

## SAFETY FIRST

directing; what ought to be done and what ought not to be done in order to promote safety. We must formulate plans by which we can instill into the mind of every employe a desire to protect his fellow employe and the public from danger, and make Safety First an actual practice among railroad men instead of a theory among railroad officials.

We have been chosen from the ranks to serve on this committee because it is presumed that we, by reason of long years of experience in railroad work, have acquired sound and practical ideas of Safety on railroads, and that we are best qualified to say what ought to be done to eliminate the dangers flowing from the operation of railroad trains.

Many wise and beneficent suggestions have been offered along this line, many more will yet be offered, and I believe that every official or employe who is thoughtful and careful enough to discern a danger, is practical enough to suggest a remedy, by the application of which that danger may be eliminated. So when we learn that a given act of omission or commission, by either employe, trespasser or the public at large has become dangerous, let us consider it our solemn duty to take such steps as may be necessary to prevent a repetition of such acts or practice.

It is unfortunate that all men employed on railroads are not conservative and practical. If they were there would be no good reason for the creation of a Safety Committee, but since they are not there is much work to be done by committees along the line of putting "Safety First" into practice.

We must in a sense become the instructors of the hundreds of men employed on the railroads. It becomes our province to point out the dangers and direct as best we can the manner of avoiding them.

One means of lessening the dangers of railroading, a most effective one, which can be employed only by the officials of the road, is to see that no careless or reckless men, or man addicted to the habitual use of intoxicating liquors are retained in the service. A careless, reckless or drunken man by one touch of the key or one stroke of the pencil, or by one jerk of the throttle or switch handle can cause a greater loss of life and destruction of property than all other dangers combined. Negligence is the father of danger and breeds death and destruction wherever it goes. Negligence and liquor go hand in hand, and, regardless of where you find them, you also find danger of some character lurking about. Let us commence a fight on negligence and intemperance here and now, and let the fight be waged most bitterly until it is driven off the Frisco railroad, and thus exterminate the chief dangers which threaten our safety.

By aiding our officials in a rigid enforcement of Rule "G" we can soon eliminate the dangers which flow from the intemperate use of liquor, but to eliminate those which are the result of negligence will take a united and systematic effort on the part of every person connected with every department of the railroad service. Negligence is a disease and can only be cured by applying the proper remedy. In treating negligence we must apply the doctrine

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of cause and effect. There are many things which produce negligence, in other words which cause negligence, but I shall refer to only two of the most noticeable. The first of which is "Inefficiency" and the second is "A lack of interest in work."

We have a great many men in railroad service, who, if possessed of the required ability, would be careful men and never cause an accident. Their intentions are good, and they would do all that safety requires of them if they knew how and when to act and when not to act. But they very often neglect to act when they should act. This is true of the man who has not made the duties of his position a study. One cannot become efficient in his line of work unless he makes his work a special study. The proper discharge of his duties will become natural and easy for him if he makes them a study, and he will be quick to see and avoid that which is dangerous and will be able to handle his part of the work in such a way as will most effectively promote safety. Therefore, it should be the purpose of the members of this committee to urge every employe to make his duties a constant study, and endeavor to teach them that efficiency can only be the result of study and that efficiency will promote safety.

Again, we have the man in railroad service who acts when he ought not to act. This is the result of one of two things, one of which is "Inadvertence" which is nothing more than negligence in the strictest sense and often spoken of as absent mindedness; the other is "Excitement." As before stated negli-

gence is a disease and can be cured if properly treated. About the best remedy that I can suggest for "inadvertence" should be given in two doses; thirty demerit marks would be good for the first dose, and if the patient doesn't show rapid improvement, a time check would be best for the second dose, because if an employe does not keep his mind on his work he becomes a dangerous agency and the railroad will be better off without him.

We have good men employed on railroads who are of a nervous temperament and therefore easily excited; this class of men are more apt to cause an accident by acting when they ought not to act than any other and a constant vigilance is required to prevent accidents resulting from excitement. Acts of this kind which most frequently occur are the throwing of switches under engines and cars, running in between cars to adjust a knuckle at the last moment, and giving signals at the wrong time. Some most shocking injuries to persons have been caused by signals being given at an improper time. I remember one in particular. A conductor steps out of the telegraph office, and through excitement, and without informing himself of the whereabouts of his brakeman, gave his engineer a signal to back the train. As a result one of his brakemen was run over, lost both his legs and was otherwise seriously injured. The brakeman was coupling air hose when the signal was given. Such men as he ought to be kept out of the train and yard service and when an employe is known to be of a nervous temperament and easily excited, that fact ought to be brought to the knowledge of the proper

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authorities in order that proper steps may be taken to protect against him. Disciplinary action will very often have a tendency to steady the nerves of an employee, as this excitement is often produced by carelessness.

We also have the man in railroad service who does not have the best interests of the railroad at heart; who is only interested in putting in time and drawing his pay. This class of man can never be of value to a railroad, but on the contrary is a detriment to the railroad company and his fellow employes. An employe who does not have the interest of the company at heart will not do much to promote safety. He may promote his own safety in a laggard sort of way but he is usually too indolent to make safety a study and therefore safety is not promoted by keeping him in the service. His place can be supplied with a man who will be wide awake to the best interests of all concerned in the operation of the railroad, and these are the kind of men who will promote safety.

We also have men in the railroad service who are reckless and indiscreet. Reckless employees suffer from lack of interest. Recklessness in railroad service is hardly distinguishable from bravado. When a train crew starts on short time to make a meeting point, knowing they must exceed the speed limit to make it, they are prompted by a spirit of bravado instead of an interest in the welfare of the railroad company. A railroad company does not expect its employes to take dangerous chances in order to make time, therefore, it ought to be understood that Safety First would re-

quire that the train crew forego making a meeting point, if to attempt to do so will be dangerous. If trains are run at excessive speed, it is done in violation of rules and without regard for safety; it is purely negligence and therefore dangerous. Let every employe become interestd in the welfare of the railroad company which employs him, and he will instinctively promote safety.

It ought to be the purpose of every employe to be courteous and obliging to the patrons of the railroad and thus kindle in the hearts of the public a friendly feeling for the railroad company. In promoting safety we need the co-operation of the public. Very often a patron of the road can offer timely and salutary suggestions which are in the interest of safety; a suggestion, it is probable, the most practical and astute railroad man never would have thought of. If we have public favor it is less difficult to enforce regulations designed for the better protection of the traveling public.

I have noticed that on passenger trains the porters and brakemen very often call stations too soon and thus place their passengers in danger. The moment the station is called the passengers begin to rush for the door and on to the platform. This is dangerous and should be stopped for perchance a collision or derailment occurs there is but little chance for the passengers, while standing, to escape injury. I believe it would be in the interest of safety for the train crews to require passengers to remain seated until the train is brought to a stop. This could be done by requiring porters and brakemen to admonish passengers of their

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danger if standing while the train is in motion and that they are required to remain seated until the train comes to a stop.

Again I believe that passenger train crews and freight crews, when handling passengers, ought to exercise extreme care in seating their passengers. Very often I have seen passengers using a seat for baggage while other passengers were standing for want of a seat. As a general rule it is the inexperienced traveler who is found standing. No passenger should be allowed to stand if a seat can be provided for him. Train crews should give special attention to this matter.

Again passengers are often injured by reason of being struck by baggage and express trucks moving on depot platforms and by falling trunks and boxes. Station employees should arrange the handling of their trunks and baggage in such a way as to avoid danger to passengers at station houses, and every employee who ruthlessly drives a truck in the midst of passengers assembled about the depot should be severely disciplined. The major portion of travelers are inexperienced and are unfamiliar with the handling of railroad business and should always be given ample protection by railroad employees.

Very often accidents can be averted by section men, bridge men and other employees working about the tracks when trains are passing. A dragging break beam or brake rod often causes serious derailments and can very often be seen by such employees in time to prevent an accident, if they will give close attention to passing trains. There ought to be some signal or other

means, definite and well understood, by which such employees may communicate with the crews of passing trains and warn them of danger. Hot boxes on fast freight trains and passenger trains can often be detected by section men sooner than by the train crews and the burning off of a journal can be often prevented by the section men detecting a hot box and warning the train crew of its presence. The section men ought to be required to take their positions on either side of the track for the purpose of inspecting the train as it passes.

I believe that every employee, regardless of the position he holds, should be required to familiarize himself with the rules governing his department of the service, and when practicable, stand an examination on rules. A great many men remain in the railroad service for long periods of time without ever seeing a book of rules.

Study produces efficiency and every employee should study the rules which govern his employment. I have mentioned some things as being dangerous which are being practiced on railroads every day that are either prohibited or regulated by the rules governing employees, and, no doubt, if more attention and study are given to the book of rules these dangers would be eliminated.

To promote safety we must have co-operation. Each department must co-operate with every other department and each employee must co-operate with every other employee. We must work together in harmony and in unison. Let each man connected with the railroad do something each day to pro-

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note safety and in a surprisingly short time there will be marked decrease in the number of accidents on the Frisco. Nine accidents out of every ten are due to negligence in some form and would not have occurred if some employee had not neglected his duty. Let us exterminate negligence, drunkenness and recklessness. Let us study the book of rules. Let us make our duties a constant study and thus raise the standard of efficiency on the Frisco railroad to the top notch.

Let the emblem of the Frisco and the white flag of sobriety be worn together; let us carry the banner of efficiency while we work; our slogan always be "Safety First" and ere long the news will be heralded from Maine to California, and from Florida to Alaska that if you want to travel in the central west, southwest, south or southeast, it makes no difference where you want to go, or what time you wish to make, the Frisco Railroad is the safest route to take.



The East End local crew, Hugo, Okla., who run from Hugo, Okla., to Ashdown, Ark., are shown in the above reproduction. The picture was taken at Foreman, Ark., while the train crew were waiting for the engine crew to eat. Conductor McDaniels is very proud of his crew and says he would not trade them for any crew on the road. Reading from left to right are: Gny Simmons, brakeman; H. M. Williams, brakeman; J. H. McDaniels, conductor; J. H. Britton, brakeman; R. W. Berry, agent; J. F. Foster, train clerk.