

Post 306

The stretch of track at Mile Post 306, Southwestern Division, has just been newly ballasted, the work being



done by Section Foreman I. N. Tague and gang during the month of June.

This stretch had formerly been in cinder ballast, and Mr. Tague is very proud of its white appearance since the new ballast has been applied.

Schobe at Chaffee

The interior of the Chaffee, Mo., relay telegraph office is shown in the accompanying reproduction, with Man-



ager D. W. Schobe at the key. Mr. Schobe has recently been promoted to Broadway Station telegraph office.



The boys shown in the above reproduction have spent their noon hour for some time past building the cinder

bicycle road leading to the New Shops, Springfield, Mo.

V. E. T. on Safety

Regarding Safety First now inaugurated on so many of the railroads in this country. In my opinion it is the grandest movement ever organized by any corporation.

There are three things I would like to bring before the minds of Frisco men, and I would like employes of every railroad in this country to get the idea into their minds, also into the minds of their families.

First, that the railroads inaugurated this movement from a point of money making and money saving for the company, as well as for the saving of life and limb and the suffering of humanity, realizing that what a railroad makes and saves is through the employes from the station man to the president of the road.

Second, we as employes know that what is money to the railroad is money, or amounts to the same thing, to the employes. When the railroads are prosperous, the employes, to a great extent, are prosperous also.

Third, the railroad managers of this county have realized that in unity there is strength and where unity and strength work in harmony there are sure to be results. Every dollar we save for the company through Safety First means, at least indirectly, a saving of life and limb, sorrow and suffering to some poor soul, and in many cases to some fellow workman.

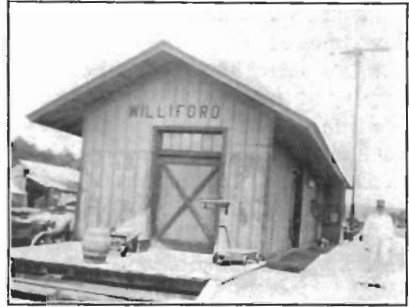
Now let me say to you, one and all, let's do with might what our minds and hands find to do to prevent suffering, death and grief to mankind by living up to the Safety First movement, which in my opinion means to lay aside all prejudices and consider God, then man in everything.

V. E. THOMSON,

Conductor, Southeastern Division.

Find Him.

J. L. Weaver of Williford, Ark., was snapped recently by Frank Greene, machinist at the New Shops,



Springfield, Mo., while he was on a fishing trip at that point.

Mr. Weaver has been in the service of the company about two years.

Beat This

Charles Crawford, crossing watchman, Fayetteville, Ark., has a collection of old-time draw bars, links and pins, gathered from all parts of the line, which would look familiar to



many of our veterans who used them in the early days of railroading.

Mr. Crawford, who in the accompanying reproduction can be seen standing in front of his shanty, has seen service with the equipment which he has gathered.

Safety First News

Chairman W. B. Spaulding of the Central Safety Committee says:

"The most interesting, as well as the most pleasing, thing I know occurring in connection with the Safety First movement on the Frisco during the last thirty days, was the anxious inquiry of the manager of a large hospital in North Texas, if the reason for the radical diminution in the number of Frisco patients formerly sent to that hospital was due to dissatisfaction with the service given or attributable to the Safety First movement, of which he had heard. Also the statement of the Frisco surgeon at a junction point tributary to that same hospital, that his practice had fallen off so greatly since the Safety First movement was started on the Frisco that his income was no longer sufficient to pay his living expenses and he would have to move elsewhere.

"When it is realized that, during the eleven months ending May 31, 1913, as compared with the same period prior to the inauguration of the Safety First movement, there was a reduction of 28 per cent in the number of injuries on the Frisco, it is not surprising that hospitals and doctors feel the effect on their income of this plan of personal injury prevention, and this effect will become more noticeable as knowledge of the efficiency of the plan spreads among railroad men and its manifold benefits become more manifest to them."

One of the speakers at the Safety First meeting, Fort Smith, Ark., May 26, was Chief Dispatcher H. M. Eshelman of the Central Division, and the following excerpts from his talk are recommended to your attention:

The killing and maiming of employes and trespassers in this country is de-

plorable and measures must be taken to overcome same. There are many wrecks and injuries that cannot be termed accidents, because they are preventable. If they are caused through negligence, carelessness or thoughtlessness, they are crimes and the persons at fault are criminals.

Some seem to think that the Safety First movement is a mercenary motive on the part of corporations. Not so. Railroad officials want their employes to be equipped with all their physical endowments. They want their men to be as near perfect as possible and are willing to make every effort to keep them healthy and contented. Have you ever given serious thought to the fact that, when an experienced man is taken out of service and his place filled by an inexperienced man, it decreases efficiency and increases your liability?

Three things are essential to Safety—
 Courage to do that which is right.
 Enthusiasm to do your work.

Energy and ability to do that work.

Do you know it is said that two-thirds of our energy is wasted and another third badly misdirected? Unsafe men are those who are mentally stupid for want of sleep and physical rest; those who have not conserved physical energy, for a tired body means a tired brain. A man who is unwilling to respect by word or action is not the one to be kept in a position of responsibility.

To bring about improvement in the safety movement we must awaken to a keener sense of responsibility. Conductors must realize their responsibility in protecting the rear end of their trains. Standing at the rear end of a train with flag or lantern in hand is not flagging. It is criminal negligence, and the conductor is equally responsible with the flagman when proper protection is not given his train.

All of you know the company is invoking the aid of the mothers, wives and daughters of its employes in furthering the Safety First movement, and is furnishing annual division passes to the feminine heads of employes' families, to the division making the best record in the reduction of personal injury accidents. Last year the honor went to the Southwestern Division, and this period to the Ozark Division; next

year the Central Division wants it, and by concerted action we can win it.

ALONG SAFETY LINES.

(Reprint from April Issue of "The Railroad Trainman.")

It is quite the thing to regard with suspicion any proposition that voluntarily comes from the employer intended to better the conditions of employes in any way. This is not unusual; employes have been accustomed to secure every advantage only by the exercise of the most persistent effort, and to have the employer offer to do something without being forced to do it is so unusual that the men do not understand its purpose and are inclined to view it with more or less apprehension. The Safety movement, originated by the railway companies, has received its share of suspicion.

Among the objections directed against it are that it is a political move, intended to bring the employes under the political control of their employers. Another objection is that the safety movement, by having all of the railway employes familiar with specific rules forbidding them to do certain things, will prove to their legal disadvantage in the event of death or disability. The first objection has no merit to sustain it. It appears to have been borne in the minds of a very few who are obsessed with the notion that there may be some plan devised whereby employer and employe might come together for their mutual advantage. Conditions as we find them almost prohibit any such result, even though it might be most desirable from the view point of both employer and employe. The other objection, that familiarity with safety rules will work to the disadvantage of the employe, has no more to commend it than the first stated objection.

"The Trainman" cannot see any possible impairment of the legal rights of railway employes on roads that have adopted the safety first plan.

Other roads that have initiated the plan within the past year are showing the very best results. In view of what has been done in a limited way, it appears reasonable to expect that greater results will be shown after all of the

employes understand and are interested in working for the success of the safety first movement.

Speaking for the Brotherhood of Railroad Trainmen, it means that the death and disability record will be materially decreased. Our records for 1911, as compared with 1912, with an increased membership for the latter period of over five thousand members, shows an increase of but three additional claims paid in 1912, because of death or disability.

These figures quoted speak for themselves, and commend the safety first program.

Joe and Maud

Practically every employe in Springfield is acquainted with Joe H. Wilson, the Frisco's transfer driver at that point.

Mr. Wilson entered the service of the company in 1890, ditching between Springfield and Richland, Mo. He took



a position in the North Shops in 1892, in which he remained until 1894, when he was transferred to the machine shops. In 1895 he went to driving the transfer team.

Maud (in harness) is also a familiar figure to Springfield employes. She has been in service for the last six years and is now eleven years old.

Standard File System for Division Offices

The following system of filing correspondence by subject and dash number, adopted by the Frisco Office Efficiency Association, will be inaugurated in all division offices, effective July 1, 1913.

Each station is to be assigned a separate number—numbers 1 to 199 inclusive having been provided for this purpose—and all subjects are to be filed under station index as far as possible.

Matters coming up under stations have been divided into twenty-three classes, each being given a dash number as provided in the following list.

Each subject coming up is to be given a consecutive dash number under each class of work—as the case may be. For instance, in the case of the station to which Number 1 is assigned, the first entry under this station regarding baggage will be 1-1-1 and the second entry concerning baggage will be 1-1-2 and so on down the line.

Numbers 200 to 1094 are assigned to miscellaneous subjects, which affords a wide latitude for cross indexing. Cross indexing each matter under as many different subjects as possible is to be encouraged, using always the number of the first subject under which it was recorded.

The success of this system depends upon the abundant use of cross indexing, and it is desired that this feature be impressed upon each party having charge of the file.

Matters coming up that cannot be indexed under stations, will be recorded under the miscellaneous subject covering, using next consecutive number. For instance, correspondence covering baggage originating at no particular station should be recorded under subject "Baggage" as 300-1; next entry will be 300-2, etc.

Subject Number 326, also 328—the dash number to consist of the last two digits of the car number; for instance, DELAY to SF 57211, should be recorded as 326-11.

Subject Number 588 "Instructions," all rulings and instructions should be recorded under the subject covering and cross filed under Instructions.

Carbon copy is to be made of all requisitions, each bearing the correct prefix, MW-CT or ME, as the case may be, and the requisitions filed consecutively. Subject No. 792 to cover all ruling, etc., in regard to requisitions.

900 series of numbers is assigned to handling of train delays. For instance, Train No. 32 is delayed June 17th. Without making any record this will be numbered 932-6-17; in other words, train number, month and date.

Engines are to be filed under engine number and bearing prefix "E."

Engine failures are to be filed under engine, month and date, bearing prefix "EF."

This system covers the ground fully, and in case any point is not sufficiently clear, full information will be furnished promptly.

Assignment of Numbers 1 to 199 inclusive to Stations.

1 Baggage	7 Crossing Wire	10 Increase of force
2 Crossings—Highway	8 Demurrage—Per	11 Increase of pay
3 " Overhead	Diem, Reclaim and	12 Leases
4 " Pipe Line	Storages	13 Light and fuel
5 " Private	9 Depot and other	14 Mail Failures
6 " Railroad	buildings	15 Paving and sidewalks