

seriously hurt. The train was stopped and the conductor got back in time to hear the old woman say to her husband, as she sat there in a foot or two of mud: "You old fool, I told you you couldn't make it!"

Another illustration is a plain case of ignorance. Not long ago a woman, taking her first ride on the cars, was on one of the Frisco flyers. When her station was called, she picked up her baby, walked out and jumped off the fast-moving train. Neither was hurt, but I guess the little intelligence she had was considerably shaken up, for she afterwards said "she 'lowed, when they called her town, it was time to git off."

But if there are some accidents that happen to be ludicrous, the majority are so very sad that we beg and implore for some movement to be started to get railroad men to be thinking to do away forever with carelessness.

Be so determined to put an end to the mangling and maiming of men that in a very short time railroad accidents will be the rarest thing on record.

Let us hope and pray that the time has come for Frisco men to realize how much this safety movement is needed, and that it all depends on them to make it a grand success.

Good luck and speed results for safety first.

They Are Not "Spotters."

E. W. SEGRAVES.

I take great pleasure, as a member of the Safety Committee, in writing through THE FRISCO-MAN an article asking your co-operation in the movement.

Many of our employes seem to be under the impression that the members of the Safety Committees are spotters, trying to check them in some way which would cause them to lose their positions, and they seem to be on the lookout for them.

I want to say the committees are not looking after conditions that would cause you to lose your job, but after things which would probably save your life, and are asking your assistance in all cases.

If any of us note a condition which would cause injury or loss of life, it is our duty to repair it if possible to do so; if not, we should report it to the proper official.

There are many of us who note conditions and pass by and say nothing. Let us all get our shoulders to the wheel and give it a push; turn a helping hand and get after everything in sight which might cause an accident of any kind.

Help Remedy Conditions.

W. C. NIXON.

I am very much encouraged with the results obtained by the several Safety Committees organized on the Frisco Railroad.

It has occurred to me that some of the employees, who are not on committees, and perhaps some who are, may feel that they are doing something improper in calling attention to defects in the property or carelessness of fellow-employees.

I think it should be clearly understood that all employees ought to work on this matter as they would to stamp out an epidemic.

The first thing to be accomplished is the prevention of fatalities and injuries to employes and others, by removing conditions that cause such results.

Carelessness is a habit which can be corrected. The curing of the careless habit can be effected by employes taking to task other employes for wrong practices, which jeopardize life and limb.

Defects in the property and equipment are conditions which can be remedied.

The idea of the Safety Committee is for all to co-operate to better the conditions regarding health and safety.

It is hoped that all the work to be accomplished will not be left to the committees especially appointed, but that all the employes will be enthused to promote in themselves carefulness, and promptly admonish any who may be careless.

It is believed that the various Safety Committees and the agitation among all employes regarding this subject of Safety First, will develop a study of the minor conditions, to ascertain whether or not they might cause injury, and when an employe has it in his power to remove or call attention to such a condition, he will take satisfaction in having it remedied.

Safety Movement on the Frisco.

E. D. LEVY.

The story is told on old John Coffey, who was roadmaster on the Frisco Railroad for a number of years, that at a meeting of roadmasters, where track work was being discussed, the question arose as to what was the most important item in connection with good track, and old John expressed his opinion that "drainage" was the most important item. When asked what was the next most important item he again said "drainage," when asked what was the next most important item he again said "drainage," and on being asked the same question again he repeated the word "drainage." In other words, old John could not be made to say there was anything in connection with good track but "drainage"—it was not only the most important thing but everything according to his opinion.

If I should be asked today the best way to accomplish any certain results in any department on the railroad, I would say "through the medium of organization." If I was asked what was the next most important, I, like old John Coffey, would say "organization" and keep on repeating "organization."

When the Frisco decided to inaugurate the safety movement it followed that it could only be done through a certain organization, and the organization decided on was division and terminal committees on each division and terminal, composed of the superintendent and a representative from every branch of the service on the division or terminal; likewise, shop committees, with the master mechanic or shop superintendent as chairman, and a representative from practically every branch of shop work; and a Central Committee, with the General

Claims Attorney as Chairman, and the Assistant General Manager, the two General Superintendents, Chief Engineer, General Superintendent Motive Power, Assistant General Superintendent Motive Power, Inspector Train and Station Service, Signal Engineer, and Superintendent Locomotive Fuel Service, as committeemen. This was thought to be the best organization to direct and carry on the safety work on this railroad.

The committees were organized in the month of August, 1911, and the work has just started. The results up to date have been such as to convince the Central Safety Committee that the organization decided upon was the proper one, and that the men selected to serve on the committees were the proper men. The results so far achieved have been most gratifying and can only be considered as an indication of the large amount of good to be accomplished by the safety movement in the months to come. While I do not wish to detract in any way from the work performed by any of the safety committees, which has been of exceptionally high character, the credit for the results so far accomplished does not belong entirely with the committees; the men on the road, not members of the committees, who have reported matters to the committees, and who are interested in the safety work, are entitled to their full share of credit.

The safety movement has been in existence such a few months that we cannot give any intelligent comparative figures of the decreased number of personal injuries, but with the safety committees and the employes having ever in mind the motto adopted for the safety movement on the Frisco.

the words, "SAFETY FIRST," there can be no question but what the number of personal injuries on this railroad will steadily decrease.

A similar movement was started with respect to claims for loss and damage to freight, on the first day of January, 1909, when a bureau for the investigation of all loss and damage claims was established in the office of the Superintendent of Transportation, and when the investigation was made it was not made so much with reference to the particular claim under investigation but more particularly to determine what caused that claim and to take steps to prevent similar claims occurring in the future—working under the motto of Josh Billings, who said that success did not consist in not making mistakes, but consisted in not making the same mistake twice. The freight claim work, while not so thoroughly organized as the safety work, has accomplished good results, but not in my opinion the results that will be accomplished by the safety movement. In order that you may have some idea of what has been accomplished by the freight claim agitation on this railroad, and through it have some idea of what is going to be accomplished by the safety movement on the Frisco, I give below the number of claims filed for loss and damage to freight for the fiscal years ending June 30th, 1908, 1909, 1910 and 1911, and the decrease for each year under the fiscal year ending June 30th, 1908, and would direct your attention to the fact that after three years' work the freight claims filed against this company decreased from 80,285 to 54,962, a decrease of 25,323 claims, or 31.5%, and this was accomplished in the face of increased freight receipts of \$3,975,629.51, or 17.6%:

Fiscal year 1907-1908....80,285 claims.
Fiscal year 1908-1909....61,770 claims.

Fiscal year 1909-1910....58,527 claims.

Fiscal year 1910-1911....54,962 claims.

Decrease 1908-1909 under 1907-1908—18,515 claims, or 23.1%.

Decrease 1909-1910 under 1907-1908—21,758 claim, or 27.1%.

Decrease 1910-1911 under 1907-1908—25,323 claims, or 31.5%.

I have not the slightest doubt but what through the work of the safety committees and employes of this railroad who have the interest of their fellow-workers, as well as their own welfare, at heart, that when three years have passed the personal injuries on the Frisco will have decreased much more than 31.5%. While all employes of the company are interested in the decrease of freight claims filed, which means increased prosperity for the company, the company and its employes are more concerned in a decrease of personal injuries than they are in damage to freight shipments, because a damage to a shipment of freight can in practically all instances be entirely satisfied by a cash payment, but when a life is snuffed out, or a man is crippled, money cannot compensate.

There is another feature in connection with the safety movement on this railroad that I have mentioned last because it is really secondary—the more important feature in connection with this movement is to save the employes on this railroad, and the traveling public, from death or injuries, but this secondary feature is not without its importance to the employes of this railroad, and what I have in mind is the educational benefit to be derived by each member of the Central and Division Safety Committees. Personally, I derive considerable pleasure and benefit from discussions that take place in the safety committee meetings. I have heard matters con-

cerning maintenance, construction, shop practices, signal department, telegraph department, and other matters, discussed by heads of the departments skilled in that particular branch, and there is never a meeting held by the Central Safety Committee but what I have personally profited. This experience is more valuable to the employes serving on the division committees, it enables them to broaden out, to know something about the work of the other departments, that they would not have an opportunity to know through any other channel. The safety movement has also an educational feature for every employe of the railroad, for the simple reason that when we have de-

creased the number of personal injuries it will mean but one thing—that our officers and employes have been educated to operate a railroad without so many distressing personal injuries.

The real object of the words "SAFETY FIRST," selected as motto for the safety movement on the Frisco Railroad, is to have every officer and employe, before issuing or executing orders, or performing work of any character, to have ever in mind the two words, "SAFETY FIRST;" they must be so indelibly engraved upon each officer's and employe's mind that unconsciously, without any effort on his part, they will occur to him.

Up to the Frisco Men.

Amory, Miss., Dec. 17th, 1911.

To Employees of Frisco System through THE FRISCO-MAN:

I have been thinking of the proposition of exchanging ideas with employes on the Safety Move, in some way to get our employes interested in the subject.

The Safety Committee has been organized something like four months, but very little space has been taken up in our magazine concerning the Safety Move on the Frisco. I believe if employes who are interested and who have time to express their view, would put themselves on record, it would mean a great deal in the way of getting other employes interested. The success of the Safety Move on the Frisco, is JUST WHAT THE EMPLOYEES MAKE IT. Serious thought comes to us after someone has been badly injured, or perhaps killed; and we begin to figure how and why it happened, and in ninety per cent of the cases the Railroad Company and

the poor fellow to whom the misfortune happens suffer the loss.

Considering all the opinions that I have heard expressed opposing this move, I believe all those who oppose can be shown the good side of it. Railroad employes see something every day in the way of improved equipment in operation to protect the lives of employes, the installation of which has cost the Company money, and I believe we owe it to them, as well as to ourselves and fellow-workers, to improve our ways and use every possible effort to care for the Company's property, the lives of the traveling public entrusted to our care and to our own safety.

How many of us who have been in the service for the past twenty years, cannot look back and see how much it has cost the Company to teach us what we know, and how much we could have saved the Company had we thought before we acted.

The management of the Frisco has