

WITH THE FOREMEN.**CHAFFEE MEETING.**

The meeting of the bridge and building employes of the River and Cape Division, at Chaffee, Mo., December 5th, was probably one of the most interesting sessions held in that vicinity for some time.

W. H. Brooke, general foreman B. & B., presided, and in opening up the meeting made it clear that each and every man in attendance was privileged to express his opinion on any subject up for discussion; in fact all were invited to have something to say.

Bridge work was the first topic up for discussion but as the foremen are all familiar with standard plans there was no question raised. In this connection, however, foremen were instructed to see that they get in their requisitions for bridge material thirty days in advance of requirement. They were cautioned regarding letting material go to waste, or allowing same to remain on the ground after a job has been finished and a gang moved away.

Rule 347—Handling Driftwood. In pulling driftwood foremen were shown the economy of handling same in a systematic manner. Where possible, they are to take the drift out of the bridge entirely and burn same, thereby getting rid of it altogether instead of having to follow it up from bridge to bridge and continually pushing it through. This is a subject that had been discussed among the foremen previously and they all understand the best manner of handling driftwood to advantage.

Fire protection on bridges was next taken up. In expressing their views on this subject the foremen agreed that in repairing bridges care should be taken to replace the galvanized iron and to see that air space blocks were properly put in, as it has been found that is where the stringers first begin to decay.

Rule 119—Keeping metal bridge seats free of dirt and rubbish was next up for discussion. While it is the duty of section foremen to look after this work, bridge foremen were instructed, and have been in the habit, where they are working in the vicinity of steel bridges, to clean them off. This matter has been given considerable attention lately and our steel bridges are kept in the best of condition.

Stations and Buildings: General Foreman Brooke suggested that when foremen are working around stations having cinder and silica platforms, they make a door step out of secondhand stringer blocks in order that passengers may clean their shoes before going into stations, which will assist in keeping our waiting rooms in a cleaner condition.

Foreman Caho suggested that quite a saving could be effected by close attention and good judgment in applying window glass in buildings where window pane is broken. To illustrate, Foreman Caho stated he had some broken glass in one of our stations to replace and had no window glass on hand. In looking around the station he found one of the old-style, framed Frisco maps, and as the agent was not now using same he removed the glass from the frame and repaired all the broken windows in the station.

It was suggested, when repairing station toilets, that the floor be laid open in order to allow as much drainage as possible.

In constructing new cotton platforms or freight platforms, or repairing old ones, the foremen were shown the advantage of laying the floor open in order not only to provide drainage but delay decay in timber. It was brought out in discussing this matter that planking should not be laid far enough apart for truck wheels to beat down the edges and start holes in the platform.

Attention was called to the necessity of watching flues in stations and of keeping a sharp look-out to prevent fires. In this connection it was explained to the foremen that since we do not carry insurance on our section houses they should be watched very closely and it was suggested that this matter should be talked over with the section foremen with a view to impressing them with the necessity of eliminating hazardous conditions.

The question of tools was next given consideration.

The economy of keeping outfits free of old worn-out tools was gone into thoroughly. Foremen understand they are to keep on hand only those tools that are needed every day and are sending all old tools to the reclamation plant for repairs.

At this point Safety First was taken up. The good showing made by the B. & B. department was called to the attention of the foremen and inspectors. Personal injuries in this department are very few and those that occurred during the year were not serious. Foreman Briesacher gave a brief talk upon the subject of Safety First. He stated that during the last five months of 1915, not a single man under him had been injured.

In this connection the question of defective tools was brought up and all foremen state they are watching this matter closely.

Records of the past year show that the majority of personal injury accidents were caused by carelessness on the part of the injured party and all foremen were instructed to give work the closest supervision; to watch the men and see that they do not slip into careless habits and take unnecessary risks.

While personal injury accidents are decreasing in the B. & B. department on the River and Cape Division, it is the intention of the department to strive for a perfect record during 1916, and the foremen assure this result if careful

attention and untiring efforts can obtain it.

Rule 157—Women on outfit cars. This rule was called to the attention of all present and they were cautioned to be certain to have proper release executed and in the office before allowing women on outfit cars.

Freight Claim Prevention was next given attention. There is not much possibility of B. & B. department employes making a great showing in this movement since they handle no freight at all outside of their own and that is mostly car load lots. Still they are watching the buildings to see that no freight is damaged by the weather, lost by fire or stolen.

Those who attended the meeting were:

W. H. Brooke, general foreman B. & B.; T. M. Roseman, bridge gang No. 1; J. C. McClure, bridge gang No. 2; J. D. Allison, bridge gang No. 3; August Briesacher, bridge gang No. 4; J. J. Zimmerman, bridge gang No. 5; E. W. Seagraves, pile driver foreman; W. J. Alsbrook, house gang foreman; H. W. Didge, house gang foreman; B. L. Modsett, bridge inspector; W. L. Buckley, bridge inspector. Visitors were: H. G. Cummins, division storekeeper; G. W. Watson, B. & B. carpenter; C. N. Boaz, B. & B. carpenter; W. H. Wells, B. & B. carpenter.

FT. SMITH MEETING.

Bridge and Building and Water Service Foremen of the Central Division gathered at Fort Smith, Ark., January 9, to discuss various problems connected with the work of their departments.

The meeting was called to order by General Foreman W. L. Whitenack at 8.30 A. M. Superintendent Baltzell being unable to attend the meeting, prepared a paper which was read by Mr. Whitenack. One of the points brought out by Mr. Baltzell was the importance of the position of foreman and the necessity of teaching the men in the gangs the various rules. The paper was appreciated by the men and much good was derived from it.

General Foreman Whitenack next addressed the meeting. He instructed the foremen upon the necessity of seeing that all material is unloaded at a clearance of eight feet from the nearest rail, whether

unloaded on side track, spur track or main line. The matter of prompt handling of correspondence was also brought to the attention of the men and it was decided that the proper time to answer a letter is as soon as it is received.

The matter of properly handling motor cars was brought up and each foreman was instructed regarding the use of them, special attention being called to prohibiting outsiders riding on these cars or their being used for other than strictly company business. All foremen understand instructions in this regard and it is believed there will be no violations.

The matter of having a competent man in each gang to do most any class of work was brought up and it was decided by all that each gang should have a first-class carpenter in it to avoid sending men long distances to do small jobs when a bridge gang is tied up at or near the place work is to be done. It was decided to give this plan a trial.

The matter of unloading material at bridges was brought up, in connection with recent criticisms relative to unloading piling and other material too far from bridge. This was gone over thoroughly and it was unanimously decided that it was far better to unload square timber on level ground. At the ends of all bridges there is usually a fill from six to twenty feet high and it is believed that material can be taken, after it is framed, one-half mile, easier and cheaper than you could get up the dump at the ends of the bridges. In all cases men should have a level place to frame the material as they can do it better and cheaper, also with less liability to accident, when ground is level. Another thing, square timbers are always lowered from the top of bridge where it is to be used. As to piling, it was decided it should be unloaded close enough to the end of bridge to be reached with pile line without moving driver, unless there is danger of it washing away, in which case

it should be unloaded clear of high water mark.

The next question that came up was the testing of track gauges and level boards. When asked if he had tested these tools recently each foreman answered in the affirmative.

At this juncture of the meeting the division watch inspector came in and inspected the watches of all the foremen, previous arrangements having been made by superintendent's office.

Concrete Foreman M. Flood suggested that round pointed shovels be furnished instead of the square point shovels to all gangs, especially the concrete gang. They will save time, he says, in excavating and that is what we want to do for the company. It was decided to handle this matter with the Purchasing Department.

Mr. Flood also stated that he had a motor car in Springfield that had been there for two months. We are compelled to send our gasoline engines to Springfield to be mounted and this department has two cars at Springfield that have been there two months. It is only about two hours work, Mr. Flood said, to mount one of these engines and, after foremen have purchased them, it was thought more prompt handling should be given them at Springfield.

The matter of handling outfits in trains was brought up and it was found that they are not always handled next to caboose. It was suggested that cars at all times be handled next to caboose according to existing instructions.

It was suggested by General Foreman Whitenack that standard plans of trestle bridges be changed, i. e., relative to the position of the stringers in the bridge after they are in place. By spreading the two inside stringers out farther apart on the caps toward the center of cap, six inches each way, would lessen liability of wheels or trucks going through bridge in case of derailment. This could be accomplished by using a six-inch separator

instead of our present 1¼-inch separator or packing spool. This is just a suggestion for consideration of the management.

Remarks by General Foreman Whitenack.

This is the first opportunity we have had to meet together since I came to Central Division. I am very sorry that sickness has prevented some of the foremen being in attendance.

I want each one of you to feel that this is your meeting and you are at liberty to bring up for discussion any subject you desire pertaining to your work. I think we all realize that we are working for the best railroad, and by working together, we can aid one another toward the realization of an ideal system.

There is no such thing as standing still in this day and time. You either go forward or backward.

The foreman's position enables him to get acquainted with the citizens in each and every town on his division. By getting acquainted with the citizens, you are enabled to handle claims and solicit business to better advantage than any one else. It is a well-known fact that we get more consideration from our friends than from strangers. I want each foreman to feel that he has the ability to solicit freight business as well as the representation of that department.

Another thing I would like to impress upon you is the prompt answering of correspondence and promptness in doing work requested. By so doing, we eliminate a great amount of correspondence and do away with tracer letters. In answering correspondence, some foremen fail to give all the information requested in the file. This is no doubt due to oversight in reading your correspondence and very often necessitates this office asking you twice for the same information. Would be glad if each one of you would bear this in mind when answering letters.

I wrote each foreman last week a circular letter relative to having one man in each gang capable of doing any kind of carpenter work. A great amount of money has been spent on this railroad sending men long distances to do small jobs of work. If each foreman had an all-round man in his gang, this expense could be cut down materially. I saw a structure report not long ago where a carpenter was sent from Ft. Smith to Muskogee to do about two hours' work. This particular job cost the company between five and six dollars, simply because there was no man in bridge gang near Muskogee who could do the work.

Another thing I would like to call your attention to is the piling of bridge material and all other kinds of material too close to the track. This refers to side tracks and spurs as well as main line. There have been a number of accidents caused on account of leaving obstructions near the track. Not long ago, I found where a bridge foreman had unloaded some material from his supply car and had left an old cap within three feet of the siding. This is gross carelessness. I wish each foreman would see to it personally, in the future, that no material is left within eight feet of any track.

By constant effort and talking to your men, along the lines of Safety First, we will be enabled to cut down these personal injuries to a great extent. Let us all see if we can't start the new year with a determination to improve these existing conditions, and work together with a determination to win the Safety First pennant for 1916.

We recently had a serious accident on account of two foremen using motor cars in violation of instructions. In this particular case, they were using the cars after work hours and had others on the car that were not employes of the company.

Please understand that you must not carry any one other than employes on either motor or hand cars and under no circumstances must motor or hand cars be used other than on company business. You have each one received instructions and circular letter in regard to this particular case and the matter is fully covered by rules.

FIFTY-FIRST TRACK.

Section foremen of the Fifty-first Track (Western Division) assembled at the Moose Hall, Francis, Okla., December 5th, for their regular monthly meeting.

The session was called to order by Roadmaster F. Hinkle, promptly at 2 o'clock and the following topics were discussed:

DITCHING. This subject was given considerable attention. The foremen talked over the best method of handling and cleaning ditches with small gangs where there were several trains to look out for, the proper shape of a ditch, the depth that ditch should be and the disposition of dirt taken from ditches. In discussing these questions the sketch in the Maintenance of Way Book of Rules was gone over and thoroughly explained. It was decided that the depth of the ditch should be governed by local conditions; that is, the foreman should be the judge of the amount of water a ditch would have to dispose of and make his ditch accordingly. It is understood by all that the ditches when completed must conform to the sketch in the book of rules. Several foremen pointed out the good results obtained by maintaining good ditches, in the lessening of repairs to track, etc., and it is the intention to put in two or three days each week for the present putting ditches to standard. In this connection Rules 170 to 183 inclusive were read and explained.

GENERAL CLEANING: Several good points were brought out in the discussion of this subject regarding the proper method of keeping all scrap picked up and having station grounds at all times pre-



The Old Way

The photograph shown above is a familiar sight to every section man. It was taken on Section 206 where Henry Diers is foreman.

For years and years Mr. Diers used the old fashioned hand car for his work and many are the miles he and his crew have pumped the old car back and forth over his section. Many a day during the hot summer months when the thermometer was hovering in the nineties, the same back-breaking job had to be performed, and during the winter months things were not much better; cold weather made the car pump hard and it is not much fun to push a car against a fierce storm or a driving blizzard.



The New Way

Here is a picture of the same section, the same foreman and the same crew after installing a "Casey Jones" engine on their car. Instead of pushing the load by the "Sweat of their brow," the same crew now all jump on and take a joy ride. Instead of coming to their work all tired out, they are hearty and happy. Instead of eating cold grub out along the track they now run home at noon for a warm dinner and when the day's work is done they simply give the engine a turn and "sail for home."

Casey Jones Hand-Car Engine

This is the celebrated "Casey Jones" Hand-Car Engine which is now known in every country where railways are in use. On almost every line and in every state of the Union this wonderful little labor saver is daily performing the hardest part of the days' work for the section crew and many of the first engines we sold years ago are still in use and as good as ever.

Every year we have added new devices and improvements to this motor so that now it stands absolutely in a class by itself; there is no other engine to compare it with.

It is an engine that can be controlled like an automobile. It can be started, stopped or reversed without getting out of your seat. It can be thrown into high or low gear by simply shifting a lever, so it can be run on low gear so slow that a man can walk along and pick up things along the track, or it can be shifted into high gear and speeded up to run away from an express train.

4 H.P.
on High Gear
8 H.P.
on Low Gear

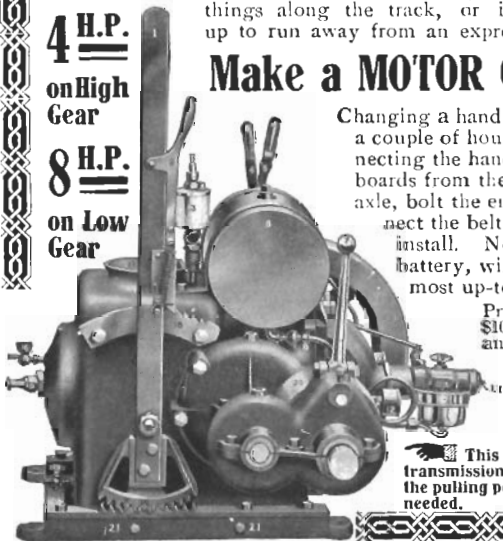
Make a MOTOR CAR From Your HAND-CAR


Changing a hand car into a motor car is a job that can be done in a couple of hours by anyone. The work consists simply of disconnecting the handle bars, remove the gears, take out a couple of boards from the car platform, fasten the split pulley to the driving axle, bolt the engine to the car platform with four bolts and connect the belt. The engine comes with outfit complete ready to install. Nothing to buy, nothing to wait for. Connect the battery, wires, fill the tank with gasoline, and you have the most up-to-date and modern motor car that money can buy.

Price of engine and outfit complete only \$90.00. Terms, \$10.00 down and \$5.00 per month on the balance. Send for it and try it out on your own section for thirty days at our expense. If not satisfactory, return, and no questions will be asked. Order direct from this ad, or send for our complete new 1916 catalog.

NORTHWESTERN MOTOR COMPANY

**300 Spring Street
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 This is the new 2 speed transmission gear, which doubles the pulling power of engine when needed.