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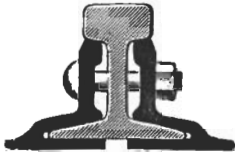
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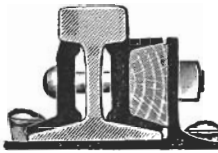
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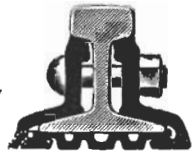
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THE MINOR OFFICIAL

Of railroads and other industrial organizations is by far the most misunderstood member of the organization. His action, in enforcing the rules and administering the discipline laid down by the heads of the organization, is frequently the subject of bitter resentment on the part of the rank and file. The minor official is the human buffer between the men higher up and the workmen. In the March issue of

THE MEDIATOR

A MAGAZINE OF INDUSTRIAL ECONOMY

J. K. Turner analyses the position in which the minor official stands. Mr. Turner proves that the minor official, that much misunderstood person, should carry the viewpoint of the men under him to the managers with the same readiness as he enforces the rules handed down from above. Mr. Turner's article is one of the most important contributions to the industrial literature of the day that has appeared in many a month.

"Co-operation and Efficiency," by Peter O'Hern, comprises the views of a practical railroad trainman on the same topic that Mr. Turner writes of. It is the view of a sane and intelligent railroad workman and rings true every word.

"The Toll of Carelessness," by A. G. Williams, is a keen analysis and a powerful document which points out wherein the organized boiler-makers of this country are pursuing disastrous tactics. Did you ever wonder about the causes underlying such boiler explosions as that which occurred recently down in Texas? Read Mr. Williams' remarkable study of boiler explosions. He points out the remedy.

President F. A. Delano, of the Wabash Railroad, contributes an interesting article entitled "Railway Problems and Railway Rates." It is an interesting and instructive discussion of the rate problem from a railroad president's view.

"East and West," by C. B. Bartlett, is a breezy and entertaining narrative based on the conversation of two travelers on the subject of railway rates.

"The Business Agent," by J. B. Orbison, throws valuable light upon the business agents, or walking delegates, of labor unions. He dwells upon the importance of the position, and pleads for better men for the jobs.

"The Great Industrial Leak" is another one of J. K. Turner's clear and convincing industrial documents. He defines lack of co-operation and harmony between employers and employed as the greatest leak any organization can suffer from.

"Habits of Thought," by A. G. Williams, points out the dangers of getting into careless habits of thought. It is a clear, simple and practical statement of an important psychological law.

There are the usual ringing editorials on timely topics, a strong array of Forum articles, and altogether the March issue of THE MEDIATOR is the strongest one yet published. Forest Cheney, the poet, contributes several verses, and there is the customary entertaining miscellany. A sample copy free for the asking. Subscription price, One Dollar a year.

THE MEDIATOR

ROCKEFELLER BUILDING

CLEVELAND, OHIO



Vol. V, No. 3

SAINT LOUIS, MO.

March, 1911

Coal Consumption Care.

OFFICIALS AND EMPLOYEES:

All are requested to assist in this matter and are invited to make suggestions.

The expense for fuel is the largest of any one item in our disbursements, and there are very few of our employes who are not in a position to do something to aid.

Saving one shovelful of coal per mile on each train run on this road means a reduction of \$30,000.00 a month in our expenses.

Certain parties have been delegated to handle, in a systematic manner, records of fuel consumed; also to investigate the manner in which the fuel is disposed of after its receipt by the railroad company, and to take action for reducing the amount necessary to our operation.

A report, correctly showing the amount used by each department or class of service, so that good or bad results may be noted thereon, will be valuable in saving waste and needless use.

An investigation looking to a reduction in the amount necessary to conduct our business in all its branches will, no doubt, point out a way to improvement and satisfactory results.

Yours sincerely,

W. C. NIXON,
Vice-President and General Manager.

Snapped at Enid.

The photograph herewith reproduced was sent to THE FRISCO-MAN by Engineer Frank Gilley, of Enid, Okla. From



left to right those shown in the picture are, Foreman Leslie, Fireman Kirby, Engineer Frank Gilley, Switchman Moxley and Red Shelton.

Crew of 447.

While at Wichita, Kan., January 21, 1911, the accompanying picture was snapped by Herron Westbay, of Monett, Mo. To the left is shown Engineer A. Love, and the right Fireman C. B. Verhelst, both of Neodesha, Kan.

Engineer Love has been in the service of the Frisco for about thirty years, and



has been pulling passenger for about twenty-one years.

Fireman Verhelst has been in the service of the Frisco for about nine years.

At the time the photograph was taken the men were in charge of Engine 447, Train 8, Wichita to Neodesha. Engineer Love and Fireman Verhelst run on Trains 309, 8, 7 and 2.

Hans Mikkelson.

The accompanying sketch of Hans Mikkelson, extra gang foreman, was made by C. A. Hiatt of Saint Clair, Mo.



Mr. Mikkelson ranks among the Frisco's "old timers" in point of service, having been with the road for more than thirty years.

With the Frisco.

Ed. Bailey, formerly a deputy circuit clerk at Carthage, Mo., is appointed claim agent for the Frisco, with territory extending from Birmingham, Ala., to Springfield, Mo. Mr. Bailey as yet has made no plans to move his family from Carthage to a new location.