



Bridge Gang No. 4, running a small driver on the Hoxie Line. The first man on the right in the picture is

Foreman Briesacher, who is in charge of the work.

At Muskogee

Part of the office force at the Muskogee, Okla., freight station are shown in the accompanying reproduction. Reading from left to right are: R. J.



Haney, assistant cashier; W. P. Cowan, cashier; F. M. Armstrong, claim clerk; and F. C. Givens, bill clerk.

Section 19

The group shown in the accompanying reproduction is employed on Sec-



tion No. 19, Soper, Okla., in charge of Section Foreman A. S. Woods.

What Safety First Means

B. M. MOSELEY, Springfield, Mo.

What does Safety First mean to you and who is the greatest loser, the Company or the individual? I will relate to you some of the accidents which I witnessed during my first year in shop work and let you be the judge.

I saw a machine department foreman strike the end of a file with a steel hammer,—the result was the loss of an eye. The company paid the claim, but what was that in comparison with the man's loss? Was the accident caused by lack of care or negligence? The man did care for his eye, but he knew what a chance he was taking unnecessarily. Negligence and carelessness are within control.

My next experience was in a large, well equipped shop, under the supervision of the most careful master mechanic I have ever known, who made the rounds of the shop twice each day with clock-like regularity, inspected every man operating a machine, and if the least danger was observed he would point same out to the workman and explain what it meant to suffer injury due to carelessness or lack of thought. But in face of all this care and forethought, twenty-one accidents happened in one day, three resulting in death.

The first was that of a machinist who was laying off work directly in front of a planer in operation. He placed himself between the planer and heavy casting, allowing only a small margin of room between himself and the planer, when there was an electric crane at his beck and call. This man knew the chance he was taking unnecessarily; knew the likelihood of this planer making a long stroke, but in the face of all this, he took the unnecessary chance and had his life

crushed out between the planer and casting. This man did care for his life, but lost it through carelessness. Care and carelessness are within control.

The next in order was that of two carpenters who set about to repair some ventilators in the boiler shops. The ventilators were in line with the track of a twenty-ton electric crane and the most convenient way suggesting itself to get at the ventilators was to place ladders against this track and stretch their bodies across the track. This they did without warning the operator of the crane of their intent, but depending solely upon hearing the approach of the crane above the deafening noise of the boiler shop. That flimsy chance failed and the bodies of the men were cut in two. These men did care for their lives, but lost them through carelessness. Why did they take this unnecessary chance?

These accidents happened more than three years ago and very few accidents have occurred in that shop since that day, but the horror of the whole thing is, the price those twenty-one men paid that we might know the difference between care and carelessness.

This was a heavy loss to the company, but what did it cost these men and their families? That is what appeals to me most.

I, as a husband and father, have the future of other lives depending upon me. If by lack of forethought I should lose an arm, my earning capacity would be greatly impaired and the effect would be life-long upon my family and myself. It would be the cause of robbing my own children of their childhood, necessity demanding that they leave school and enter a factory

to help support the family, as the father had been incapacitated by an accident due to some lack of forethought. Not always, though, is it our own lack of forethought which results in injury to ourselves, but the lack of forethought on the part of some fellow-worker.

Care that makes the worker anxious and nervous, that makes the move of the hand or foot uncertain, because the worker has not taught his brain to guide his work, is too often the cause of a careless slip which results in an accident. The man working with machinery who thinks about his work and learns to guide every action by assured habit is the careful man, though he may seem careless in the ease with which, day after day, his tasks are rapidly and accurately performed.

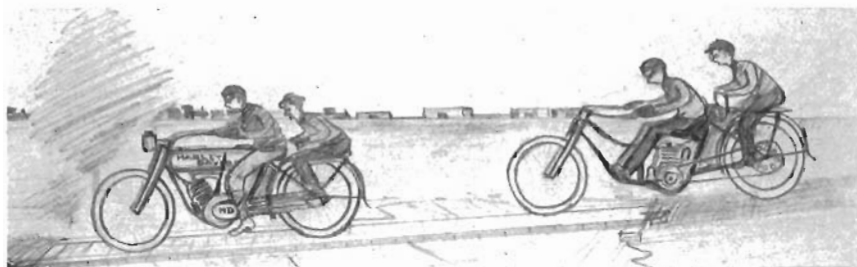
Not only money earned but carefully expended in the conservation of strength and health count in the long run of life. Careless use of strength to the limit of endurance, with no careful plan to renew strength between working hours, leaves thousands of families paralyzed by the loss of the

bread-winner, and we workmen are the least able to stand the loss of time caused by sickness or accident.

Your support of the Safety First movement means the forming of one of the best accident insurance companies for railroad men ever devised. Each individual is a director and policyholder. That protects himself and his family. And to practice Safety First is practicing the real fraternal spirit of man to man and means to the well and happy what the Red Cross means to the flooded and storm-stricken city.

You respond nobly to those afflicted by these disasters and others that so often befall the railroad man, and when you understand Safety First you will respond before the disaster in the same spirit that you always have responded after the disaster. What prompts man to these noble acts? Dollars and cents? A thousand times no. All the past noble deeds of man have been prompted by the best that was in him and never by the blinding greed for money.

Safety First at your home and station. Will protect you and all the nation.



In the May issue of THE FRISCO-MAN we had a note regarding the cycle path being constructed by the boys of the New Shops, Springfield, Mo.

The path, which is of rolled cinders, is now completed. It runs from Broad Street to the New Shops, a distance of

one and a fourth miles.

The above sketch—drawn by Lester Peck, office boy in General Foreman F. A. Byers' office—shows Frank Greene and R. E. Elick on the bicycle road in a hurry to check in before the whistle blows.

Office Efficiency Reports

The third regular meeting of the Frisco Office Efficiency Association convened in the Assembly Room of the Frisco Building, Springfield, Mo., May 27, with seventy-five members present.

The meeting was called to order by President Hilton, and upon motion the reading of minutes of the previous meeting was waived.

The following excerpts from the reports of the different committees will be of interest:

The Executive Committee's report was read by its chairman. On account of the matter of closing out the making of deductions for supplies furnished train and enginemen, involving considerable handling in the way of deciding on the proper forms to present, to properly and economically take care of the matter, it was decided to appoint a special committee to handle to conclusion and make presentation to the General Manager for his approval with the view to putting into effect by July 1st, 1913.

The Executive Committee's report, upon motion, was adopted as read.

After the reading of this report motion was made and carried to the effect that all motions made and carried on all items of the various committees' reports carry with them stipulation providing for instructions being issued by the proper officer favorable with the action of the Association.

Next in order of business was the report of Office Organization and Methods Committee:

Subject 24. Consolidating mail in every case possible. Referred back to committee for further handling and report to the Association. In this connection it was later decided that so far as the use of the large pouches were concerned, the Stationer would supply the Western, Kansas and Northern Divisions 150 each, and the Eastern Division 50 of the special pouches exhibited at the meeting for trial and reporting results obtained with the view of adopting the use of same over the entire division should they prove successful and economical. The pouch

exhibited was reported to cost 5 cents each.

Subject No. 58. Uniformity of advising Claim Agents of fire and stock claim settlements. Executive Committee to arrange for issuance of instructions covering the handling in line with recommendation and to have the Claim Agents advised.

Subject No. 63. The handling of semi-monthly pay-roll. There was considerable discussion on this subject, especially among the division people as with reference to the best method of handling section and extra gang foremen's time-books. A book was exhibited which by the use of carbon paper was so constructed to obviate the necessity of the foreman sending in the entire book for the first half of the month and thereby preventing the foreman being able to post his time each day as per instructions, without the use of two books. On account of the delay necessary for the division people to decide on the adoption of the proposed book, it was arranged for the Chief Clerks and Timekeepers to consult outside of the meeting to reach an understanding, which meeting was arranged and book proposed accepted with the exception that if not desired on some parts of the line, the use of the carbon would not be required.

Subject No. 81. The furnishing of wire and letter report to Treasurer of unusual vouchers. Recommendation of committee accepted.

Subject No. 82. Onion skin paper be restricted as much as possible. General Manager to issue instructions to General Offices for handling with other offices.

Subject No. 91. That binding tape be furnished for the repairing of bad order file boxes. Suggestion adopted with provision that all offices make such requisitions for necessary tape, and that the General Manager's office will issue instructions to that effect.

Subject No. 93. Provides for a shorter blank of Form G-11 pay-roll. Referred to the Executive Committee for further handling with the Auditing Department to see whether or not a new standard size form could be adopted without resorting to two sizes of the form.

Subject No. 94. That Form M. W. 32-Standard be reduced about one-

third. Moved that Stationary Department furnish the Association with the saving that would be effected and the recommendation be accepted as read.

Subject No. 95. Discharge certifies he forwarded agents by registered train mail instead of by express. General Superintendents to issue instructions that all discharge checks be sent Agents by registered train mail. Motion amended to provide for General Superintendent to also handle with Treasurer to see if discharge checks forwarded by agents cannot also be handled by registered train mail.

Subject No. 96. Loose method of handling postage stamps. Moved that all offices receiving mail carrying postage that could as well be handled by train mail be properly referred to Guy Adams for handling.

Subject No. 98. General Superintendent Motive Power to furnish in duplicate transcript of personal record of enginemen. It was decided the General Superintendent Motive Power would furnish in duplicate as recommended and that transcript for only one person would appear on a sheet.

Subject No. 116. Brief of contracts be made for ready guidance in preparing bills covering joint facilities. General Superintendents to issue instructions to all Superintendents to handle as recommended by committee.

Next subject taken up was Correspondence and File Committee's Report.

Subject No. 154-18. All letters bear subjects at top. The committee's recommendation was lost after considerable discussion and argument, and on standing vote the Association adopted the suggestion that all letters carry subjects at the top. Motion was made and carried that the Executive Committee handle with General Officers to provide starting subjects on all correspondence.

AFTERNOON SESSION.

Immediately on meeting being called to order at 1:45 P. M., Mr. Wooldridge made a short discourse on Roberts' Rules of Order and Proper Parliamentary Decorum to effect less confusion and facilitate the handling of a great many subjects.

Subject 154-19. All letters to show in addition to "yours truly," title officer

under whose name letter was written. Executive Committee requested to handle with officers at St. Louis to show title as suggested.

Subject No. 154-28. Revision of general subjects for filing and making same uniform in all division offices. In view of the many ideas expressed and the general misunderstanding of the formula promulgated and listed by the committee, it was finally decided to go over each item and discuss them separately. All changes and additions to be noted by the chairman of this committee. After going through the recommendations in detail, which developed considerable importance to such action, the subject was referred back to committee for revision of the formula and compiling key or instructions to accompany same to be furnished the General Manager for multigraphing at Springfield so as to furnish Superintendents not less than five or six copies each. The new standard system to become effective with July 1st, 1913. In connection with this subject, Mr. Lorimer displayed a file box the size of our present standard, to be used to replace present boxes containing stored files, explaining that while the present box cost 15½ cents each, the box displayed only cost 10½ cents, and that the ordinary number of file boxes furnished per month was 1000 boxes. General Superintendents to issue instructions to Superintendents that the cheap box is to be used for storage files and to make requisition to replace good boxes in changing the filing system. Orders differentiating between the two boxes to be made as follows:

"Standard transfer file box."

"Standard file box."

Meeting, upon motion, was adjourned at 5:45 P. M.

Second day's meeting called to order at 9:15 A. M., Wednesday, May 28th, by President Hilton.

Reports Committee was next taken up.

Subject No. 3. Elimination Form 72-B Standard. Found Form 72-B Standard on account of use of Form 72-B Local was not required by time-keeper for checking time slips, and copy was ordered discontinued.

Subject No. 9. Elimination Form 48 Boiler Examination Report. Referred