. L. Hileman, brakeman, Francis, Okla.; T. J. Smith, engine foreman, Francis, Okla.; Geo. A. Gladson, car inspector, Francis, Okla.; L. R. Kennedy, car foreman, Hugo, Okla.; H. L. Davis, switch engineer, Hugo, Okla.; C. A. Irvin, assistant superintendent, Francis, Okla.

At a meeting in office of Superintendent C. F. Hopkins, Sapulpa, Okla., September 12, the Southwestern Division Freight Claim Preventive Committee

was organized, consisting of the following members:

Superintendent C. F. Hopkins, chairman; R. C. Mills, general agent, Oklahoma City, Okla.; W. H. Hutchison, assistant superintendent, Sapulpa, Okla.; C. J. Drury, master mechanic, Sapulpa, Okla.; J. J. Daley, general yardmaster, Sapulpa, Okla.; B. F. Parrott, warehouse foreman, Tulsa, Okla.; M. L. Cutler, special agent, Sapulpa, Okla.; J. W. Cullum, engineer, Sapulpa, Okla.; W. R. Connerly, conductor, Monett, Mo.; W. C. Bryant, brakeman, Lawton, Okla.; R. E. Meadors, engine foreman, Afton, Okla.; F. C. Baker, car inspector, Oklahoma City, Okla.; C. S. Simpson, car foreman, Sapulpa, Okla.; C. C. Prescott, switch engineer, Sapulpa, Okla.

At a meeting in office of Superintendent W. G. Koch, Fort Smith, Ark., September 9, the Central Division Freight Claim Preventive Committee was organized, composed of the following members:

Superintendent W. G. Koch, chairman; Frank Burns, master mechanic, Fort Smith, Ark.; J. T. Hulehan, assistant superintendent, Fort Smith, Ark.; R. H. Phinney, assistant superintendent, Fort Smith, Ark.; L. Armstrong, general yardmaster, Fort Smith, Ark.; G. W. Green, general agent, Fort Smith, Ark.; J. G. Johnson, platform foreman, Fort Smith, Ark.; E. S. Neil, special agent, Fort Smith, Ark.; R. E. Broechus, engineer, Fort Smith, Ark.; A. C. Miller, conductor, Fayetteville, Ark.; C. R. Phipps, brakeman, Muskogee, Okla.; P. L. Pruitt, switchman, Muskogee, Okla.; S. W. Brink, car inspector, Fayetteville, Ark.; C. A. Hall, general car foreman, Fort Smith, Ark.; W. L. Corrotto, engineer, Fort Smith, Ark.

At a meeting in office of Superintendent C. T. Mason, Enid, Okla., September 3, 1914, the Western Division Freight Claim Preventive Committee was organized, consisting of the following members:

F. A. McArthur, master mechanic, Enid, Okla.; J. W. Hall, agent, Blackwell, Okla.; A. L. Johnson, general yard master, Enid, Okla.; W. H. Thomas, platform foreman, Enid, Okla.; F. M. Peck, engineer, Enid, Okla.; W. W. Harris, conductor, Enid, Okla.; C. F. Clark, brakeman, Enid, Okla.; H. W. Shelton, switchman, Enid, Okla.; Leonard Mead, car repairer, Enid, Okla.; W. H. Caywood, foreman, car department, Enid, Okla.; H. F. Gilley, engineer, Enid, Okla.; J. W. Chaiborne, assistant superintendent, Enid, Okla.; J. W. Marling, assistant superintendent, Enid, Okla.; C. T. Mason, superintendent, Enid, Okla.

Milby Bagged

A. B. Milby, formerly storekeeper at Memphis, Tenn., was presented with a handsome traveling bag by the store department and shop employes upon his departure for Sapulpa, Okla., where he has been transferred.

The employes filed in Mr. Milby's office at noon hour, September 17, and, with a few well chosen remarks by C. K. Crowley, boiler inspector, the gift was presented. Mr. Milby responded with a few words expressing appreciation.

Mr. Milby has many friends in Memphis, all of whom regret to see him leave, but he carries with him their best wishes for success in his new field.

Waiting

While waiting for his daddy, who had just returned from his run from Monett, Mo., the photograph herewith



reproduced was snapped of Robert Norman Vorce.

The little fellow, who is one and a half years old, is the son of Fireman R. M. Vorce of Springfield, Mo.

LET'S LAUGH

Putting One Over

Mrs. Henpeckke—You never did anything really clever in your life!

Mr. Henpeckke—You seem to forget, my dear, that I married you.—Judge.

Try It

A—Time flies.

B—I can't. They're too quick for me.—Christian Register.

Such is Tradition

"Isabel has been married four times and complains her latest husband is the worst of the lot. Won't stay home of night."

"Well, the last match always goes out."

Pat's Advice

Pat (the hodcarrier, to the carpenter who is vigorously sucking his thumb, cursing at the same time)—Don't yez know how to drive a nail yit widout smashin' yer fingers?

Carpenter—No; and neither do you.

Pat Bedad, but Oi do. Hold the hammer in both hands.

Once Too Often

Parson Black (sternly)—"Did you come by dat watch-melyun honestly, Bruddeh Bingy?"

The Melon Toter—"Deed did, pahson; ebry day fo' nigh on two weeks!"

—Puck.

Soft Stuff

"Here's a sad story in this newspaper."

"Tell me about it."

"A man was knocked senseless by being struck on the head with a bundle of old love letters."

"That's the first time I ever heard of petrified mush."

Jailless Crimes

Killing time.

Hanging pictures.

Stealing bases.

Shooting the chutes.

Choking off a speaker.

Running over a new song.

Smothering a laugh.

Setting fire to a heart.

Knifing a performance.

Murdering the English language.—Judge.

Blundered

Exc—"Cigar, old man?"

Wye—"Thanks! (puff). Capital weed this. Aren't you going to smoke, too?"

Exc (examining the remaining one)

—"No, I think not."

Wye—"What's the matter? Did you give me the wrong one?"—Boston Transcript.

An old colored man who is employed at the Memphis shops had been ill for some time. Upon his return to work he was asked:

"Blue, did you lose your income while you were sick?"

He studied for a moment, scratched his head and replied, "I don't know, sah, if dat happened or not, but I's sure was a sick man, sah."

Nothing New

A reporter was interviewing Thomas A. Edison.

"And you, sir," he said to the inventor, "made the first talking machine?"

"No," Mr. Edison replied; "the first one was made long before my time—out of a rib."—Tit-Bits.

SAFETY FIRST

THE SAFETY PROBLEM OF THE RAILROADS

At the Third Annual Safety Congress, National Council for Industrial Safety, Hotel LaSalle, Chicago, Ill., October 15, the following address was delivered by W. B. Spaulding, Chairman Central Safety Committee, representing the railroads:

Since the initial construction of railroads their safe operation has been a subject of paramount concern to those upon whom devolved the manifold responsibilities of their management. This was sought to be attained by the promulgation and enforcement of enlightened rules dictated by the combined knowledge and experience of all persons upon whom this responsibility rested.

The great success that has attended their efforts to secure safety in the transportation of passengers is manifest in the fact that during the fiscal year ending June 30th, 1913 (the latest figures published), there were in round numbers one thousand million passengers transported by the railroads of this country of which but 403 were killed and but 181 of these were killed in train accidents. The rest, or 222, were killed by other causes, such as getting on and off trains; struck at stations and in other like ways for which occurrences the victims themselves were probably alone responsible. The figures given include passengers carried on freight trains.

Accident insurance companies have long recognized the very great degree of immunity of passengers from death and injury in consequence of the provisions railroads have made for their safety and evidence their confidence in the effectiveness of these provisions by giving passengers, for the same price, double the indemnity against injury they may sustain while traveling on a railroad that they can obtain against injuries liable to occur in their own homes.

While railroads have been able by vast expenditures of money on roadway and equipment and for safety devices; by educating trainmen in the knowledge of rules governing the movement of trains and being able, because of the necessity of keeping constant supervision over train movements, to secure, to a large degree, obedience to those rules, to thus safeguard their passengers, it has not been possible for them to secure similar observance of rules promulgated for the protection of their employes generally from physical injury and death and whose retention in the service is of vital concern to them.

The inadequacy of rules and discipline to stop the annually increasing number of employe injury cases became apparent several years ago. A study of the situation revealed the reason to be that the employes, not the company or its officers, controlled the majority of the causes of injury sustained by workmen, and, therefore, the logical thing to do was to interest the workmen themselves in the removal of all causes of injury possible before such injury occurred, not afterwards. Not as a matter of obeying rules (which it seems is innate human nature to resent), but because of the benefit that would come to them and those dependent upon them by so doing.

This thought originated in the mind of Mr. R. C. Richards, a veteran in-

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investigator of accident cases, was formulated into a working plan by him and tried out on the Chicago and North Western Railroad. Its success was immediate and so great that the plan was adopted and is now in successful operation on seventy-four of the great railroad systems of this country and Canada owning two hundred thousand of the two hundred forty thousand miles of railroad in these two countries. This employe safety movement has been in operation on these seventy-four railroads varying lengths of time. On some its inauguration is comparatively recent. I am in possession of data from three of the roads on which the movement has been longest in vogue, as well as some figures from seven other important railroads, which I think will definitely indicate what can be accomplished by an injury prevention movement managed by the employes themselves.

On three railroads with a mileage of 19,000 miles and 100,000 employes and an average of three years' experience in "Safety First" work, as compared with the same period prior to the inauguration of the employe injury prevention movement, a decrease of 457 fatal accidents, or 21 per cent, and a decrease of 14,843 non-fatal accidents, or 23 per cent was effected.

On seven other railroads with a mileage of about 30,000 miles, during the first six months of the present year as compared with the same six months of last year, there were reductions made in casualties as follows: Fatal accidents, decrease 205 or 32 per cent; non-fatal accidents, 4,326 or 21 per cent.

The most difficult problems of railroad safety work arise from accidents, the causes of which are not within the control of the railroad company. It is this class of accidents that supply by far the greater number of cases to the casualty list. These accidents may be divided into two classes:

- (a) Those which occur to the public.
- (b) Those which occur to employes.

In regard to accidents which occur to the public, by far the most numerous are to those persons who use railroad tracks as walkways and those who steal rides on trains, including boys who hop on and off moving trains as a pastime. Notwithstanding the appalling loss of life and limb from these causes annually, the general public, which is profoundly shocked and indignant when life is lost or serious injury occurs in a train wreck, the sinking of a ship at sea, or in a highway crossing accident, takes no more heed of it than if as many flies had been destroyed, yet it is the general public alone that has the power to put a stop to this great loss in the productive power of state and nation and save the victims to lives of usefulness and contentment. The warning signs the railroads erect and maintain at great expense are a useless thing in checking track walking. This is all the railroads can do in that direction. As a part of the movement for injury prevention something has been accomplished, just how much it is not yet possible to say in figures, in persuading boys to abandon their train hopping and turn-table pastimes by talks to them at their schools, often-times illustrated by stereopticon views; the giving of safety buttons as prizes for learning and reciting some pertinent "Nevers"; by constructing swimming

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pools for their use on condition they will keep away from the cars and not play on railroad premises; by reporting them to their parents and securing the aid of town officers. I know of several towns where the employment of some of these methods resulted in absolute stopping of these dangerous pastimes by the boys. I thoroughly believe that all that is necessary to keep a boy from indulging in dangerous sports is to provide him with safe and attractive ones in which he can expend the excess energy of his youth. This, however, is a duty to the boy that should be performed by his parents or by the community in which he lives. Railroads should be relieved of this task.

A second difficult public safety problem is the ever increasing number of persons who while riding in automobiles are struck on highway crossings by rapidly moving trains. As there is fifty feet clear space on each side of all railroad tracks, assuring a clear view of an approaching train, if one will look, and as an automobile can be stopped in ten feet even when moving at a high speed, there seems no excuse for such occurrences except the spirit of chance taking automobile driving seems to inspire in many persons.

In respect to accidents that occur to employes, I am firmly of the opinion that the most difficult problem in railroad safety work is to arouse a genuine, active, heartfelt interest in the foreman in safety work, (I intend that the word "foreman" shall include every man whatever his title who has immediate authority over and the direction of other men in their work)—an interest that is based on his own mental conviction that the prevention of injury of each individual workman will increase the efficiency and production of all, lessen the cost of production and bring personal credit and promotion for himself and therefore of the first importance to him if he desires advancement. A conviction that when he has once secured a satisfactory and competent force of men that the loss of any one of them is a loss that affects him personally and detrimentally. A conviction that will cause him to give his workmen the same supervision and care to guard them against injury that he would instinctively give to a very valuable animal or a delicate and expensive machine he might own, and for the very same reason, i. e., because it is the sensible thing to do.

A foreman interested in safety work because he had the intelligence to perceive its resultant benefits made the statement to me that "foremen would not help safety." The foreman who made this statement was an exception to it and I knew personally of several other exceptions, yet I also feel equally certain that as a general statement it was a true one. This statement did not mean that foremen generally were indifferent to the safety of their men and would not regret the injury of any of them but it did mean that the average foreman's first concern was production—the accomplishment of the work with a dispatch and at a cost that would reflect credit on him and as the ideas underlying the movement for greater safety for workmen conflicted with notions and methods of doing work to which foremen generally had long been accustomed they would be opposed to a change which though it would eliminate risks would, in their judgment, retard the work and cause some loss of time to the men—in

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a word, that risks known to foremen generally are regarded as incident to the work and usually escaped; that injuries were to be regretted after their occurrence, not before. Unfortunately it is believed by many foremen that the men who will not take chances lacks spirit, while it should be the best of evidence that the man has good sense.

The code of safety rules promulgated by railroads give evidence that their general officers realize that a well organized and trained force of employes is essential in order that the company may serve the public efficiently and prosper itself; that the frequent occurrence of injury among their force of employes is a serious impairment of both the company's ability to render good service and its chance to prosper. If those rules were obeyed by all employes injury cases would be kept down to the minimum and a "Safety First" organization would not be required, but these rules are too frequently disregarded and the passing years have demonstrated there is no practical way to get them obeyed—*AS RULES*. An unpopular rule, just like an unpopular law, is not enforced. Both laws and rules must have the vitalizing force of the majority sentiment of the persons whom they affect behind them to make them effective. It is little use for a special missionary to travel around among thousands of employes preaching safety and attempting to convince them the company means what it says in a rule declaring

"The company does not require nor expect its employes to incur any risks from which, by the exercise of their judgment and personal care, they can protect themselves but enjoins upon them and demands that they shall take the time and use the means necessary to, in all cases, do their duty in safety"

if the "bosses" under whom these men work are not in sympathy with that rule and ignore it because they do not appreciate its importance and value to their company and themselves. A great enthusiasm for the prevention of work accidents may be aroused by large safety meetings of workmen; by the circulation of safety literature among them; by the efforts of their associates in work who are members of safety committees and in other like ways and gratifying decreases in injury cases immediately result from the activity of workmen so aroused, but unless the immediate bosses of these men have been aroused at the same time and become possessed of a conviction that will stick, the good results of all this effort will not long continue. A foreman's "wet blanket" will speedily extinguish all the fire in any enthusiasm thus aroused and things will continue as before. The cook book recipe says "first get your rabbit" and paraphrasing I say first get your foreman. Make them thorough converts to the cause of greater safety by convincing them that their own personal interests and the real interests of their superiors and their company is best served by the absolute prevention of injury among the workmen under their charge. One of the chief tests of the efficiency and competency of a superintendent and every junior official should be the freedom of his men from injury and it should be

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understood that the casualty record of every such official would be given serious consideration whenever promotions were to be made.

Having thus captured the "boss" the rest of the problem is of comparatively easy solution. It is agreed that supervision and education is the straight road to greater safety- the true solution of the injury prevention problem.

The best supervisor is the foreman because he is always on the ground and for the same reason, assuming that proper regard has been had as to his competency when selected, he is the best educator for the knowledge he imparts will be practical, of present application, and permanent value and his situation such that he may not only know that his instructions are understood but he can see that they are followed. The safety missionary; the safety committees; safety literature and prizes will be distinct and valuable aids to the foremen in inspiring the necessary co-operative spirit among all their men.

In the following address delivered by C. F. Moffitt, at the meeting of the Memphis Safety Committee, September 21, 1914, attention is directed to some entirely new features of Safety First, that are well worthy of the consideration of all:

Columns, pages, in fact books, have been written upon Safety First, and never a word amiss, but in all of these, nothing whatever has been said of the most important feature of this great movement. All attention, it seems, has been turned to material matters as foreign agencies to the safety of mankind, and the physical condition of our employes has been grossly neglected, not even receiving the remotest consideration in the work of Safety First.

I heartily endorse everything that has been done and said towards the promotion of this great propaganda, but I do believe, and feel certain all will agree with me, that the physical development of our fellow workmen deserves the most serious consideration of our several committees.

In order that man may attain the highest degree of success in any line, he must, of an absolute necessity, possess three principal qualifications- physical, mental and spiritual strength. With these equally developed, nothing is impossible, and, while all are absolutely prerequisites to a good and perfect man, it is a fact, that without the proper physical training, no man can give his best efforts to the greatest advantage, regardless of how strong may be his mental and spiritual inclinations.

Every man, in fact every home, should adopt some good, systematic course of physical culture a training not only for the growing boys and girls, but for the mature in years. Surely no one becomes so old but personal attention to the proper

keeping of the physical body, aids nature in its efforts to make man strong.

A man may be gigantic in size and yet, if he has not the proper development and training, he will never know the real value of his strength, nor will he be able to understand why the smaller man, although of not half his stature, is so much stronger and so much more active, which is due almost entirely to the training he has had.

In the life of the well-known Robert Fitzsimmons, we have a living example of physical development of man. In no other was there ever sufficient qualifications of every kind to make him the unquestionable and undefeated middle and heavyweight champion of the world, in the great squared circle for so many years. While it is true, we cannot accomplish all of the things so appropriately accredited to this great warrior, at the same time, we can better prepare ourselves for service as ordinary wage earners by a little personal attention, to which our bodies are justly entitled.

Naturally, the question is asked, "Will it help one as old as I am now, and in what way will it benefit me in the line of work I follow?" Anything that will aid nature, will, at any age, help you, and, in my opinion, a very large percentage of personal injury cases can be attributed to carelessness, due to lack of proper energy and to inactivity, all of which can be easily overcome by physical culture and training. This, of course, depends upon your own personal interest and efforts, and although one of the most important things of life, I dare say little or not attention is given to it.

The following extract from an interesting talk given by C. H. Baltzell, who is not only an athletic enthusiast, but superintendent of the division winning Safety First honors twice in succession, highly commends physical training for every man in every vocation of life:

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"It is a well-known fact, especially among those who know from experience, that nothing in the world makes a man or woman more safe than to have that splendid self-control which only comes through proper training. For instance: Let us recall the article that appeared in Collier's some time ago reciting the case of a woman's dress catching fire at a banquet in New York City. The diners near the poor woman became panic stricken and beat her with their hands and napkins, not doing any real good. The woman perished surrounded by men and comments made were, "had there been a football player near he would have had the good sense and quick judgment to have wrapped the woman in his coat and smothered the flames." This is not only true of the football player but of men trained in athletics generally. It learns one to think quickly and accurately, and the point I wish to make is that with this training a man is going to take better care of himself, avoiding personal injuries that might overtake him were it not for this training.

"Did you ever hear of a boxer, a ball player, or a good skater getting run over by a team of a street car? I never did. Why? Because the eye, the ear and the muscles are trained to see, hear and act quickly and correctly.

"In my opinion nothing trains the eye like boxing, and I have known cases where men who were slow to observe began to see clearly and quickly after a few boxing lessons showing how wonderful the eyesight really is when at its best, and when stimulated by quick action, such as athletics always give."

Just a few minutes each day, at some convenient time, preferably when retiring, devoted to some physical exercise, will greatly improve the physical condition of any one. If this is true, who then is responsible for your going on in your present state, making life more hazardous not only for yourself, but for your fellow laborers and the traveling public? Is this worth your while? Can you afford to devote five minutes daily to better prepare yourself for your several duties? Do you not owe this to yourself, your family, your countrymen, and above all, to the God of your being?

As a member of the Safety Committee and a co-laborer with you, for the success of this great railroad of ours, I appeal to you, not only in behalf of your sons and daughters, but yourselves, to consider a more thorough development of your physiques. It will enable you to render better service for your hire and thereby aid in maintaining the high standard of excellence the Frisco has attained, through the merits of co-operation and loyalty of her faithful employees.

Safety First and the Public

J. M. Sills, District Engineer,
Springfield, Mo.

There are a number of relations between the great Safety First movement on American Railways and the public which may possibly be interesting. In examining these relations, it will be necessary to show parallel cases of development or non-development, as the case may be, covering the handling of safety questions by the railways and the handling of the same questions by the general public.

To fully grasp the progress made by the railways along this line of endeavor, a condensed history of railway development is essential. It was thought in 1814 that there was enough adhesion between smooth wheels and smooth rails to admit of considering some sort of locomotive, of which the "Rocket" operated by steam in 1829, was the first fully successful example. The inventor obtained a prize of \$500.00 by making his original trip in an open competition, from which it would appear that genius as applied to railroading was not a very good financial proposition in the early days.

There were 13 miles of railroad opened on the B. & O. in 1830. The original American locomotive works turned out the DeWitt Clinton in 1831, which machine weighed three and one-half tons. This forerunner of the present Mallet type belonged to the New York Central Lines, which operated from Albany to Schenectady in 1831. As early as 1850, financial and operating genius began combining short lines into larger units under single ownership. Between Albany and Buffalo, there were at one time eleven different companies, operating. Changes of passengers and freight from one car to another on these different lines were made at Dunkirk and Erie. West of Erie there was a four foot ten inch gauge and east of Erie a six foot gauge. When it was attempted to consolidate these railroads, in order to obviate making transfers, the people of Erie resorted to violence, going so far as to tear down the railroad bridge, so that no trains at all could be operated. In 1855 this bridge was rebuilt, but was again torn down and burned by the people of Erie. However, in spite of all these hardships the roads were finally consolidated between Albany and Buffalo so that a continuous trip could be made.

Railway building did not proceed very rapidly until after the Civil War. From the war until 1880 there was a considerable amount of railroad construction and from 1880 to 1890 there were seventy thousand miles of line built in the United States. At that time there was a population of about sixty-three million people with an investment of about seven and a half billion dollars in railways. At the present time there are approximately two hundred fifty thou-

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sand miles of railroads with roughly fifteen billion invested.

While this progress in construction was developing the railroads rapidly assimilated every method for obtaining greater safety for human life in the handling of traffic. In 1867 Thos. S. Hall built the first electric signals and alarm bells to be used with switches and draw bridges. As his experiments continued and he improved his apparatus, the railroads rapidly put them into practical use and added, by so doing, a big factor towards safety in operation.

Interlocking methods of handling switches and signals in yards and terminals were borrowed from the English in 1868. It was in this year that Mr. F. D. Adams of the Boston & Albany recommended that uniform height be adopted for couplers, which did away with the old action of cars coming together and crushing a man who might be between them. About this time a number of people were working on an automatic coupler but not until 1887 was any form of coupler found which was considered both safe and automatic. The Janney type was at that time generally accepted by the railroads and rapidly put into use. The air brake of Geo. Westinghouse had developed before this from his first straight line brake in 1869 to the automatic brake in 1873. However, neither of these brakes were very successful and it was not until about 1886 that the Westinghouse quick action air brake was developed. This apparatus is still used and has been quite satisfactory. In 1908 there were locomotives and cars in service in this country to the amount of 2,302,055, of which less than 1 per cent were not fitted with air brakes and less than three-fourths of 1 per cent were not provided with automatic couplers.

From this history it will be seen that while an expenditure of about \$15,000,000,000 had been made over a comparatively short space of time on account of the rapid development of railways in this country, yet, accident prevention was given the most careful consideration and was kept constantly in the front as one of the great problems of railroad operation.

Large sums of money have been expended by the railroads in the purchase of steel equipment and the construction of roadbed devices which lend to the safety of operation. It remained, however, for the more careful railroad student of the last few years to realize that the most effective and most far reaching item in accident prevention is the education of the employe, and of the passenger, and of the citizen to take care of himself. Before going into this phase of the subject it may be worth while to study a few comparisons between railroad accidents and other mortality and accident data in order to show that the railroads have already done a remarkable amount of careful work looking to the safety of passengers.

In the case of steamboats, for example, there were during the year 1913, 436 lives lost and a total of 303,263,033 passengers carried on vessels, which are required by law to make report. From this it is readily seen that for every 695,557 passengers carried there was one life lost. In the case of American railroads, there were about 2,500,000 people carried for one life lost, figured on the same basis. In 1912 there was only one passenger killed out of every 3,000,000 passengers carried, which is a much better record than that shown by the ocean liners.

In 1909 there were 347 operating companies which carried 18,953,025,000 passengers one mile without killing one of them. It is worthy of note that this mileage of railroad operation is equal to the sum of all the passengers carried one mile in England, Scotland, Ireland, Germany and France. This is a very remarkable record and has never been equaled by any foreign country, but unfortunately it does not refer to the deaths caused by trains to trespassers but applies only to passengers on the train.

In Fourth of July accidents, due to handling fireworks, there were killed in the year 1906 -158 people, while 5,308 were injured. While that number of casualties occurred in one day, during the entire year on 240,000 miles of railroad operated in the United States there were 359 passengers killed.

From the foregoing it is evident the railroads have been keenly alive to the hazard problem and have taken the deepest interest in accident prevention from the very inception of railroading. Now, however, since safety mechanical devices have been installed, since heavy steel coaches have been rapidly put into use, the roads are specializing on spreading the gospel of "Safety First." The Frisco alone succeeded in making a reduction of 38 per cent in their casualties during four months of one year. Since "Safety First" has been thoroughly organized on the Frisco Railroad, the total number of casualties has been reduced 56 per cent a most creditable showing. Largely due to a very thorough organization of "Safety First," the Pennsylvania Railroad, during the year 1913, was able to carry 111,000,000 passengers without one death among them in a train accident.

From the figures just given, it at once becomes evident that "Safety First" is a practical proposition. The efforts put forth on the railroads have brought about results which are very pleasing to the employe. In view of the efforts which have been made by the railroads to take care of the traveling public, they have a right to expect and no doubt will obtain the heartiest co-operation from the American people. This co-operation, in so far as railroads are concerned, can best be given along the lines of mitigating the trespassing evil. The railroads today stand ready

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and willing to aid in every movement of local organization for educating the people so that they too may understand how to take care of their own safety. While the railroads know that there were 198 persons murdered in New York City alone in 1912, and that during the same year in the same city there were 249 people run over by automobiles and horse vehicles, as against a total of 318 passengers killed during the entire year on all the railroads in the United States; yet, they do not show disposition to criticize the great cities of the country which allow these things to continue, but they are now working vigorously to eliminate to a further extent the accidental death to passengers on their own line; and further are pleading with the public to assist them in stopping the terrible fatalities due to trespassing. In all states, with the exception of a few cases, the railroads are almost powerless to stop these deaths on account of the fact that the laws do not admit of the arrest and the prosecution of trespassers.

During the year 1912 there were 5,333 trespassers killed on the right-of-way of the American railroads. In all cases these people had no business whatever in the positions which brought about their death. The railroads have furnished high power electric headlights on practically all their fast trains and on most of their slower freight trains, and they have posted the right-of-way with warning signs, and are now endeavoring through their section foremen and other employes to keep trespassers off their tracks and property. This will result in very little actual benefit, unless the general public are educated to realize the danger of trespassing, and unless stringent and enforceable laws are passed for keeping trespassers from railroad grounds. Of the total number of trespassers killed during 1912, 10 per cent were tramps and hoboes; 70 per cent were citizens of the locality in which they were killed, many of them heads of families; and 20 per cent were children under 14 years of age, who were using the railroad tracks in order to get to school, or for hopping cars; and, in some cases, most unfortunately, were sent there by their parents to pick up coal. In 1912 there were killed every day by railroad trains, three children who had absolutely no business whatever on or near the tracks. There were approximately fifteen people a day, in that year, nearly one every hour and a half, struck while standing or walking on railroad tracks in this country, when there was no necessity for their being in that position. The number of trespassers killed by trains has increased from 4,076 killed in 1891 and 4,769 injured during the same year to 5,558 killed in 1913 and 6,310 injured.

From 1892, in which there were 376 passengers killed in train accidents, the number has been reduced in 1913 to 181 killed in train accidents in this country.

By comparing statistics for the railways in Great Britain with our own, we find in England there were 1,785 people per mile of track, while in the United States there are only 370 people per mile of track. Yet, on the English railroads in 1897 there were 132 passengers killed and only 500 trespassers killed. In this country during the same year there were 272 passengers killed and 3,919 trespassers whose lives were sacrificed. In other words, there are about 17 times as many trespassers killed as there were passengers killed in the United States, while in England the ratio is only four times; and to further pyramid the enormity of this condition you will notice there are five times as many people per mile of railroad in England as in the United States. The better condition in England is directly due to the better trespassing laws and to the better manner in which they are enforced in that country.

During the past 24 years there have been 15,054 tramps and hoboes trespassing on railway property who were injured or lost their lives, 31,049 children under 18 years of age were hurt or killed and 149,163 citizens of the locality in which the accident happened were either injured or sacrificed because the laws of the country are not such that they could be kept from the right-of-way and because they had not been fully educated in regard to the danger of trespassing on railroad grounds. When we realize this total of 225,266 would make a town the size of Denver, Colo., or Atlanta, Ga., or Birmingham, Ala., or Memphis, Tenn., or Oakland, Cal., or five times the size of Springfield, Mo., we cannot help but be forcibly awakened to the appalling situation.

It is in this phase of accident prevention that the railroads and the public should be closely allied. You, as an American citizen, are probably not personally responsible for any one of the 225,266 persons killed or injured through carelessness or improper knowledge, but you are indirectly responsible in the future for any death occurring in this manner if you do not assist, by every means possible, in the prevention of these accidents. You can write to your representative in the state legislature, you can write to your representative in the federal law-making body, you can use your influence in your own community. You are under obligation to engage in the organization of safety committees and meetings. It is a duty you cannot escape, to attend these meetings, and to use every effort to spread knowledge in regard to danger and in regard to prevention of accidents. The figures given above would be dry and uninteresting if it were not for the terrible tragedy involved in each individual case. It is not possible to fully comprehend and realize the pain and sorrow, and often, the subsequent misery brought about through the avoidable death of those 108,000 persons killed during the past 24 years. These

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deaths may seem remote, but it is hardly possible that you do not live near some railroad, or that you do not in some way come in contact with the railroads of the United States. It is not a long step to imagine that you will be called upon some day to bear the pain and sorrow of carrying some friend from the scene of an accident of this kind, or possibly you may some day go through the terrible agony of seeing your own child or wife mangled and torn, when by a little more education in safety it would have been made clear that there was no necessity for being in the position which resulted in death. It devolves, therefore, upon you to use every effort you have towards helping the American railroads stamp out the trespassing evil.

It has been argued that the railroads are selfish and wish to save money by this safety movement. While no doubt there will be money saved to the railroads if accidents are prevented, yet this is by no means the primary object. In the first place, the phase of accident prevention mentioned above, practically speaking, does not incur any expense against the railroads as they are not liable for death to trespassers or any accident to a trespasser. In the second place the officials of the various railroad companies in the United States are extremely human men who have wives and families and whose interests and hardships are much the same as those of other average citizens. A careful study of the situation will convince you, if you are skeptical, that this movement originated and has been carried out by the operating officers of the various railroads who are not directly influenced by finance in the sense of the term generally accepted by the public.

It is evident that the railroads of the United States have always been leaders in cutting to the very lowest point accidents on their property, and in connection with their somewhat hazardous line of commercial undertaking, and now they have undertaken to lead in this great development of accident prevention known as the "Safety First" movement. It was born in the office of a railroad system and it has been reared and propagated by the railroads until now the great beauties it possesses are rapidly being appreciated by the entire industrial world.

Other great movements for good, such as the public school system in the United States, were originally met with considerable opposition, but this latest phase of accident prevention has not only not met any serious opposition, but it has been welcomed and generally approved of by the great body of American railway employes. It is built along right lines. It is constructive. It gives every opportunity for individual effort. It is based primarily on selfishness. It appeals equally to the radical temperament and to the slow conservative thinker. It is now only in its in-

fancy, but it is spreading like the waters of an unconfined sea. There is not only room but the time and necessity exists for you in the further unfolding of the great beauty of this most remarkable movement known as "Safety First."

**L. B. Washington, District Passenger Agent,
Jacksonville, Fla.**

Many tourists who go to Florida for the winter season take with them their private automobiles, and their carelessness in driving across railroad tracks, in making their trips over the country, is one of the most frequent causes of accidents.

In driving across railroad tracks on the different highways, automobile drivers virtually flirt with death. They fail to pay any attention whatever to the highway regulations "STOP—RAILROAD CROSSING."

A number of accidents occur in Florida every winter because of failure to Stop, Look and Listen. These accidents could be avoided if automobile drivers would observe the rules on the Railroad Crossing Sign. Not only do they forget entirely the feelings of the engineers and the number of lives that have been entrusted to their care, but they ignore their own safety and the safety of those with them.

"Lumisheen" at the Front

A "shining" example of what can be accomplished by the proper use of the right material is reflected in the excellent appearance of "FRISCO" LOCOMOTIVE FRONT ENDS AND STACKS; the use of "LUMISHEEN" PAINT, manufactured by the RABOK MANUFACTURING COMPANY of St. Louis, on our Engines has excited favorable comment among Railroad Officials and the public in general.

Among the many engines which take their place with the well groomed are 1335, 1338 and 1048, seen in service on Eastern Division.

Best results obtained by strict observance of Rules for Application and Care --"Keep it up boys, we lead."

Every man has within himself a continent of undiscovered character—be your own Columbus.

Twelve Things To Remember



- ☞ The value of time
- ☞ The success of perseverance.
- ☞ The pleasure of working.
- ☞ The dignity of simplicity.
- ☞ The worth of character.
- ☞ The power of kindness
- ☞ The influence of example.
- ☞ The obligation of duty.
- ☞ The wisdom of economy.
- ☞ The virtue of patience.
- ☞ The improvement of talent.
- ☞ The joy of originating.

Woman's Department

MRS. E. G. NEWLAND,



Augusta, Kansas, Editor

Once upon a time, as the story books say, I had a small nephew. Like other boys he was a human interrogation point, and often asked what seemed to grown ups to be foolish questions. Upon one occasion he was sitting by his grandmother's side, watching, from the window, the busy street. A passer-by attracted his attention and looking up into her face he said, "What is that?" The grandmother, whose supply of information was becoming exhausted, replied briefly. "A man." Instantly came the query, "What's it a man for?"

Of course we laughed over the foolish childish question, but many times since I have been constrained to ask the same thing. I have seen men wasting their substance in riotous living and feeding upon the husks of the world, forgetting that they were men and not swine and wallowing in the mire of drink and dissipation. Others, who scorn the drunkard, moved about with eyes cast down, worshipping the God of fear, forgetting that all righteous and worthy effort and ambition has the sanction of Divine Power, and there is no barrier between man and the stars.

Away with Fear! It is the trademark of the pessimist and we have nothing to do with it.

There is the chronic kicker, the knocker, the man who is always suffering from an aggravated case of the grouch. He is forever railroading against "the powers that be," the com-

pany he works for, the neighbors, the long-suffering wife, trying to shift to other shoulders than his own, the responsibility for the failure he feels himself to be.

Elbert Hubbard says, "If I worked for a man I'd work *for* him." By this he means that he would be loyal to him in word and deed and strive to further his interests. That he would bury the little hammer, which so many people are using so industriously and destructively, and use the time, energy and talent for which the man paid him in building up instead of tearing down.

What's it a man for? Surely not to criticise what he cannot improve. If you must be a critic, be constructive and not destructive. Find a remedy for the evil you bewail, or else cease to cry the evil, and that far relieve the strain upon those who are in the heat of battle.

You see posted in the vestibule of the street car this sign: "Do not talk to the motorman." The safety of the passengers depends upon the man's steady nerves, his clear brain and true hand and eye. You cannot afford to "rattle" him by even speaking to him. I wish I could post this sign all over the Frisco system. "Do not talk to the motorman." Your welfare, my welfare depends upon the clear brain and stead hand of the men at the wheel, and we cannot afford to knock and kick and "rattle" these men when

we can offer no tried and effectual remedy for the situation.

What are we women for? To be dolls, playthings, parasites upon society? I hope not. The average American woman marches abreast of her husband, bearing her share of the burdens of life, winning in return her share of its joys and victories. She is content to feel that she will "get what's coming to her," for she knows it must needs be the best the world has to offer.

To do this, to be worthy of this best, requires labor and persistent effort. She must take an intelligent interest in all phases of her husband's work and in return she has a right to expect sympathetic co-operation in the home. Some writers have said this was not feasible; that a woman could not understand a man's business, and should not trouble him with the affairs of the household. But women are proving themselves capable of learning the ins and outs of every business and the happiest men are those who help to put the babies to bed and want to know what the dog had for supper.

What's it a League for? I have explained over and over the object of the Frisco Women's Safety League. It is our aim to increase the interest already shown in the Safety First movement, a cause which should be near and dear to the heart of every wife, mother, sister and daughter on the Frisco. We should, in the ways opened to us by the League, get a definite and clear idea of the men's Safety organization, their methods of work, what has been done and get a vision of what can be done and of the large part women can play in this movement. This part does not lie wholly in the meetings which are held from time to time, although these have their place and use, and are necessary.

The real vital effective work is to speak the word of caution to friend or relative, to lay the matter before the doubting ones in such a manner that they can see it from the right standpoint: To explain to a Frisco sister who has not heard of it, or does not understand it, the important part that Safety First plays in the world today. To tell your neighbor, who represents the traveling public, of what the Frisco is doing to make travel safe. Let us all get right down to business and make our influence felt so that the coming year may witness a greater reduction than ever before in personal injuries.

What's it a League for? Let us show a reason for our existence in the reports at the close of the year.

While prayers are going up from every city in our land for peace in Europe let us not forget we must both work and pray for the aching hearts in our country, on our own road, whose loss is not less bitter because the loved one died through some carelessness instead of on the field of battle.

Let us work for peace and harmony on our railroad and for the spirit of brotherhood which will reduce the number of widows and orphans on the Frisco.

The officers of the Women's League on the Western Division are planning to make good use of their Safety First passes. The president and secretary will make trips along the division, visit the women and talk of the work of the league. They are sending out invitations to women along the line urging them to attend their October meeting and assuring them of entertainment while in Enid.

In the organization of the Women's Safety League on the Central Division, a novel feature was the election of a

vice-president to represent every department of railroad work on that division. This was suggested by Superintendent Koch and met with hearty approval. In this way the responsibility for success of the League and interest in its progress is felt in every department, and the spirit of the meeting was one of excellent good fellowship.

At a reception at the Woodman Hall, Fort Smith, Ark., September 29, at which more than fifty women representing the families of employes of various departments were present, interesting talks were made upon the subject of Safety First and it was announced that the Frisco Women's League would be organized on the Central Division the following afternoon.

At the business session the next day interesting talks were made by Superintendent Koch. Mrs. Newland and others, after which all present gave in their names for membership and received pins. The following officers were elected: Mrs. H. Gunn, president; Mrs. A. Green, secretary; and Mrs. O. B. Willis, Mrs. J. Lewis. Mrs. I. J. Collins, Mrs. John Collins, Mrs. Hall, Mrs. A. Sherry, Mrs. J. Nelson, Mrs. Nicholson, Mrs. Carl Mowery, Mrs. Long, Mrs. G. W. Green, Mrs. Hodnett. Mrs. Casey and Mrs. Glass were elected vice-presidents.

Frisco women played a prominent part in the Safety First Rally at Enid, Okla., September 21.

At the morning session which was devoted to the regular business of the committee, Mrs. E. G. Newland of Augusta, Kans., and Mrs. H. N. Shelton of Enid, Okla., were present. Mrs. Newland and Mrs. Shelton both state they were made very welcome and urge that these business meetings be attended by the ladies whenever possible.

The afternoon meeting was open to the public and was well attended. A special program was arranged by the local committee, composed of musical numbers, an address by Superintendent Mason, and addresses by others, which was greatly enjoyed by all those attending the session.

After the program, the meeting was placed in the hands of Mrs. E. G. Newland for the organization of the Women's League on the Western Division. The following officers were elected: Mrs. Harry Kengle, Enid, Okla., president; Mrs. Frost, Arkansas City, Kans., first vice-president; Mrs. Ed Whybro, Enid, Okla., second vice-president; Mrs. H. N. Shelton, Enid, Okla., secretary.

Plans are being made for a big time at the October meeting and the officers urge, through the columns of *The Frisco-Man*, that every member of the league on the Western Division, consider herself personally invited to attend this meeting.

The date of the meeting will be announced later through the agents along the line.

Every woman wearing a safety emblem is urged to consider herself a charter member of this organization and it is asked that all join forces in making it a success.

The secretary will be glad to hear personally from any member having suggestions or plans for the October meeting.

Mirth is God's medicine, and everybody ought to bathe in it. Grim care, moroseness, anxiety—all the rust of life—ought to be scoured off by the oil of mirth.—Oliver Wendell Holmes.

We generally have more sympathy for the under dog than we have for the small potato.

"Whistlin' Ben" Was Right.

By The Jack O'Diamonds.
The bunch around the round house
Huddled closely 'round the fire.
As they listened to the ravings
Of 'Hog Head' Dan McGuire,
"I've heard of some foolish orders
In my time—but say—the worst
I have ever yet encountered
Is this joke of—Safety First."

2.

"I've been on the right hand side ten years
And I'm tellin' you,
There's no monkey in an office
Can advise ME what to do.
Say— I've hung on to a throttle
With my hide so full o' booze.
That I felt just like a sailor
Goin' out upon a cruise."

3.

"Whistlin' Ben" (a veteran hog head)
Waited 'till McGuire got through,
Then knocked the ashes from his pipe
And slowly took a chew.
"Whistlin' Ben" had been a favorite
For years with all the men
When McGuire shut off—the hostler asked,
"What's your opinion Ben?"

4.

"Well" Ben said "Boys I've noticed
Ever since I was a child,
That a man who talks as Dan does
Is usually runnin' wild.
I've pulled a throttle thirty years
And I never take a drink.
Dan either does not mean that
Or he does not stop to think."

5.

"How would Dan like to trust his family
On a long cross country ride,
With an engineer so full of booze
It was oozin' from his hide?
Dan KNOWS he wouldn't do it,
That isn't common sense,
I've seen men in that condition
And I know the consequence."

6.

"Corporations pay big premiums
On appliances every year,
That assist in saving life and limb,
But at that this much is clear,
With all of these appliances,
When all is done and said
What good are these precautions
If you do not use your head?"

7.

"The Janey patent coupling
And the solid vestibules,
Show the companies' endeavors
Are in keeping with their rules.
The wonderful block system
Is a blessing, that is true
But remember that **GOOD JUDGMENT**
Is necessary—too."

8.

"Understand your orders
Then use intelligence.

And remember men—that Safety First
Is good old common sense.
Go get a drink of water
When you want to quench your thirst
And imprint upon your memory
The need of Safety First."

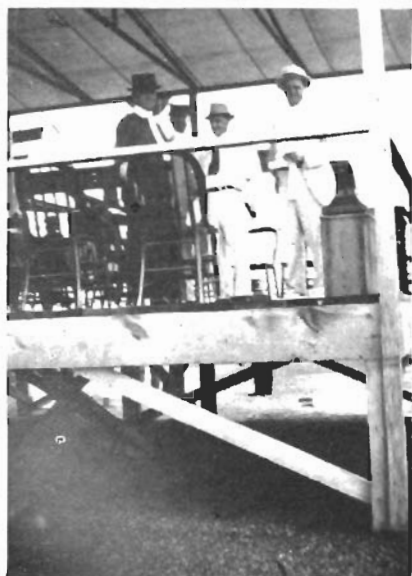
9.

Whistlin' Ben re-filled his pipe
And slowly walked away,
The Hostler turned to Dan and asked,
"Now what have you to say?"
"Well I never saw that subject
In just that kind o' light
And come to think it over boys,
Old Whistlin' Ben is right."

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Burying the hammer at the New Shops,
Springfield, Mo., August 25—Left to right:
Tom Williams, Lee Ulman, E. E. McJim-
sey and General Manager E. D. Levy.

OLD BRADY'S PREDICTION

The snow-covered freight yard at Wildwood
 Gleamed red in the sunset's last glow,
 A switch engine moved on the siding,
 With pace which was steady and slow;
 Its white whirling steam clouds arising,
 Engulfing its sombre black form;
 The groaning and squealing of car wheels
 Rang out o'er the landscape forlorn.

The cold winter moon rose in darkness,
 To silver each snow-covered car,
 And gleam on the rails of the main line
 That lead to the distance afar.
 And oft from the yard's sombre shadows
 A roar and a crash rent the air,
 A coupler was smashed into powder,
 And end sills in need of repair.

Alone in his old-fashioned office,
 Old Brady, the Car Foreman, stood.
 He could hear the cars crash as they coupled,
 And the rip of the splintering wood.
 "All cars are alike," grumbled Brady,
 "Both the wood and the steel I repair,
 But they all break a coupler or end sill
 When they go down the hump over there.

"Now, the regular diet of freight cars
 Is a regular series of jolts,
 And it shivers from belt rail to carline,
 From its roof to its journal box bolts.
 No matter how strong is the freight car,
 It's bound to get smashed on the road.
 It's the shocks of the switching that does it,
 And never the strains of its load.

"Now the springs that we put back of couplers
 Create other shocks high and low,
 For the springs make a new shock called 'Recoil.'
 And the recoil is worse than the blow.
 Now we can't stop the shocks of the switching;
 It will always take place in the yards,
 And the cars that are getting the recoil
 Can be known by their bad order cards.

"Now we've had the wrong dope on the draft gears,
 For a spring won't dispose of a blow,
 And the cost of the damage from recoil
 My bunch of repair cards will show.
 But some one will get up a draft gear
 That's built to absorb all the blow;
 Perhaps I'll have gone when it gets here
 To the place where we all have to go."

Now the years have rolled on over Wildwood;
 The same moon shines on cold and still;
 Old Brady his long rest is taking,
 Beneath the tall pines on the hill.
 The rip track is silent and empty;
 On the cars a new stencil shows clear,
 And true was Old Brady's prediction,
 For "Cardwell" 's the name of the gear.

Frisco Moseley

The *Frisco-Man* has been requested to publish in this issue the reproduc-



tion herewith of Frisco Moseley, who has been named after our own road.

The little fellow is the son of J. E. Moseley of Beaverton, Ala.

His Method, Exactly

The teacher in an East Side school was reproaching Tommy, who had "licked" Heine in satisfaction for a grievance. Tommy's penitence was at a low ebb, and teacher's golden-rule admonishing fell on unresponsive ears. But at last she struck a responsive note.

"The right way to treat your enemies, Tommy," she said, "is to heap coals of fire on his head."

"Yes, ma'am. that's jes what I done," said Tommy, brightening. "I give him 'ell!"

Chalk Briquettes as Fuel

The Leeds briquette works at Hunslet has recently been making experiments to determine the possibility of the use of chalk briquettes for fuel. It is said that the company is able to

obtain its chalk in the south of England at a cost of from 14c to 25c per ton, and that it is proposed to sell it in briquette form at from \$3.75 to \$5 per ton. The briquettes are 5 in. long, 4 in. wide and 2½ in. thick. It is claimed that they burn with little or no smudge, with an exceedingly small amount of ash, and that they give off from 40 to 50 per cent less smoke than coal. If the idea should prove as successful as seems possible from the foregoing it will be a large step toward the solution of the smoke problem. —*Power.*

Railroad Opportunity

Opportunity to get from the bottom to the top, from the lowest to the highest, is wider and brighter in railroading than in any other industry. That seems like a large statement, but the facts bear it out.

An eminent statistician, finding that in 1910 there were 5,476 general executive officers directing the activities of about 1,750,000 employes, estimates that each employe should have one chance in 300 of becoming an officer if employes live as long as officers and officers are drawn from the ranks.

As a matter of fact, there is little chance about it; in railroading nothing is left to chance and little is gained by "pull." The essence of the business is service and he fares best who serves best.

For evidence of the richness of railroad opportunity look to the life-and-work records of the officers. It is the exception among them who got up to where he is otherwise than by ability, fidelity and energy. Most of them began on the bottom rung; precious few of them skipped any rungs on the road up.—*Railway and Locomotive Engineering.*

ALONG THE LINE

Memphis

J. H. Campbell, accountant in the coach yards, is the proud father of a bouncing baby daughter who made her appearance September 16. Mr. Campbell is wearing the smile that won't come off. Congratulations.

F. A. Hull, acting district storekeeper, is holding down the position made vacant by the transfer of A. B. Milby.

A. H. Sarafian and O. T. Soderstrom, accountants in office of Master Mechanic Leysahl, are transferred to the general office at Springfield, Mo.

E. Bissell, general foreman store department, returned from a trip to Marionville, Mo., September 28, where he spent a week visiting with his mother.

Mr. Van Kinkle of Kansas City is appointed accountant in office of Storekeeper F. A. Hull, succeeding James Hook, transferred to Springfield, Mo. Mr. Hook is appointed timekeeper in office of general superintendent of motive power.

The new storeroom at Memphis is nearing completion and will be one of the finest on the line in point of neatness.

General Storekeeper H. M. Powell and Traveling Storekeeper Price spent two days at Memphis the early part of October.

E. B. Ludwig, ticket auditor of the K. C. C. & S., with headquarters at Springfield, Mo., spent October 3 and 4 at Memphis and made the storeroom a short visit.

Ozark Division

A. L. Walters, timekeeper in office of superintendent, Thayer, Mo., is assigned to similar position in office of superintendent terminals, Memphis, Tenn. E. B. Taylor, formerly on the file desk, succeeds Mr. Walters.

The Thayer terminal is improving in appearance right along and has gained the reputation of being one of the prettiest and cleanest terminals on the road. It is said.

The employees of the Ozark Division desire to extend to Mr. and Mrs. H. E. Gabriel and family, deepest sympathy in the loss of their little daughter Harriet, who passed away at their home in Jonesboro.

Mrs. S. M. Baltzell of Parsons, Kans., is visiting her son, Charles H. Baltzell, superintendent of the Ozark Division. Mrs. Baltzell celebrated her seventy-fifth birthday October 4, and is still quite active. She says you never get old until you think you are old.

New rail is being laid from Burnham to West Plains, after which some will be laid Cedar Gap to Norwood and then Hardy to Imboden.

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