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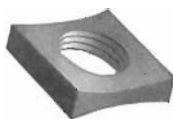
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H. W. Johnson, Car Accountant



VOL. X, No. 2

SAINT LOUIS, MO.

February, 1916

A SUGGESTION.

We work together, why not play together?

Now is the time to form a Frisco Baseball League. Points like Newburg, Springfield, Thayer, Monett and, in fact many others, could organize teams and have a hot race for the Frisco Baseball championship this summer.

Its a good time now to form a league along these lines. The Frisco-Man is at the service of all for challenges, correspondence and the work of carrying out schemes of that sort.

This is only a suggestion, but there is considerable Bush League talent on the Frisco and its safe to predict that, if we get into some systematic baseball on the Frisco, there will be more than one big league scout in the benches, and, ultimately, some big league players who started on the Frisco.

Of course, there are good teams at Newburg, Springfield and other points now, but this suggestion is made that they line up a series of games this summer, and on a definite schedule to include at least six teams.

A Little History.

The article below, clipped from an Eastern paper, regarding James C. Nash, a Frisco veteran, who had charge of both engines and enginemen on the old Kansas City, Fort Scott and Memphis, will be especially interesting to "old timers."

Mr. Nash was retired on a pension in 1913, and recently visited relatives in the east.

James C. Nash of Springfield, Mo., recently visited his only living sister, Mrs. Mary Rawson of 88 Western Avenue, also his nephews, George H. Nash of White River Junction and Charles A. Nash of Hanover, N. H. He also visited in Windsor and while there called at the railroad station to view the picture, owned by George T. Hazen, station agent, of a locomotive built in the shops of A. Lotham & Co., at West River Junction about the year 1854. At the age of 15, Mr. Nash entered the employ of the Lotham company to learn the trade of machinist. Just as he had completed his apprenticeship the shops were closed and Mr. Nash immediately left for Chicago and after a short time he was employed as a fireman and then engineer on a railroad running out of Peoria, Ill. About two years later the engine above mentioned was sold to the railroad company for which Mr. Nash was running an engine, and he was given the same engine to run that he had helped to build in White River Junction. After some years in the employ of several roads, including what is now the Rock Island and Burlington, he entered the employ of the Kansas City, Fort Scott and Memphis railroad as road foreman of engines and had the entire charge of both engines and enginemen of that company, until the "Frisco" system purchased the K. C., Ft. S. and M. Soon after the "Frisco" obtained control of this property, Mr. Nash was obliged to give up road work because of a severe eye trouble, but was made a special examiner for that company and served in that position until 1913, when he was placed on the pension list. Mr. Nash is now 80 years of age and has not made a visit to Vermont for 18 years. He returned from here to his home in Missouri.

How to Get the Best Results From Empire Fireproof Paint

On shingle roofs, first remove all decayed or split shingles, then repair and paint the roof. Be sure paint is always hot when being applied, as it will then penetrate.

On wooder trestles, be sure that no surface is left unpainted.

In some instances it will be found advisable to use 4-inch hand brushes, and in others 4-knot brushes.

For painting composition or metal roofs, 4-knot brushes can be used exclusively as you can cover more surface each day.—*Adv.*

George A. Hancock.

George A. Hancock, for many years superintendent of motive power, died at Los Angeles, Calif., Tuesday, February 8th.

Mr. Hancock began his railroad career in 1881 as machinist for the Santa Fe Railroad in New Mexico, later becoming foreman at El Paso, Tex. While at El Paso he coupled the first locomotive for service on the Mexican Central Railroad and was on the first engine which ran under steam from the United States to Mexico. He was appointed superintendent motive power on the Frisco in 1901.

After his retirement from the Frisco in 1913, because of ill health, Mr. Hancock spent his time between his summer home in Port Huron, Mich., and Los Angeles. The body was taken to Port Huron for burial.

T. B. McLain.

In the death of T. B. McLain, at the Employes Hospital, Springfield, Mo., Friday afternoon, January 21, the Frisco loses one of its veteran engineers.

Mr. McLain had been ill several months. He suffered a severe paralytic stroke about January 15th, and was removed to the Employes Hospital from his home, 1037 Berlin Street, but his condition was not regarded serious until a week later when he became suddenly worse.

Mr. McLain was 67 years old. He was retired about a year ago, after forty years of continuous service. His last run was out of Springfield as engineer on the Chadwick branch.

A representative of James H. Hirsch & Co., 205 W. Monroe St., Chicago, Ill., is making a trip over our lines this month for the purpose of taking measurements of train employes for summer uniforms.

"Load 'Em Up."

Superintendent C. H. Baltzell has issued a letter to all agents and local conductors of the Central Division, thanking them for the co-operation extended in increasing the average loading per loaded car mile and congratulating the men upon the splendid showing made during the month of January, 1916.

The Central Division shows an increase per car of 5.11 tons, as compared with January, 1915. This increase has been brought about by reason of agents, local conductors, shippers and division officers all pulling together.

Mr. Baltzell requests agents and conductors receiving a copy of the circular to show it to our patrons, explaining to them that by reason of their help we have been able to handle more tonnage in less cars, which is the big factor in avoiding car shortage. Not only that, but it is the foundation of true economy.

Mr. Baltzell has set the Central Division figures at twenty-eight tons per car, and it is believed with continued co-operation of employes in getting a better load and in handling the cars more promptly, this result will eventually be attained.

Keep the Boilers Clean.

Clean boilers increase locomotive earning capacity, save fuel, and make train movement better and more reliable generally.

Dearborn treatment keeps locomotive boilers clean, no matter what mineral salts the feed water supplies contain. It eliminates scale formation, corrosion, foaming, priming, and other feed water troubles that effect boiler tubes and plates.

The treatment may be used at terminals only, for scale prevention, while in cases of alkali or foaming water it should be applied to the engine tank each time water is taken.

Dearborn treatment is made to suit the needs of each district or division, according to analyses of the water supplies.—*Adv.*

On The Rack.



Raymond Waters, three-year-old son of A. K. Waters, air brake man in car department, Sapulpa, Okla., is shown in the accompanying cut.

Raymond was snapped while standing at a test rack of "daddy's own construction."

The Reason.

A sickening crash—
A pause—a scream;
A blinding flash—
The rush of steam.
A life has been taken
To quench death's thirst.
Someone's forgotten,
Neglected "Safety First."

R. COATZ.

?

THE BOOK OF RULES

- Rule D. Persons employed in any service on trains are subject to the rules and special instructions.
- Rule E. Employes must render every assistance in their power in carrying out the rules and special instructions.
- Rule F. Any violation of the rules or special instructions must be promptly reported.
- Rule G. The use of intoxicants by employes while on duty is prohibited. Their habitual use or the frequenting of places where they are sold is sufficient cause for dismissal.

I have tried to explain to the men on the road that there is no open season for the violation of rule "G".

I quote a paragraph from the general notice:

"Obedience to the rules is essential to the safety of passengers and employes, and to the protection of property."

Rule 99 reads: "When a train stops or is delayed under circumstances in which it may be overtaken by another train, the flagman must go back immediately with stop signals a sufficient distance to insure full protection."

We have had accidents recently on account of employes not properly protecting the rear of their train. Rule 99 is one of the most important in the book and the men who fail to regard it as such are not carrying out the provisions of the general notice, as quoted above.

I also quote rule 105:

"Both conductor and engineer are responsible for the safety of their trains and, under conditions not provided for by the rules, must take every precaution for their protection."

No member of the train crew has performed all the duties that are required

of him until he has done everything in his power to properly protect his train.

The use of fuses is not confined to night. They can and must be used during the day time when, by such use, they can add, in any way, to the safety of train movement.

Q.—Please give me ruling on the following?

1st No. 33 passes "C" with plenty time to make "A" for No. 610. 2nd 33 arrives at "C" and has not time to make "A" for No. 610, and was given order No. 10 at "C".

2nd No. 33 has right over No. 610 "C" to "A" when 2nd 33 arrives at "B"—a blind siding—1st 33 is in side track and engine dead. What has 2nd No. 33 to do?

B. F.

A.—Regarding second No. 33 having right over No. 610, overtaking first No. 33 without orders and with a dead engine.

I could not pass upon a case of this kind because it is not based upon rules. Rule 94 is supposed to take care of all such matters and, in conjunction with Rule 105, would do so; however, the red flag is the highest authority in Railroading and it might be advisable to resort to this expedient in order to keep safe.

Q.—Should orders notifying trains of bad places in track be dated same date they are delivered to trains.

B. F.

A.—Rule 220 covers this and explains that orders once in effect continue so until fulfilled, superseded or annulled. Therefore the date would cut no figure in the matter.

Dear Sir:—

Rule 81.—"Conductors will register arrival and departure of trains in books kept for that purpose at stations shown in FULL-FACED TYPE on the face of

the time table. If carrying signals, register SIGNALS AND KIND, and if not carrying signals register NO SIGNALS."

On some parts of the road, a practice seems to exist requiring train men to actually see the engine when giving an order to meet an extra train, although it may be at registering station. For example, engine 1219 runs extra Sapulpa to Francis to meet extra 1220 North at Sapulpa.

The conductor is not permitted to take the register for the arrival of this train but is required to go and see the engine for himself. This is not in accordance with the rules and should be discontinued. If the engine is making more than one trip or turn, it is the duty of the train dispatcher to surround the movement with every safe-guard either by trip number or time limitation as the register is for the purpose of identification, and if it can be accomplished by a regular train it should be just as safe to accept it for an extra train and it is the duty of the dispatcher that every movement is made safe.

Rule 96.—"When signals displayed for a section are taken down at any point before that section arrives, the conductor will, if there be no other provision, arrange in writing with the operator, or in the absence of both, with a flagman left there for the purpose, to notify all opposing inferior trains or trains of the same class leaving such point that the section for which the signals were displayed has not arrived."

Under this Rule, when a conductor carries signals to a non-registering station, he is required to leave proper notice, but the operator or other employes are called upon so seldom to perform such duties that it is likely to be overlooked, and instructions should be given to the dispatcher to surround such practice with a better safe guard, that is by putting out an order that will protect the movement.

A-Z.

The following, entitled "Agents' Alphabet of Success," was submitted to the Frisco-Man by Henry J. Mullen, agent, Greenland, Ark.:

A void errors and save time, trouble and money.
 B alance your accounts daily.
 C heck your work closely.
 D emurrage must be collected currently.
 E xpense way bills accurately.
 F reight must be marked plainly.
 G ive your work your best attention.
 H andle freight as if it were your own.
 I nspect freight before signing for it.
 J ustice to everybody and
 K indness to all should be our motto.
 L oad freight in station order.
 M ake all reports in line with instructions.
 N otify consignee when freight arrives.
 O rders for cars must be secured.
 P ractice Safety First and Courtesy.
 Q ualify yourself by being diligent.
 R eports must be rendered properly.
 S ecure signatures for freight when delivered.
 T ariffs should be kept in order.
 U se stationery economically.
 V erify all rates.
 W eigh all less car load freight.
 X amine cars before loading.
 Y ou can aid claim prevention by putting great
 Z eal into your work.

In the last issue we mentioned that we had a number of cars which were equipped with the Vapor System of Heating, manufactured by the Chicago Car Heating Company.

This is the system which is used in the all-steel Pullman sleeping and parlor cars. In these cars the pipes are divided into several heating units or circuits of pipe and this allows the smoking and toilet rooms to be independently heated.

The heat can be cut out from under the berths at night without interfering with the balance of the car so that warm toilet and smoking rooms with cool berths is the result.

Where cars have staterooms there is provided a separate heating circuit for each room so that the occupant may have the temperature to suit his requirements.

Address Chicago Car Heating Company, Railway Exchange, Chicago, for instruction book giving valuable information on steam heat.—*Adv.*

On The Job.

O. R. Marlin, Agent, Burdette Jct., Ark.

"Big Jim" Camps is a local freight conductor on the Royal Gulch Railroad. From terminal to terminal his run is over a stretch of 80 miles, on a single iron. "Big Jim" and his crew had fought the day under trying conditions to get their train into terminal. They "moped" into Wagner Yards, with the "hog law" ready to grab them. After putting their train away they had "one good minute left," so the man with "authority" let them pass. TOMORROW morning they are to be called on time. TOMORROW is to be "Claim Prevention Day."

Now, we are not going to specify any certain kind of claims. Claim prevention is claim prevention, whether it be prevention of freight claims, passenger claims, or other claims. Neither is "Big Jim" Camps going to be any greater hero than the other parties concerned in this story. To have effective claim prevention, the whole "gang" has got to work together. So "Big Jim" is mentioned as a starter.

On January the third, train number 87 left Wagner Yards at 7:15 a. m., for Yale, 80 miles south. Number 87 is a local freight train, "Big Jim" Camps, conductor, Grey, James and Boren, brakemen, Thomas, engineer, and Blane, fireman. A healthy bunch to be sure.

Between Wagner Yards and Yale there are ten open stations and a few blind sidings. Now, let it be understood that the writer does not profess to know what happened on any other division of the Royal Gulch Railroad, nor on any other train, nor at any other stations than those mentioned, on this "Claim Prevention Day." All that is known is that all employees of the Royal Gulch had instructions to not only "try" to prevent claims—but to prevent them.

Number 87 pulls into Dodge City at 8 a. m. Dodge City is the first stop south of Wagner Yards. Frank Jones is agent there. Among the freight

unloaded are fifty kegs of iron nails, billed from Granger to Ruff Brothers, Dodge City. The way-bill reads: "weight 4,500 lbs., rate 40 cents per hundred pounds, freight collect \$18.00," but Jones has been reading Western Classification No. 53, and remembers something like this to be found on page 248, item 34: "iron nails in kegs taken at actual weight, but not less than 108 lbs. per keg, L. C. L. 4th class." Jones knows that 40 cents is the correct rate, but weight is wrong. So he corrects way-bill to read as follows: "weight 5,400 lbs., rate 40 cents, charges collect \$21.60."

Did Jones prevent a claim? Yes, he prevented a claim from the auditor's office that he is not watching the Company's revenue. Not only does he prevent the claim, but he increases the Company's revenue \$3.60.

At Cushing the first open station south of Dodge City, "Big Jim" reports that two horses are on the right-of-way at mile post 137.5. Pat O'Connor, section foreman, goes to the scene and discovers that private farm gate is open. Pat drives horses into field, closes and fastens gate securely. The horses' lives are saved.

Farther south at Timken, way-bill for four boxes babbitt metal is received, weight 100 lbs. Brakeman Boren working in car, finds only 2 boxes. "Big Jim" thinking Boren near-sighted, decides he will search car himself. He does, but to no avail. Coming out of car "Big Jim" grumbles about being short on "Claim Prevention Day," but brakeman James has a suspicion that some error in billing is the trouble. He asks Agent Clark for weight shown on way-bill. Clark advises him 100 lbs., shown. To help relieve "Big Jim's" grumbles, James suggests they weigh the two boxes. The two boxes weigh exactly 100 lbs. "Big Jim" gives Clark a 316. Clark calls on consignee for copy of invoice. Consignee's invoice reads: "Babbitt Metal 100 lbs." Clark

on making delivery to consignee, re-weighs the shipment in the presence of the consignee, the consignee is satisfied. Clark gives consignee expense bill for 2 boxes babbitt metal 100 lbs., then he makes short report, attaches "Big Jim's" 316, and a letter of explanation, forwards to claim department. A claim is prevented.

Silver City and Dowds are passed without any unusual happenings. Pulling into Mohawk, about 11:30 a. m., "Big Jim" feels a hungry spot, but decides to do the unloading before going to dinner. The first thing unloaded is a barrel of bleaching powders, with the head bursted in. The shipment is from Wagner Yards to Brown & Co., at Mohawk. Mr. Brown sees barrel with head bursted in, makes a "howl" for damage notation on expense bill. Agent Bliss requests Mr. Brown to bring over his invoice for a count. Bliss has noticed that powders are in metal cans. The count checks with consignee's invoice. Bliss decides to check rate. Turning to page 120, item 11, of Western Classification No. 53, he finds: "Bleaching powders, not otherwise indexed by name, in metal cans, packed in barrels, L. C. L. takes first class. In bulk, in barrels L. C. L. third class."

Way-bill reads: "1 barrel bulk bleaching powders, weight 250 lbs., rate 15 cents, freight collect 38 cents." Bliss corrects to read: "1 barrel bleaching powders in metal cans, weight 250 lbs., rate 22 cents, freight collect 55 cts." The first and third class rates are 22 and 15 cents respectively, from Wagner Yards to Mohawk. Brown makes howl against increased rate, but Bliss shows him extract of section 10 of the Act to Regulate Commerce, as shown on page 1 of Western Classification. Brown reads the false billing clause, talks to himself, pays the bill, signs up, and takes out his powders.

"Big Jim" returning from dinner is feeling good, and feels better when Bliss

tells him he need not make any 316 for the barrel of bleaching powders. Two claims are prevented, consignee grumbles, Company's revenue increased 17 cents, and "Big Jim" feels good. Big doings at Mohawk—Bliss on the job.

Fossil is next station south of Mohawk. Bill Border is agent at Fossil. Bill receives way-bill for 10 barrels fresh apples from Granger. Way-bill reads: "10 barrels apples, weight 1,500 lbs., rate 70 cents, charges collect \$10.50." But Bill notices that five of the barrels have cloth tops. Turning to page 180, item 15, of Western Classification, he finds: "Apples in barrels with cloth tops L. C. L. take first class, in barrels with wooden tops third class." The first class rate from Granger is 90 cents. The third is 70 cents. Bill corrects way-bill to read: "5 barrels apples with cloth tops, weight 750 lbs., rate 90 cents, charges \$6.75; 5 barrels apples with wooden tops, weight 750 lbs., rate 70 cents, charges \$5.25, total collect \$12.00." Increased revenue \$1.50. Consignee calls for apples, pays bill, signs up, then he notices difference in rate. He makes kick, Bill cites consignee tariff quotation. Consignee then "bets" the next time he buys apples from that shipper, the shipper will put them in barrels with wooden tops. Bill thanks him, wishes him good luck, and tells him that is what the railroad company wants, to get shippers to pack their freight in stronger containers, and prevent loss and damage claims. Another step toward claim prevention.

At Arrowhead "Big Jim" is advised by dispatcher to prepare for zero weather to-night. He remembers he has car-load of potatoes in his train. He arranges his work to make Yale. Fireman Blane feeds the "Brute". Engineer Thomas handles the "Brute's" lungs. The "Brute" is the engine, it helps prevent claims. Yale is reached in good time, potatoes are placed in round-house to prevent freezing. A large claim is prevented.

SAFETY FIRST AND CLAIM PREVENTION.

KANSAS CITY TERMINAL MEETING.

The Safety First-Freight Claim Preventive Committee met in regular session in office of Superintendent of Terminals, Kansas City, January 24th.

The morning meeting was devoted entirely to Safety First, and the afternoon to Claim Prevention work.

After the meeting was called to order the first thing up for discussion was the 29 cards reporting improper and unsafe conditions and practices received by the committee since its last meeting.

The SF-1 reports were next read and discussed after which the following paper entitled "Get The Habit" was read by C. R. Kew, general foreman shops:

I have been an enthusiast on the question of "Safety First," although I believe the Committee chose the wrong member to write a paper on the subject. I believe the Safety First habit has become deeply imbedded in the minds of all our employees. You will also agree with me, after hearing Mr. Wightman, Superintendent of Safety, address the employees and explain his views on this question, there's not much remaining to write about. However, I want to tell all the employees who have not got the Safety First habit, get it.

Don't kid about Safety First, you might be the goat. If somebody gets your goat by saying Safety First when they see you not practicing it, do not get mad and hot like the business end of a hornet, just look around a while and get some other fellows' goat when you see him not practicing Safety First. There is no end of stray goats when the question of Safety First is involved.

The success of every institution is built upon a combination of individual selves. No man can help make an organization greater, better, more successful and more efficient without making himself the same.

The Safety First movement is a good habit we must all acquire. Habits were born in us, habits we have cultivated and habits we don't know we have. A grouch is a habit, harmful to yourself and distasteful to others. Knocking is a habit, born to discontent or envy. Forget these habits when approached by an employee who has been kind enough to warn you of danger when you did not think Safety First yourself.

Cultivate enthusiasm, politeness, persistency, boasting, smiling and make Safety First your favorite habit. Practice it while at your work, on your way to and from work and at your home. Always remembering, "Do unto others as you would have them do unto you."

Don't neglect reporting or correcting anything you may see that is liable to cause injury to yourself or fellow employees. Keep in your memory that beautiful motto:—"It is better to be safe than sorry."

The management don't ask its employees to take chances. Why do you do it? You will perhaps remember the bulletin which reads, "The chance taker is the accident maker."

Now let us all obey the rules which are made for our benefit and do not take chances. In my opinion 90 per cent of the injuries could have been avoided if the above motto and rules had been followed.

Now let us all join together in the Safety First movement and make the employees of the Frisco System one big family where personal injuries will be unknown.

Safety First statistics were next read by Mr. Wightman and it was noticed that the Kansas City Terminals made an excellent showing in decreasing personal injuries, as the first seven months of this fiscal year they have made a decrease of 60 per cent.

The question of the red defective car cards came up and was discussed at length, it being noticed, from all appearances that all cards which were being applied were not removed and sent in to chairman as per instructions. Foreman Nix, of the car department, stated he would look into this matter and get it straightened out.

The committee then adjourned to the machine shop and held a meeting with the employees at that point. Master Mechanic Forster made an interesting talk on Safety First, after which Mr. Wightman addressed the employees. About 225 employees attended this meeting. Following this the committee adjourned to office of general car foremen and held a meeting with the yard forces. Mr. Flanagan made a brief talk and Mr. Wightman closed the meeting with an interesting talk on Safety First. There were 34 present at this meeting.

The afternoon session was called to order at 2.30 p. m. and opened with the reading of the postal cards received by the committee since the last meeting. Eighteen cards were handled and in addition sixteen cards turned in on cars received from connecting lines without seals, 11 cards on pin seals, and 12 cards on various matters.

T. J. O'Brien, switch foreman, next read the following interesting paper:

The most essential move made in recent years by Railroad Companies was the organizing of Employee-Committees to co-operate with the various officials in the prevention of claims.

Since the inauguration of this move, the railroads have saved thousands of dollars and have been largely instrumental in preventing many accidents which yearly claim the lives of their employes.

At the beginning, many employes were skeptical of this move, fearing that the Company had started something for its own benefit and to the detriment of all others. After being convinced that the move was a harmonious one and a 50-50 proposition, the employes have become as much interested as the officials and are willing to lend every effort to perfect a more thorough understanding. The fact that the move has the endorsement of the majority of the employes can readily be seen by the decrease of money expended by this Company.

All have done well—we have won honors and now have annual transportation for our wives as well as ourselves. Let us try and make the coming year more profitable than the past and recommend that the Company hire only experienced men when available—especially in the yards where cars must be handled so many times and where efficiency alone can prevent more damage than any one thing.

Mr. Whitlam next read various statistics and commented on same, also talked on the various advertising gotten out, requesting that the committeemen send in any suggestions they may have along that line, assuring the men that their ideas would have due consideration.

After a general discussion by all members on freight claim prevention, during which several good things were brought out, the meeting adjourned.

Regular meeting was held at the Freight House, Kansas City, from 12.15 to 12.45 p. m. Mr. Whitlam made an interesting talk and explained what brought about the big decrease in freight claim payments, also what we are expected to accomplish during this fiscal year through careful handling of freight.

For the six months period of this fiscal year Kansas City leads the principal stations in number of tickets billed to error and Kansas City is going to try to keep at the head of the list. There was an attendance of 135 employes at this meeting.

The committee also held meetings with yard men at yard office at which a forcible talk was made by Mr. Whitlam which was heartily received by the 34 men present.

ST. LOUIS TERMINAL.

The St. Louis Terminals Safety First-Freight Claim Preventive Committee held its regular bi-monthly meeting Thursday, February 10, 1916.

The morning session, which was devoted to Freight Claim Prevention, was called to order at 9.00 a. m., at the Seventh Street Station. H. M. Robinson presided in the absence of Chairman P. W. Conley.

The first matter taken up was the postal cards. Since the December meeting 218 postal cards have been turned in by employes. Sixty-seven communications received from other divisions were handled to conclusion, but twenty still remain open.

The matter of handling correspondence pertaining to Freight Claim Prevention was brought up and so far as could be ascertained it is being given the proper handling at these terminals. General Foreman Nelson suggested that the cards be more specific, especially in cases where improper loading is the issue, that is, improper station order loading, as in some cases the nature of the freight does not permit strictly station order loading and if the cards are specific the information they contain can be handled with better result.

At the adjournment of the morning session a general meeting was held at Seventh Street, which 98 station and office employes attended.

L. C. McCutcheon, chief clerk to superintendent freight loss and damage claims, made an interesting talk upon what has been accomplished along the lines of claim prevention, giving the employes credit for the assistance they have rendered and urging their continued co-operation.

The Committee then went to the Broadway Station, where Mr. McCutcheon addressed 112 station and office employes.

The following paper, contributed by H. Palmier, chief clerk, Broadway Station, was then read:

The main object in Freight Claim Prevention is to increase the net revenue for the railroad for which we work; to make the Frisco Railroad the leading road in this country.

In order to prevent claims, we must all know what to do, and how to do it; also to see that it is done in the proper manner.

First on receiving freight, see that we get all we sign for and that proper notations are placed on the dray ticket, if such are necessary. This I think is the most important part of Claim Prevention.

Next, see that all packages are properly marked, and all marks which may cause confusion, erased, so that there will be no question as to the proper destination. This particular question and also the question of legible dray tickets have been before the shippers and Railroad Companies for some time. Therefore, I think the employees should take a little more precaution and if goods are not properly marked, they should try to have shipper correct same, and in this way help.

Shipments should not be turned down, simply because all marks are not shown, or a word misspelled, thereby losing the business of that shipper. Try to be accommodating and give the driver a helping hand, in this way you are also lending a helping hand to the Company.

Careful checking, proper stowing, and most of all seeing that freight is properly broken down before cars are closed is very essential.

Not only in the freight house can claims be prevented, but by proper billing and handling of bill without delay. Speed and accuracy are very essential in all railroad work.

Now comes a very important part of freight handling. If every one has been careful in his work in handling the shipment and now it is in transit, if the train crew handle same roughly or negligently, all efforts used by the foregoing parties have come to naught.

Therefore, it is very important that the train crew help along, and I am very glad to say that the Frisco train crews have been doing their part, as figures show.

Of course, once in a while a switchman confronted with a bad order report will readily say, "No rough handling while in my charge." It is an absolute fact that freight claims cannot be entirely eliminated, but we can all do our best and in this way keep down the claims, thereby keeping up the good work we have started.

So let everybody get the habit.

The afternoon session, which was devoted to Safety First, was called to order at 3 o'clock p. m., in office of Superintendent P. W. Conley, Tower Grove, Mo. Agent H. M. Robinson presided.

Before opening the session F. A. Wightman, superintendent of safety, presented each of the committeemen with a note book, leather covered, with the name of each committeeman burned in gold on the inside cover. Mr. Wightman explained that the books should be a means of increasing the use of the Safety First postal cards; also Form SF-1 reports. There are times when a committeeman is not in position or not so situated that he can fill out a postal or Form SF-1

blank and for that reason the note book will come in handy. Employees can jot down such memorandums in same and at some convenient time transfer the information to the postals.

After roll call the Chairman stated that as everyone received a copy of the minutes of the previous meeting, the reading of same would be dispensed with.

The Chairman then asked the members to turn in SF-1 reports and after checking same it was found that a number of the committeemen had failed to make one out, which was very much regretted. Mr. Wightman stated a number of his talks were from suggestions secured on this form and he urged the members to see that this was not forgotten in future.

Next on the program was the reading of the postal cards, after which the following circular issued by Foreman A. A. McCormick, was read, regarding the "Blue Flagging Outfit."

TO ALL CONCERNED:

There is a box kept in the tool room marked "Blue Flagging Outfit", that consists of two holders made of $\frac{3}{8}$ -inch pipe, a blue flag and a lantern with blue globe for each holder.

When you have any work to do on engines or cars on the switching tracks or anywhere on the outside of the turntable, you must protect yourselves while at work, either day or night by fastening one set of this equipment securely in the ground between the rails near each end of the engine or car that you may be working on. If in daytime, the flag only will be needed, if at night, use both lanterns and flags. This will insure yardmen or hostlers not coupling onto or striking whatever you are working on.

After you are through with the work, you are to remove the flagging outfit and replace it in the box in toolroom where it will be ready for the next time it is needed.

This is a very important measure of safety, more to yourselves than to the Company and you should never fail to make proper use of it, when it is needed. The illustration on blue print shows how it is to be used.

The toolroom man will keep the lanterns cleaned, trimmed and flags and holders in good order at all times. There is also an outfit for this purpose kept at Valley Park and Pacific.

The subject of headlight failure was referred to the Chairman by General Foreman A. McCormick, who in turn put out the following instructions to engineers on suburban engines:

"There have been several cases brought to my attention this Fall and Winter, where suburban engines had head light failure and allowed to go over the road with no head or cab lights.

Such things as this will result in serious trouble,

as there is a great danger of striking people, or in colliding with other trains. I find that none of the engineers, who had head light trouble have stopped at the roundhouse to see what could be done, or asked for another engine, and I believe that when a head light failure does occur, that some arrangements should be made to minimize the danger. A little delay in such cases would be better than having some one injured on account of running an engine with no head light. Our Mechanical Department is doing everything possible to maintain head lights in good condition, but parts of machinery and wires will break and when they do the headlight will fail. Please see that this is handled to best advantage hereafter."

The personal injuries which had occurred since the last meeting were next up for discussion and were looked into thoroughly.

The Committee then adjourned to General Yard Master's Office, Chouteau Avenue, St. Louis, for a meeting with thirty employees. Interesting talks were made by Mr. Wightman, Mr. McCutcheon and Mr. Robinson.

Among those who reported improper conditions and made valuable suggestions were:

C. Maurer, Seventh Street Station; H. Wise, yard clerk, Ewing Avenue; M. O. Harris, receiving clerk, Seventh Street; S. E. Maguire, yard clerk, Ewing Avenue; W. Kelly, train clerk, Compton Avenue; J. P. Reither, Seventh Street; J. Metzger, assistant foreman, Broadway Station; J. J. Flynn, yard clerk, Ewing Avenue; R. A. Klein, assistant foreman, Seventh Street; R. L. Klein, inbound foreman; H. T. Conley, assistant general yard master; Thomas Francis, car inspector; A. McCormick, general foreman; G. H. Pond, switchman.

SPRINGFIELD RALLY.

A Safety First Rally under the auspices of the Eastern Division, Springfield Terminal and Springfield Shops Safety Committees, as well as the Frisco Women's Safety League, will be held at the Diemer Theatre, Friday evening, February 25th.

The program includes music, singing, and fancy dancing. General Manager E. D. Levy and General Superintendent J. A. Frates will deliver addresses.

A photoplay entitled "Steve Hill's Awakening" will be given.

The following interesting addresses, delivered by employees at recent Safety and Freight Claim Prevention meetings, are well worthy of the consideration of all employees.

T. F. Gaines, Conductor, Southern Division.

It is hard for some of us to speak to other employees about things which we think are unsafe, but members of the Safety First Committee have a certain amount of authority that employees should appreciate.

It is our duty to watch for the fellow who indulges in willful dangerous practices. He is usually seen by some fellow employee and a word calling attention to his acts from this fellow worker would often do more than all the discipline a railroad officer could apply.

When talking to employees about safe conditions you frequently receive some remark of resentment, but, as a rule, you can make him realize what he is doing is dangerous and satisfy yourself that you have done your duty.

It should be our duty as committeemen to earnestly attempt to introduce co-operation between the railroad company and its employees; they to co-operate with the public at large and encourage safe practices when on and about a railroad.

Several counties in some of our neighboring states have organized Safety committees for the purpose of safe travel throughout the country.

As a general thing we become so hardened and accustomed to things we see every day that we do not realize the element of danger and do nothing to improve the situation.

I want to convince you, if I can, that men exist for the sake of each other. There are many industrial problems that effect all mankind, make one man dependent upon another. All civilized communities are organized and governed upon these principles. A man pays his taxes for the benefit of the city in which he lives; pays his dues for the benefit of the order to which he belongs. This does not only apply to matters fraternal, it applies also to defensive and offensive movements. Safety First cannot be divided into two classes. Railroad employees are so closely related to each other that anyone should be willing to listen to suggestions and take advice from another.

There are many laws enacted and rules enforced for the protection of the lives and limbs of railroad employees and the traveling public, but State Legislation hasn't the combined strength, financial and moral influence, to govern the careless acts of human beings.

If employees would read the reports of the Interstate Commerce Commission and study them in their true sense, it would govern many steps and careless moves.

J. H. Livingston, Agent, Mountain Grove, Mo.

Safety First has been agitated to such an extent and so much has been said upon the subject, there seems little we can call to mind as new matter. I will, therefore, mention a few of the practices which have caused the constant fight for the advancement of Safety First, more especially by the railroads of the country.

First, the carelessness of employees in permitting defective equipment, such as loose hand-holds on ladders on sides of cars, defective door hangers on I. C. L. merchandise cars and various other conditions, likely to cause a personal injury, pass unnoticed. If such condition had been repaired or reported when first discovered, it would not only have prevented the possibility of the equipment going over entire division, in a defective condition, but of far more value, would have protected the lives and limbs of those in charge of the cars.

Other practices that cause personal injuries are,

leaving chute gates of stock pens open, endangering the lives of trainmen riding on the sides of cars.

These gates should be closed and locked.

There has been so much said by the Safety First department about the condition in which the station yards are kept, there seems to be no reason for mentioning this item in connection with safety, yet we often find gates open, and boards lying near our tracks (where patrons have left them when unloading cars) with nails sticking up from one to two inches, making it dangerous for trainmen and others who pass that way.

Another item I wish to call attention to is that trainmen, especially on local runs, give proper notice to patrons who are loading and unloading from wagons. A careful survey should be made by someone of the crew before the cars are coupled or moved. While this and the proper flagging of crossings are fully covered in book of rules and by special instructions, we often hear of personal injury accidents resulting from improper flagging of a crossing or the failure to see some patron who is loading or unloading freight from a car on one of our side tracks.

Consideration should also be given to the proper stowing of inflammables and explosives as well as the crating of acids loaded in merchandise cars, together with the placarding of cars containing these commodities. The rules governing, as shown in the Interstate Commerce Commission's Regulations, should be understood and lived up to by every employe to promote safety.

There are many things I could name which have been threshed out by the Central Safety First Committee and upon which Mr. Wightman, our Superintendent of Safety has admonished us all as employes and committeemen to keep before us in the effort to advance Safety First.

The attention of heavy shippers of freight and of those who travel most is being attracted to the roads that are foremost in their efforts towards safe transportation and the motto "Safety First" is fast becoming a business getter. The shipper of freight wants his goods to move via the safe line, and the traveler will buy his ticket via the route he knows has an army of employes who are trained to practice safety at all times.

The only way to keep up interest in Safety First and Claim Prevention work, not only for the committeemen but the employes as well, is to be earnest in this particular movement. It is said "earnestness is man's best jewel." I believe this is true, because the man who is in earnest sees things and is loyal; he is the active man, the one who is going forward instead of backward. It is also said earnestness will cure the habit of forgetfulness and I believe this to be a fact.

If our committees are composed of earnest men who will pull together as one big strong team, there will be much co-operation for Safety First, that personal injuries may be brought to the lowest possible minimum on the entire Frisco system.

In order that the new Southern Division may take up the habit of winning the Safety First prize, from year to year, as we did on the old prize winning Ozark Division, I would suggest that we redouble our efforts, get all the Safety First and Freight Claim Prevention items we can and report every thing we find on the cards provided for that purpose. Let every committeeman on the Southern Division eliminate "I can't" and replace it with "I can" and we will advance the cause of Safety First, as well as that of freight claim prevention beyond our expectations and at the same time hold the prize.

I cannot close without saying a word in favor of the Frisco Women's Safety League. It is the women who train the boys and girls during the years when lessons well learned will not be forgotten but will go with them through life, therefore, the

women should be encouraged in their labors for Safety First among the young and old. I hope the employes on the Southern Division will give to the Women's League all the assistance they can.

S. P. Gray, Switchman, Jonesboro, Ark.

Freight claim prevention is a big item today on every railroad doing business in the United States.

The first step to prevent claims on freight received for transportation, rests with the receiving clerk, who should inspect and closely examine same. It is his duty to see that every article is in first class condition, properly boxed, crated and marked; of course, this includes dray tickets or billing instructions being so plain that there will be no cause for delay.

The second step is to see that freight is loaded into cars properly, that it is both rain and burglar proof, stowed in such shape that it will not be damaged by falling down, and arranged in station order that damage may not occur through haste or rough handling by train crew. The heavier and more fragile packages should be handled especially careful and it is the duty of every competent loading clerk to watch the loading of each car, so when the doors are closed and sealed he is sure he has done his duty and honestly knows he has earned the money the railroad company is paying him for his work. That is to say, he can confidently assert that each and every car loaded by him is free of danger of damage both as to cars and loading; he can say no loss in dollars or cents for mine. This starts the freight on its journey in such shape that it should reach destination and be ready for safe delivery—ready to bring \$1.00 for \$1.00 to the railroad company for transportation charges which are rightfully due it. But hold a moment, let us follow a train of freight say from the Atlantic Seaboard through to destination which will be Kansas City. Where does the first claim come in and from what cause?

When we receive this train from the Seaboard Air Line we are in a hurry to get it moving, so if none of the cars are bad order and all seals are intact, cars are moved out of Birmingham in a hurry, rushed through to Memphis, over the bridge and out North as fast as a steamer freight train can move. When the cars reach Kansas City and are opened the receiving clerk finds much cause for complaint, boxes, barrels and cartons jammed, broken and mashed and if he is a F. C. P. C. man he sees a big claim for damage, for no merchant will receive such a lot of broken boxes, barrels and packages without a "howl." The result is a claim for from one to twenty per cent of the freight due the railroad company for transportation. Now of course, the Seaboard Line will bear its pro ratio of this claim, but let us see where the claim lies, where the dollars and cents loss come in. Was it on the Seaboard Line, or is the Frisco liable? That will be left to the joint damage department. I for one do not think it is fair to the Frisco for this train of freight to come to us without inspection other than bad order cars.

The Frisco has both a Safety First and a Freight Claim Prevention organization; both are in good working order seven days a week, thirty days a month, and 365 days a year. We have proven without a doubt that our Safety First, Freight Claim Preventive, and Fire and Right of Way Committees are saving money for the Frisco. Why? The officers and employes have been brought together in such close teamwork that you can scarcely distinguish an official from an employe when out on one of their trips of inspection. To be plain spoken, I cannot help but believe, from what I've seen in the last two years, that some wise officer figured out this system before it was put into practice, however, be that as it may, from

a financial standpoint it has proven more than a success not only for the railroad but for the rank and file of employes too. I tell you it's a paying investment. It means loyalty, efficiency and money. The railroad company is proud of the record its employes have made in reducing personal injuries and claims for loss and damage to freight. The employes are more than repaid in having the confidence and friendship of their officials.

Safety First for employes is a hundred to one shot, freight claim prevention is the same for the railroad, so here's hoping that we may pull so strongly together that nothing can prevent our accomplishing more than Mr. Whitelam expects.

Good Work.

The number of freight claims received by the Frisco has been decreased at the rate of more than a thousand a month, through the claim prevention campaign inaugurated about eighteen months ago.

This is the essence of a statement recently compiled by G. E. Whitelam, superintendent freight loss and damage claims, and should convince even the most skeptical of the effectiveness of the campaign.

The statement also shows that, with practically the same freight revenue, freight claim payments have been reduced 44.5 percent, a reduction made in the ratio per thousand dollars gross freight revenue of 47.2 per cent, and a decrease in the number of claims filed of 21.8 per cent.

This showing is especially gratifying to the management, for not only is it an evidence of how the employes are co-operating to check this needless drain on the road's revenue, but of far more value, because it demonstrates the efforts being put forth to create satisfied customers.

The public forms its opinion of a railroad chiefly from the services rendered by its employes, and freight claim prevention has done more, perhaps, than any other movement, to impress upon the employes the need of care in handling of traffic over our lines.

Unless we make good, as we can and should,

We ought to go back to the woods;

For the fellow who stays

In these modern days,

Is the man who "delivers the goods."

This Is What Safety Work— "Being Careful"—Means.

"And the end is that the workman shall live to enjoy the fruits of his labor: that his mother shall have the comfort of his arm in her age; that his wife shall not be untimely a widow; that his children shall have a father, and that cripples and helpless wrecks who were once strong men shall no longer be a by-product of industry."

The statement below, issued by the freight loss and damage claim department, February 2, 1916, shows the errors made by divisions and terminals on special claim prevention days, October 20 to 23, 1915, and December 27 to 31, 1915:

	October 20-23	December 27-31
Springfield Storehouse.....	3	0
Northern Division.....	16	3
Springfield Station.....	0	0
Southern Division.....	5	3
Western Division.....	11	1
Broadway Station.....	9	1
Eastern Division.....	23	3
River & Cape Division.....	8	0
Kansas City Station.....	12	7
7th Street Station.....	12	3
Central Division.....	10	3
Southwestern Division.....	28	3
Memphis Station.....	25	0
TOTAL.....	162	27

A splendid showing was made for the week ending December 31st, only 27 errors being recorded in the five day period. The River and Cape Division, it will be noted, shows a clean record, as well as the Springfield Storehouse, Springfield Freight Station and the Memphis Station.

MAKE YOUR DOLLARS HELP YOU EARN A SALARY

Make the dollars you earn work for you and bring in other dollars which cost you neither time nor effort.

Every dollar deposited in our Savings Department earns 4% interest, compounded twice a year.

**The Central National Bank of Tulsa
Tulsa, Oklahoma**

For the fifth time Springfield and Hugo have captured the "Best Record Fewest Errors" pennant for accuracy in handling freight in groups Nos. 1 and 2, while, for the second time, Paris wins for group No.3.

General Agent Haas of Wichita has been instructed to forward the pennant to Agent Bennett at Paris.

Below are statements of the January record:

**ERRORS AT ST. LOUIS, SPRINGFIELD, KANSAS CITY AND MEMPHIS TERMINALS
JANUARY, 1916.**

Stations	Error Loading	Error Billing	Error Checking	Failure Load	Failure Unload	Mis-handling Waybills	TOTAL
Memphis	92	26	8	4	0	1	131
Paris	0	1	2	0	0	0	3
St. Louis, 7th	37	27	4	7	0	2	77
Springfield	12	4	13	0	0	2	31
St. Louis, Bdwy	28	23	8	5	0	2	66
Springfield S. H.	0	0	0	0	0	0	0
Kansas City	28	21	11	3	0	0	63
Shelfield	0	0	2	0	1	0	3
TOTAL	197	102	48	19	1	7	374

SUMMARY.

Eastern	125	13	36	3	8	3	188
Northern	33	32	27	6	17	4	119
Central	21	17	10	4	13	1	66
River & Cape	12	22	31	5	17	8	95
Western	6	12	13	1	10	1	43
Southern	17	23	26	6	6	6	84
Southwestern	89	31	37	11	24	13	205
TOTAL	303	150	180	36	95	36	800

STATEMENT SHOWING NUMBER OF ERRORS MADE AT STATIONS JANUARY, 1916.

GROUP ONE

Stations	Error Billing	Error Handling	Failure Unload	Mis-handling Waybills	TOTAL
Springfield	4	25	0	2	31
Kansas City	21	42	0	0	63
St. Louis, 7th	27	48	0	2	77
St. Louis, Bdwy	23	41	0	2	66
Memphis	26	104	0	1	131
Monett	1	141	0	3	145

GROUP TWO

Hugo	1	5	0	1	7
Enid	0	6	0	0	6
Ft. Smith	2	16	0	0	18
Oklahoma City	10	30	0	0	40
Tulsa	7	34	0	1	42
Sapulpa	3	41	0	8	52
Birmingham	7	21	0	3	31
Joplin	4	24	0	0	28

GROUP THREE

Paris	1	2	0	0	3
Wichita	10	4	1	0	15
Chaffee	5	8	0	2	15
Ft. Scott	1	4	0	0	5
Jonesboro	2	4	0	0	6
Pittsburg	3	7	1	2	

Failure to unload and mishandling waybills are not included in the above averages.

LET'S LAUGH

A Hurry Cane.

"I want to see some canes," said Swan-ker to the shop proprietor, "and I'm in a hurry."

"Yes, sir, very good sir," responded the shopman in a fluster. "Here, Williams" (to his assistant), "show the young gentleman some hurricanes."—*Til-Bits.*

The Latest.

Guest (in restaurant in the war zone)—"Bring me two hard-boiled eggs and some grape nuts, and set that electric fan going."

Waiter (to cook)—"Two cannon balls and some grape shot, and start a raid with the Zeppelin."

Nothing Personal.

"I have often stood in a slaughter house," observed the man from Chicago, "While the butchers were killing hogs on all sides of me."

"Oh," exclaimed the tender-hearted girl, "weren't you dreadfully afraid?"—*Puck.*

Take That.

They say that Cupid strikes the match,
That sets the heart aglow.
But where does Cupid strike the match,
Is what I'd like to know.

Dan Cupid who you speak about,
Is up-to-date, you ox;
He uses Safety Matches
And strikes them on the box.

Got Him.

He (as the team goes by)—"Look!
There goes Ruggles, the halfback. He'll
soon be our best man."

She—"Oh, Jack! This is so sudden!"—*Harvard Lampoon.*

The Question Drawer.

"Dear Editor, what is a best seller?"
—Reader.

You spell it wrong. It is one with the oldest wine.

"Question Dept.—What was St. Vitus noted for?"—Student.

He was the inventor of the modern society dances.

Information Editor—My boy refuses to go to school and I cannot get him educated. What had I better do with him?—Puzzled Parent.

Why not make him an editor?

"Mr. Editor, please tell me what this war is all over?"—Ignorant.

It's all over Europe.—*The Courier.*

Trying to Signal.

"What did you tell that man who asked you if he could marry your daughter?"

"I acted as grouchy as possibly," replied Mr. Cumrox. "I couldn't tell him right out that Gladys has a sharp temper, but I thought I'd sort o' hint to him that she might have inherited one."

"Aunt Chloe, do you think you are a Christian?" asked a preacher of an old negro woman who was smoking a pipe.

"Yes brudder, I 'spects I is."

"Do you believe in the Bible?"

"Yes, Brudder."

"Do you know there is a passage in the scriptures that declares that nothing unclean shall inherit the kingdom of heaven?"

"Yes, I'se heard it."

"Well, you smoke, and there is nothing so unclean as the breath of a smoker. So what do you say to that?"

"Well, when I go dere, I 'spects to leave my breff behind me."

Listen! Young Man.

The achievements of youth startle the world. Experience is often the worst teacher. Her rebuffs dampen ardor and deaden ambition. Youth is not fettered by a knowledge of limitations, so it rushes in where angels fear to tread and performs miracles. Not knowing the impossible, youth has faith in achieving it.

Raphael painted the Madonna of St. Anthony at twenty-two years of age, the Sistine Madonna at twenty-seven. Shelly wrote his sublime drama "Prometheus Unbound" at twenty-seven. Alexander Hamilton wrote two of the most influential political pamphlets of his time at seventeen; and at twenty he joined Washington's private staff. John Calvin published his "Institutes of Theology" at twenty-seven. Burns wrote three of his greatest poems at the same age. William Pitt was Chancellor of the Exchequer at twenty-three; at twenty-five he was one of the foremost men of his time. Clive was head of the English forces in India, distinguished himself at Arcot and was called a "heaven-born" general by Pitt at twenty-seven.

Mozart composed an opera for the Opera House at Milan when fifteen years old; at twenty-one he had written three hundred compositions; at thirty he was the greatest composer of Europe. Keats won an immortal place among English poets and died at twenty-six. Edison at twenty-two received \$40,000 for a telegraphic invention. Isaac Newton ignored all the authority and tradition of time, and discovered the law of gravitation at twenty-seven. Bell didn't know he couldn't talk from Denver to Boston, so he invented the telephone at twenty-nine.

Napoleon rebuked an officer for saying "Impossible" in his presence. Napoleon said: "There are no Alps," and led the French Army into Italy at twenty-seven. Had Joan of Arc been older and experi-

enced she would not have attempted to lead the French into Orleans and drive the English beyond the Loire. At seventeen she stood victorious beside Charles when he was crowned King in the Cathedral.

So close is grandeur to our dust,
So near is God to man,
When duty whispers low "Thou Must"
The Youth replies, "I can."

The world owes much to the abounding belief of youth. Youth will undertake and accomplish big tasks. Youth has blazed its trails into undiscovered realms and brought back a new law, a new song, or a new machine.

An army of men can run a cotton gin, but it took Eli Whitney, a youth of twenty-seven, with abounding faith, to invent it. There are a thousand men who can send a wireless message, but it took Marconi, a youth of twenty-four, with unfathomed faith, to discover the law. There are a host of men to play the March, but it took Mozart, a youth of twenty, with unquenched enthusiasm, to compose it.

In the executive's chair and around the director's table of successful business enterprises are many men scarcely turned thirty. They are not demagogues; they have not sat idle in the market places bemoaning the inequality of fortune.

Sad will be the old age of youth who forgets his father's struggles, his father's thrift, his father's God; and lets the morrow take care of itself.

The world owes no man a living, but every youth owes the world a life.

—From *Leslie's*.

"We know that a single tainted oyster will spoil a stew, that a rotten apple will affect a whole barrel, that a bad egg will spoil a whole cake, and likewise we have come to appreciate the fact that as a man thinks so he is."

Hamilton Watch

"The Railroad Time Keeper of America"

Railroad men have the right to demand absolute reliability in a watch. Many thousands, who do so, find their demands met by the accurate Hamilton. It's the kind of watch you need.



Write for the Hamilton Watch Book, "The Timekeeper"

It pictures and describes the various Hamilton models.

The Hamilton Watch is made in all standard sizes and sold by jewelers everywhere. For Time Inspection Service, Hamilton No. 940 (18-size, 21 jewels) and No. 992 (16-size, 21 jewels) are the most popular watches on American railroads and will pass any Official Time

Inspection. For general use you can buy a Hamilton Watch from \$12.25 for movement alone (in Canada \$13.00) up to the superb Hamilton masterpiece at \$150.00 in 18k. heavy gold case. No extra charge for Safety Numerical Dial on new railroad grades of Hamiltons. A Hamilton movement can be fitted to your watch case.

HAMILTON WATCH COMPANY

Dept. 41, Lancaster, Pennsylvania



Safety and the Office Man.

"Have you ever stopped to think that the Safety Movement applies to the office man as well as to the workman? There is merely a difference in the chance of accident. The possibility of an injury to an office man is not as great as to the workman, but this difference is offset in other ways. The office employe is indoors day after day, year after year. His mind may be active but his muscles become soft—he does not get proper exercise or sufficient fresh air. Without exercise and without fresh air the body is weakened; it cannot resist the disease germs; it is more liable to cold, pneumonia, etc. Therefore, SAFETY-FIRST to the office man means that he must keep his health—he must get exercise, sleep with his bedroom windows open. Without health he is unable to produce and his job gradually gets too big for him.

Everybody should think and practice Safety-First, there are no exceptions. The sooner this is done the sooner will the number of accidents decrease and healthful living conditions exist."

"Stung" is the inscription on the reverse side of a card just gotten out by G. E. Whitelam, superintendent freight loss and damage claims, announcing the amount paid out by the Frisco for lost and damaged freight for the period July to December 1915, inclusive. And "stung" tells the story briefly for every dollar of this amount represents a dead loss. Get the habit of preventing claims.

-
- No. 1. The Hewitt Company primarily sell metallic packings, but also sell service; the latter being free. If in trouble get in touch with our Service Department, whether you use our packings or not.
 - No. 2. Machine Finished Metallic Packings fit vibrating cups closely when the cups are made right,

therefore insuring good results. Service Department — The Hewitt Company.

- No. 3. To successfully pack piston rods on superheater locomotives use Hewitt's Machine Finished Red Metal Packings. Service Department—The Hewitt Company.
- No. 4. Do not expect metallic packings to carry the weight of pistons and crossheads and also pack rods successfully. Attention to these parts will make for better service. Service Department — The Hewitt Company.
- No. 5. Keep your packing equipment up to standard, especially vibrating cups. Close attention will insure proper results. Service Department—The Hewitt Company.
- No. 6. See to it that ball joint rings are properly ground to a nice joint. Much metallic packing is removed when it's the ball joint ring that's leaking. Service Department—The Hewitt Company.
- No. 7. A good swab that has been kept soaked in a tank or pail of valve oil and cut as required is a big help to any metallic packing. Service Department—The Hewitt Company.

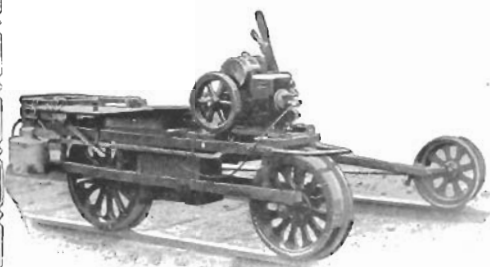
T. A. H. Please Note.

Following the idea carried out in our Form 3404 standard envelopes, a Form 3417 standard has been forwarded to The Frisco-Man, which has been re-addressed twenty-three times.

The envelope was used to carry books between section foremen and roadmaster's office at Lawton, Okla., on track division 42, and traveled in all 1014 miles.

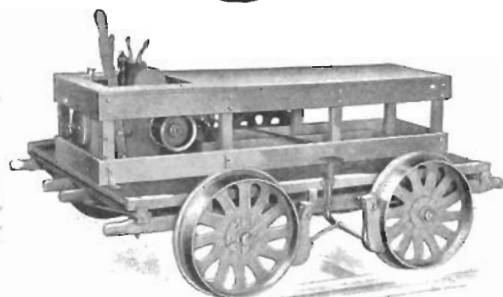
This demonstrates another way in which a saving in the use of stationery supplies can be accomplished.

Hand Car Engines



"Casey Junior"

The picture above shows a hand speeder which has been converted into a motor speeder with our new 2½ H.P. "Casey Junior" engine. The manner of attaching is so clearly shown in the picture that description may be unnecessary. Almost any kind of speeder, whether three-wheel or four, can be converted into a motor car at a trifling expense. As this engine weighs only 80 lbs. it adds very little to the weight of the car, yet develops 2½ H.P. brake test. The picture below shows the comparative size of engine with the man. It can be lifted like a chunk of stove wood, yet will propel a speeder at a rate of 15 to 35 miles an hour, with a gasoline consumption of 40 to 50 miles per gallon. Price with complete equipment, \$60.00 cash, or \$65.00 with monthly payments of \$5.00 each. **Write for 1916 Catalog.**



"Casey Jones"

This engine is so well known that description is hardly necessary to the railroad public. Over 10,000 section men are now enjoying the comforts of owning this engine. It is the only engine of its kind in existence that starts, stops, and reverses, like an automobile, without getting out of the seat, and can be thrown into low or high gear, or neutral, by simply shifting a lever. Will run on low gear so slow that you can walk along and pick up material on the Right of Way, or thrown into high and speeded up to run away from an express train.

Price with complete equipment ready to install on hand car, \$85.00 cash, or \$90.00 with monthly payments of \$5.00 each. **Send for 1916 Catalog.**

Make a Motor Car of Your Hand Car or Speeder



Changing a hand car into a motor car is a job that can be done in a couple of hours by anyone. The work consists simply of disconnecting the handle bars, remove the hand car gears, take out a couple of boards from the car platform, fasten the split pulley to the driving axle, bolt the engine to the car platform with four bolts, and connect the belt. The engine comes with outfit complete ready to install. Nothing to buy—nothing to wait for. Connect the battery wires, fill the tank with gasoline, and you have the most up-to-date and modern motor car that money can buy.

To Convert a Speeder is almost as easy. Sometimes requires a new driving axle which can be had from any machinist or blacksmith, but ordinarily the driving pulley can be attached in place of sprocket.



NORTHWESTERN MOTOR COMPANY
300 Spring Street
EAU CLAIRE, WISCONSIN

S A F E T Y F I R S T

DON'TS FOR CAR REPAIRERS AND TRAIN YARD MEN.

Chris Nelson, Car Foreman, St. Louis

DON'T go on a scaffold board before you examine it for cracks—You may fall down and get hurt.

DON'T turn angle cock handle when there is air in train line before you see that men are out from under the car.

DON'T stand too close to the tracks when the switch engine is moving cars—Get at a safe distance.

DON'T leave nails or screws on top of cars after you have repaired the roof.

DON'T loaf in the blacksmith shop where blacksmiths are working—A scale may fly off the hammer and hit you.

DON'T jack up all four corners of a car at the same time—The car may keel over on you.

DON'T put your hand between the two center plates to raise king bolt when car is jacked up. Use a wrench of some sort to raise the center pin.

DON'T use a piece of iron on top of a jack for a shim —It is liable to slip and the car will fall on you.

DON'T throw the roof of a car off on the north side where your fellowmen are working if you can just as easy throw it off on the south side where no one is around.

DON'T hang around the mill shop—You may get hurt by some of the machinery. The men employed in that capacity will look after the mill shop work.

DON'T wear your jumpers outside of your overalls. Keep them inside so they will not get caught in machinery.

DON'T make a habit of crawling under cars on any other track but the rip—You may some day get caught.

DON'T smoke while you are working—Wait until after quitting time.

DON'T, under any circumstances, go under or between cars on yard tracks to do any work, unless your blue signal is up at both ends of the string or your helper is stationed as lookout for you and does nothing else until you come out.

Woman's Department

MRS. E. G. NEWLAND,

Augusta, Kansas, Editor

The following article, written by Mrs. G. W. Beezley, president of the Frisco Women's Safety League, Pittsburg, Kansas, while intended for her own particular branch, well applies to leagues established at other points along the line:

I know as the new year opens we are all planning better things for our Safety League and our community. We want things to be better in 1916 than they were in 1915, and the way to make them so is to get busy and work harder to promote Safety First than we did last year.

The Safety First League can be made a source of much good to a community and to the individuals of that community, if all the members will attend the meetings and take some part when requested to do so.

The only way we can improve mentally is through using the talents God has given us to the best advantage, and what better way can we find to use them than by attending the meetings of the Safety First League and taking some part in them? It is a law of nature that nothing stands still, and, if we do not use our talents, they surely will deteriorate. Don't allow yourself to be relegated to the mental junk pile. Whatever we put into an organization—our time, our talent, etc.—just so much will we get out of it.

I hope every member will work hard for the League and that many more will add their names to our roll and work for the good of Safety First in 1916.

"There are loyal hearts, there are spirits brave,
There are souls that are pure and true;
Then give to the world the best you have,
And the best will come back to you.

"Give love and love to your heart will flow,
A strength in your utmost need;
Have faith and a score of hearts will show
Their faith in your word and deed.

"For life is the mirror of king and slave,
Tis just what we are and do;
Then give to the world the best you have,
And the best will come back to you."

ST. LOUIS MEETING.

W. B. Spaulding, father of the Safety First movement on our lines, surpassed all his previous efforts to enlist the co-operation of the women in the Frisco's campaign, when he entertained fifty-two members of the St. Louis Chapter of the League at luncheon at the Westmoreland Hotel, Thursday afternoon, January 20th. The affair was one of the most profitable and enjoyable in the history of the organization.

The meeting was called to order by Mrs. T. W. Morris, president, at 2.30 p. m., followed by prayer by Mrs. Tanquary, chaplain.

Delegates from branches of the league from all over the line will hold a meeting at Springfield, February 24th, to adopt a universal constitution and set of by-laws. Miss S. F. McGuigan, secretary, was elected delegate to represent the St. Louis branch.

After the regular business of the chapter had been disposed of, Mr. Spaulding opened the social session with a brief but pertinent talk on Safety First.

The following program, which could not help but please even the most fastidious, was next rendered.

Instrumental Solo.....A. A. Nowakowsky
Address.....Mrs. E. G. Newland
"Poet and Peasant"
(violin solo).....R. Hentscher
"Rose in the Bud" (song).....Mrs. J. U. Mentzer

Address "Safety First".....Mrs. A. Lincoln
 "A Little Bit of Heaven" (song) ...Mrs. O. Smith
 Address "Has Safety First
 Improved With Age".....A. A. Nowakowsky
 Solo Dance.....Miss Margaret Harney
 Recitation.....Miss Lottie Forbes
 "Macushla" (song).....George Jehle

At the conclusion of the program luncheon was served during which the ladies all joined in extending a vote of thanks to Mr. Spaulding for the enjoyable time had.

In responding Mr. Spaulding urged the members to have little social meetings rather than the plain business sessions in order to make them both interesting and enjoyable, emphasizing that this would do more than anything else to attract new members.

The next meeting of the chapter will be held in office of Superintendent P. W. Conley, Tower Grove Station, Thursday afternoon, February 17th, and the wives, mothers, sisters, daughters of Frisco employes, as well as women employes, are invited to attend.

Those present were:

Mrs. T. W. Morris, President; Mrs. S. Dumaw, Vice-President; Mrs. Riggs, Treasurer; Mrs. Tanquary, Chaplain; Miss S. F. McGuigan, Secretary; Miss Lincoln, Mrs. A. H. McCormick, Mrs. Coonce, Mrs. Trotter, Mrs. Lincoln, Mrs. Norris, Mrs. Maxwell, Mrs. Coleman, Miss Mountjoy, Mrs. Smith, Mrs. H. M. Robertson, Miss Herlehy, Mrs. Barton, Mrs. Cantillon, Mrs. D. Snyder, Mrs. Jennings, Mrs. T. Bedford, Mrs. Boylan, Mrs. F. Rose, Mrs. Nowakowsky, Miss Tanquary, Miss Good, Mrs. O. Smith, Mrs. E. G. Newland, Miss Jehle, Mrs. M. Howe, Mrs. Ketchum, Miss Looney, Miss A. Maxwell, Miss Freeman, Miss L. Connor, Mrs. McGavic, Miss Richl, Mrs. Lynch, Mrs. Layton, Miss Dennie, Mrs. Mooney, Mrs. F. J. Keiser, Mrs. Metz, Mrs. J. U. Menteer, Mrs. Harney, Miss L. Forbes, Miss Harney.

Mr. Spaulding, Mr. A. A. Nowakowsky, Mr. Geo. Jehle, Mr. R. Hentscher, Mr. John Murphy, Jr.

MEMPHIS LEAGUE.

The Memphis Chapter of the League was entertained by Mrs. C. C. Carey at her home, 1479 Walker Avenue, January 25th.

The rooms were beautifully decorated with carnations and ferns. The early part of the afternoon was devoted to the usual business session and the annual election of officers, which resulted as follows: Mrs. Grace Andrews, president;

Mr. A. F. Foster, vice-president; Mrs. F. Z. Stark, secretary; Mrs. E. L. Magers, treasurer, and Mrs. J. E. Hargen, reporter. Mrs. Hargen was elected as delegate to represent the Memphis Chapter at the meeting at Springfield, February 24th.

At the close of the business session two vocal selections were rendered by Mrs. Charles Birk, accompanied by Mrs. J. W. Patterson. Her numbers were, "Somewhere a Voice is Calling," and "Absent." Later the guests were invited to the dining room where dainty refreshments were served at a table decorated with the Frisco colors, carrying out the idea of a railroad yard.

In the center of the table was a viaduct decorated with ferns, beneath which was a miniature railroad track bearing a tiny engine and a tender filled with coal, while around the sides of the table were flat cars, filled with bright colored cream mints. A prize was offered to the member guessing nearest the number of lumps of coal in the engine tender. Mrs. C. J. Meadows was winner of the first prize, a hand painted plate, and the consolation favor, a toy engine, was won by Mrs. J. W. Patterson.

Mrs. Carey was assisted in entertaining by Mrs. E. G. Newland.

SPRINGFIELD LEAGUE.

The Springfield League met in regular session in office of General Manager E. D. Levy, February 5th.

After the roll call and the minutes of the previous meeting were read and approved, a letter of greeting from Mrs. E. G. Newland was read. Three new members were admitted.

Mrs. John Beckerleg was elected delegate to represent the Springfield League at the reorganization meeting, at Springfield on February 24th.

Plans for the formation of a social club were discussed and met with approval, but action on the matter was deferred until the March meeting.

The next meeting of the chapter will be held Friday afternoon, March 3rd.

PITTSBURG LEAGUE.

The Pittsburg League met at the home of Mrs. D. McGuire, 404 W. Park St., Friday afternoon, February 4th.

The meeting was called to order by Mrs. G. W. Beezley, president, and after the minutes of the previous session were read and approved, a general discussion of the topics of particular interest to the chapter followed.

Miss Lena King, secretary, was elected delegate to represent the Pittsburg League at the general meeting at Springfield, February 24th.

After the regular business was disposed of a luncheon was served by Mrs. McGuire.

As stated in a previous issue, The Frisco-Man proposes to publish in the Women's Department from time to time, bulletins issued by the College of Agriculture and Department of Home Economics of the University of Missouri, which should prove not only interesting but beneficial to Frisco women. Below are those recently received:

Meat Substitutes.

Health and High Cost of Living Demand Use of Less Meat.

Many of us are eating entirely too much meat according to Miss Bah Boll of the Missouri College of Agriculture. Meat furnishes protein, which is an important muscle builder and source of energy but it has two great objections: (1) it costs more and more each year, and (2) it is very likely to putrefy in the process of digestion and form objectionable acids and other products which are injurious to the health. Muscle-building foods of other kinds can be substituted for that furnished by meat if we will use eggs, nuts, peas, beans and similar things instead of meat for one or two of the three daily meals. Fish is not a good substitute for meat from this standpoint as it has the same kind of protein which forms objectionable acids.

The extent to which other foods can be substituted for meat depends in part upon the character of the work being done. Less meat and a greater proportion of meat substitutes should be used by those who work indoors than by those who are in the open air most of the time, but even those who are working hard in the open air often get along well with little meat after they have been accustomed to the substitutes if the better half

has learned how to prepare them in the most appetizing way. For the benefit of those who wish to use meat substitutes, the Missouri College of Agriculture has carefully tested a number of dishes and finds that these directions give good results:

Pecan Nut Loaf.—Mix together one cup of bread crumbs, one cup of pecans, one cup of milk, one cup of boiled rice, two eggs, two tablespoons of butter. Season with salt and paprika and bake in a buttered baking dish. Serve with a cream sauce.

Omelette.—Beat the yolks and whites of four eggs separately. Add to the yolks a thick cream sauce made of 1 cup of milk, 3 tablespoons flour, 2 tablespoons butter, pepper and salt. Fold in the whites and cook in a buttered frying pan. Omelettes may be cooked on top of the stove or in the oven. Small pieces of ham, bacon or green pepper added to an omelette give an excellent flavor. Cheese is used extensively in omelettes. It should be melted in the cream sauce and then added to the yolks.

Macaroni and Cheese.—Break macaroni into uniform pieces (one cup of macaroni). Drop into boiling water, boil until tender. Drain and rinse in cold water. Place in a buttered baking dish. Make a cream sauce using 2 tablespoons flour, 2 tablespoons butter, one cup of milk, salt and pepper. Melt one cup of grated cheese in the cream sauce. Pour over the macaroni. Sprinkle with bread crumbs and bake.

Buttonholes That Last.

"If well made, a buttonhole should wear as long as the garment," says Miss Addie D. Root of the Missouri College of Agriculture. "There is no excuse for the buttonhole that soon breaks through at the end and leaves a slit twice as great as the diameter of the button."

To make a good buttonhole, begin the slit about a quarter of an inch in from the edge. Cut on a thread through both or all thicknesses of the cloth, making the slit the length of the diameter of the button to be used. Use a thread a little heavier than the cloth in which the buttonhole is worked and of sufficient length to complete it. The needle should be as fine as will carry the thread.

In working a buttonhole, first put in two or more stitches across the lower end of the slit to keep it from stretching. Then take two or more stitches down the side, across the end and up the other side, a sixteenth of an inch from the edge, bringing the needle out at the starting point. This will strengthen the buttonhole. In overcasting the edges, sink the stitch a thread beyond this stranding. Four or five overcasting stitches on each side are sufficient to prevent raveling and to keep the strands in place. The last stitch in overcasting should bring the needle out at the end of the slit ready to begin working the buttonhole.

In taking the buttonhole stitch, the needle should be brought through towards the worker deep enough to cover all stitches that have been made before and prevent pulling out. Before pulling through, make the buttonhole purl by taking the thread over the eye of the needle and carrying it around the point of the needle in the direction in which you are sewing. When the end is reached take seven or nine spreading stitches, making a fan, if a rounded end is desired. Continue down the other side. If a bar is used, put the needle into the opposite purl at the end of the slit, draw the two sides together and make several long stitches the length of the width that the buttonhole is cut. Work the bar across the end, working from left to right with the blanket stitch. Finish by taking a few tiny stitches on the wrong side.

Honey Breads.

New Uses of Honey Taught by Missouri College of Agriculture.

Brown bread.—One-half cup of honey, one and a half cups of sour milk or buttermilk, three cups of graham flour, one teaspoon of soda. Nuts and raisins may be added if desired.

Soft Gingerbread.—Half a cup of sugar, one cup of extracted honey (or sorghum), half a cup of butter, one teaspoon each of cloves, ginger and cinnamon, two teaspoons of soda dissolved in one cup of boiling water, two and a half cups of flour. Add two well-beaten eggs the last thing before baking.

Honey Muffins.—One pint of flour, two teaspoons of baking powder, one-half teaspoon of salt, sifted four times; yolks of two eggs beaten lightly, one and a fourth cups of cream. Beat thoroly, then fold in lightly the beaten whites of two eggs and two tablespoons of extracted honey. Bake in muffin pans and serve while hot.

Promotions and Appointments.

B. S. Shirk is appointed assistant superintendent of the Oklahoma and Chickasha Subdivisions, with headquarters at Oklahoma City, succeeding J. M. Chandler, promoted, effective February 6th.

A. Lewis is appointed roadmaster of the Sherman Subdivision, with headquarters at Francis, Okla., succeeding F. Hinkle, transferred, effective February 5th.

Which Coppage?

Considerable comment has been going on recently among officials of this and other lines having headquarters in a large southern city, regarding a certain train order sent out many years ago which read something like this:

"No. 17 at Emory Gap.

Train No. two will wait at Roddy until 7.22 for No. 17.

(Signed) J. E. W."

It is believed that T. B. Coppage, superintendent transportation, can come across with some valuable information as to this particular order, especially as to who the chief dispatcher was, the occasion for the message, and how long ago and to whom it was sent.

Don't Pump Your Life Away

on a Hand Car or a Velocipede when you can ride in an Automobile

The No. 2 Rockford Car is a light, speedy, serviceable runabout for the rails. SIMPLE in construction.

EASY
to operate,

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Send for Catalogue No. 43.

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CHICAGO

1057 Fisher Building

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Branches Everywhere.

There is dignity in gathering together your forces, in facing misfortune and woe with what stoicism you can muster. There is some show of human intelligence in facing irritation with unmoved calm and composure.

Things which are only half done are badly done. Either we must be blind, or if we see, we must act accordingly.

Fame.

The heights by great men reached and kept,

Were not attained by sudden flight;
But they while their companions slept,
Were toiling upward in the night.

—Longfellow.

Men with shaking nerves are easily rattled.

A lot of men expect the bread they throw upon the water to come back to them in the form of cake.

Changed His Mind.

A NOW high official was agent at a small station many years ago. One cold day the general manager happened along the line and finding no fire in the waiting room, called the young agent's attention to it and suggested that he build a fire for the comfort of the traveling public.

The young agent, not knowing the general manager from "Adams Off Ox" carelessly informed him that he was too busy.

The general manager waited around for a short while and again suggested that there be a fire made in the waiting room, but the agent again airily informed him that he hadn't time.

By this time the high official was thoroughly riled up and hastily writing a telegram that another agent be sent to take charge of the station, to which he signed his name with the official abbreviation, he took it to the ticket window and asked the agent if he had time to send that.

The agent looked up and glancing over the message said, "No, I'm too busy, I've got to build a fire."

Two tramps, sitting by the roadside at dusk, were indulging in an imaginary game of poker, in which pebbles played the part of lucre. One of them was a downfall college graduate; the other just an ordinary tramp, named Pat.

Said the latter: "I'll just bet you a thousand dollars as an opener."

The college graduate replied: "I'll raise you a million."

"Make it billion," said Pat.

"Raise you a hundred billion."

"Two hundred billion," said Pat.

"Seventeen quadrillion."

Pat searched his head for a minute. Then—"take the pot, you educated son-of-a-gun."

Never Mind How Strong
You Are--

What d'ye KNOW?



Today it's a battle of wits—and *brains win*. The great question now is "What d'ye KNOW?"—it draws the line between defeat and victory—between *you* and the *Boss*.

Could *YOU* "make good" as foreman or superintendent? If not, the **International Correspondence Schools** can show you how you *CAN*.

For more than 23 years the I.C.S. have been showing men how to do better work and earn bigger salaries. They can do the same for *YOU*.

No matter where you live, what hours you work, or how limited your education—if you can read and write—the I.C.S. can train you right in your *own home*, during your *spare time*, for a better position.

Mark and mail the attached coupon—it won't obligate you in the least—and the I.C.S. will show you how you can acquire this salary-raising ability by their simple and easy methods.

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R. R. Trav. Foreman	Advertising Man
R. R. Const'n Eng.	Automobile Running
Mechanical Engineer	Tel. & Tel. Engineer
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 City _____ State _____
 Employer _____ Position _____




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One of America's standard machines. Sold under advertised name for \$100.00. Has all the conveniences, the best improvements, the strength and fine appearance. We guarantee that it will prove as satisfactory as any standard machine. *We know it will.* We use it right here in our office. Save half

Write for Typewriter Catalog

It tells why we can sell this \$100.00 visible writing typewriter for less than half price.

Montgomery Ward & Co. Dept. E128

New York, Chicago, Kansas City, Ft. Worth, Portland

Write to the house most convenient



A Frisco Trio.

On the Southern Division, between Springfield and Memphis, are three brothers who have been in active service on the Frisco more than twenty years. They are J. H. Livingston, agent, Mountain Grove; Lou Livingston, agent, Cabool; and "Bob" Livingston, agent, Willow Springs.

J. H. Livingston has a record of thirty-two years active railroad work, and has been in charge of the station at Mountain Grove for the last twenty-four years.

Lou Livingston of Cabool began work for the old Memphis line twenty-nine years ago. He has been in charge of the station at Cabool for twenty years. "Bob" Livingston has been agent at Willow Springs for two years, but has been engaged in railroad work for 21 years.

"Will you have anything on your face, sir, when I am through?" asked the barber.

"You might leave my nose there," answered the man in the chair.

DO THIS FIRST

Before you buy accident insurance, compare our policies with those of other companies.

THEN YOU WILL SEE
WHY



This company is authorized by the Frisco System to write insurance on its employees.

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Be A Booster.

"If you see some fellow trying,
To make Claim Prevention go,
You must boost it up a little;
That's your cue to let him know
That you're not a-going to knock it,
Just because it ain't your 'shout'.
But you're going to help a little
Because it's the best thing out."

A Swift Uppercut.

"I see you have your arm in a sling," said the inquisitive passenger. "Broken, isn't it?"

"Yes, sir," responded the other passenger.

"Meet with an accident?"

"No, broke it while trying to pat myself on the back."

"Great Scott! What for?"

"For minding my own business.—*Ram's Horn.*

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☞ Let them explain to you the merits of our policies.

☞ Fill out and mail us the blank below, and we will send you a circular.



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The "double kink" in HIPOWER Nut Locks has FOUR to FIFTEEN times more Spring than the old style Plain Spiral.

This pressure is necessary to force splice bars continually to place. In doing this, HIPOWER naturally react, cushioning each bolt against the blows of traffic, and additionally making each bolt of joint carry its share of load.

On new rail HIPOWER Nut Locks should be tightened frequently until angle bars have worn to a true bearing. After that the bolts will require little further attention.

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The National Lock Washer Company
Newark, N. J. - - - Chicago, Ill.

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1. Big locomotives have long wheel bases.
2. Long wheel bases must be covered by long boilers.
3. Long boilers mean excessive flue lengths.
4. Excessive flue lengths represent investment in heating surfaces of low evaporative values.
5. Shorter flues mean longer fire boxes.
6. Longer fire boxes (with combustion chambers) of the radial stay type are dangerous and introduce added stay bolt troubles.
7. The Jacobs-Shupert sectional fire box (and combustion chamber when required) supplies the means for designing locomotive boilers of correct economic proportions and at the same time for reducing maintenance problems to a minimum.

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Those were dark and troublesome days for Union men, or those who believed in them, but though deserted by friends and persecuted by foe, I stuck to my task of making Carhartt overalls under Trade Union conditions.

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I blazed the way for making Union made overalls when it took red blood and great personal sacrifice to do it, and I assure you I have never had right cause to regret it.

Union Men, Are You Keeping the Faith?

I not only made Carhartt overalls under Union conditions, but made every effort to stamp out the loathsome sweat shops, and to lighten the burden of underpaid labor.

Union Men, Are You Keeping the Faith?

To my old Union comrades, who have all these years recognized me as a friend and a brother, and have loyally stuck by me through thick and thin, here is my heart and hand.

Union Men, Are You Keeping the Faith?

To the Union men who show no appreciation of my efforts in behalf of Union Labor, I cherish not the slightest feeling of resentment, holding that every man has a right to his own convictions.

Union Men, Are You Keeping the Faith?

For overall makers, who imitate the Carhartt overall and profit by the sacrifices I have made, I have only pity and bear them no ill will.

Union Men, Are You Keeping the Faith?

I glory in the fact that I have made the manufacture of overalls under Trade Union conditions possible all over America, and have improved working conditions and secured higher wages and shortened the working hours for a multitude of deserving Union men and women.

UNION MEN, I leave you to draw your own conclusions. Write me and I will send you a handsome souvenir as a remembrance.

Your friend,

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