

OPPORTUNITIES FOR APPRENTICES.

Apparently the opportunities open to the sons of railroad employes and to other young men between the ages of sixteen and twenty-one to obtain positions as apprentices in the various crafts in railroad shops are not fully realized.

The national agreement which was recently concluded between the Railroad Administration and the shopmen provides a ratio of apprentices in railroad shopwork of one apprentice to five mechanics. So that the exact situation may be known, the Railroad Administration has just completed a canvass, whereby it has been developed that, at the ratio permitted by the national agreement, 64,076 apprentices could be employed, while there are actually employed but 17,268 apprentices, which is a ratio of one apprentice to 18.58 craftsmen.

At the rate of pay for apprentices provided in the national agreement, apprenticeships become very desirable positions, as they not only provide steady work at reasonable compensation, but put these young men in the way of learning some one of the numerous desirable trades in railroad work.

The national agreement has for the first time classified all carmen as skilled mechanics, fixed a rate commensurate with the service performed and provided an apprenticeship system in the car department. The opportunities in this branch of service should not be overlooked, because the larger percentage of the money spent for maintenance of equipment goes to the car department, and, now that the recognition of the importance of this work has resulted in a suitable rate of pay, positions in this department have become fully as desirable as in the locomotive department.

Instructions issued by the Railroad Administration provide that each apprentice shall be given the opportunity to learn all branches of the trade to which he is apprenticed.

In addition to the shop training, a number of roads have highly developed apprentice schools, in connection with their shops, for the education of apprentices. The Railroad Administration has approved co-operation with the Federal Board for Vocational Education in the matter of training apprentices, which will tend to facilitate the work of giving technical instruction to those who enter this line of work.

Taken as a whole, the opportunity for young men to become proficient in the various trades has never been so good, and, with the technical instruction which is given, they may qualify for the highest and most desirable positions in the mechanical departments of the various railroads.

These opportunities should be directed to the attention of the employes so that they may take advantage of them, inas-

much as sons of employes are given preference to the extent of 80 per cent of the apprentices employed. The officials should also realize that the only way to provide a future supply of skilled mechanics is to keep the apprenticeship lists filled with desirable young men and they should be constantly on the lookout for suitable candidates.

EFFICIENT FREIGHT CAR USE.

As indicative of increased efficiency in the use of freight cars, the average mileage per car per day made in October was 27.3 miles, as compared with 26.7 miles in September, with 26 miles in October, 1918, and 25.9 miles in October, 1917.

PACKING EXPRESS SHIPMENTS.

In an effort to reduce the number of claims for goods damaged in shipment, the American Railway Express Company adopted stricter packing rules on December 10, whereby the use of paper wrapping for packages weighing more than twenty-five pounds is forbidden, as well as the use of ordinary paper boxes when the weight of the contents is over that limit. For heavier packages the regulations, like those in freight service, require wood, fibre board or corrugated strawboard, of specified test strengths. Already reports show the wisdom of these provisions.

SAFETY ACCOMPLISHMENTS.

A comparison of the number of accidents during the two-week period of the National Railroad Accident Prevention Drive, from October 18 to 31, 1919, with the similar period of 1917, prior to the formation of the Safety Section, gives some startling figures and shows with more than ordinary clarity just what has been and can be accomplished in this work. From October 18 to 31, 1919, 2,455 employes were killed or injured. In the same period of 1918, 5,228 employes were killed or injured, and in 1917 the number was 6,425. Taking into account the increase in the number of employes, the number of casualties has been cut to less than one-third of what it was in 1917, or from .36 per hundred persons employed to .119.

The Safety Section was not functioning fully during 1918, the national machinery not having been gotten into complete working order until January, 1919.

The following figures show what was accomplished in the first nine months of 1919 as compared with similar periods in 1918 and 1917. These figures are based on the accidents reported under Interstate Commerce Commission regulations. It will be noted that not only has there been a wonderful reduction in the number of employes killed or injured, but an almost similar ratio of reduction as applied to persons other than employes:

| | Employees Killed or Injured | Others Killed or Injured |
|---|-----------------------------------|--------------------------------|
| January to September, 1917..... | 134,959 | 19,977 |
| January to September, 1918..... | 119,853 | 18,532 |
| January to September, 1919..... | 94,866 | 16,624 |
| Decrease in 1919 compared with 1917..... | 40,093 | 3,353 |

Acting on suggestions from safety committees throughout the United States in their regular monthly meetings, 141,081 unsafe conditions and 58,498 unsafe practices on the part of employes were corrected during the first nine months of 1919.

Following is a comparison of accidents to employes in September, 1919, and September, 1918:

| Region | 1918 | 1919 | Dec. |
|----------------------|--------|--------|------|
| Eastern | 2,336 | 2,337 | 99 |
| Allegheny | 3,120 | 2,959 | 161 |
| Pocahontas | 325 | 241 | 84 |
| Southern | 1,971 | 1,533 | 438 |
| Northwestern | 1,836 | 1,578 | 258 |
| Central Western..... | 1,871 | 2,004 | *133 |
| Southwestern | 1,278 | 1,528 | *250 |
| Total | 12,737 | 12,080 | 657 |

* Indicates increase.

HANDLING GRIEVANCES.

Grievances affecting employes belonging to classes which are or will be included in national agreements which have been or may be made between the United States Railroad Administration and employes' organizations will be handled as follows:

(a) Grievances on railroads not having agreements with employes, which grievances occurred prior to the effective date of any national agreement, will be handled by railroad officials in the usual manner with the committees and officials of the organizations affected, for final reference to the director of the Division of Labor as provided in Circular No. 3 of the Division of Labor. Grievances on railroads having agreements with employes, which grievances occurred prior to the effective date of any national agreement, will be handled by railroad officials in the usual manner with the committees and officials of the organizations with which the agreement was made, for final reference to the railway boards of adjustment as provided in the general orders creating such boards. Decisions made as the result of such reference will apply to the period antedating the effective date of such national agreement, and, from the effective date of that agreement, will be subject to any changes that are brought about by the national agreement.

(b) Grievances which occurred on the effective date of any national agreement and subsequent thereto will be handled by the committees of the organizations signatory to such national agreement for final reference to the appropriate railway board of adjustment, except on roads where other organizations of employes have an agreement with the management for the same class of employes, in which case grievances will be handled under that agreement by

the committees of the organization which holds the agreement, for final reference to the director of the Division of Labor.

REDUCING "BAD ORDERS."

Steady and gratifying progress continues to be made in connection with the bad order car situation.

Excluding cars held out of service as not worth repairing, bad order cars had fallen on November 15 to 130,833, or 5.2 per cent. Figures for the eleven weeks to December 13 follow:

| | Number. | Per cent |
|-------------------|---------|----------|
| October 4 | 172,210 | 6.9 |
| October 11 | 169,343 | 6.7 |
| October 18 | 163,986 | 6.5 |
| October 25 | 156,372 | 6.3 |
| November 1 | 146,702 | 5.8 |
| November 8 | 136,238 | 5.4 |
| November 15 | 130,833 | 5.2 |
| November 22 | 133,208 | 5.3 |
| November 29 | 135,238 | 5.4 |
| December 6 | 132,027 | 5.2 |
| December 13 | 130,918 | 5.2 |

Including cars held out of service as not worth repairing, the number of bad order cars had decreased to 148,292, or 5.8 per cent, on December 6. The figures for the ten weeks to December 6 follow:

| | Number. | Per cent |
|-------------------|---------|----------|
| October 4 | 191,656 | 7.6 |
| October 11 | 188,308 | 7.4 |
| October 18 | 183,070 | 7.2 |
| October 25 | 175,348 | 7.0 |
| November 1 | 166,514 | 6.5 |
| November 8 | 155,564 | 6.1 |
| November 15 | 150,133 | 5.9 |
| November 22 | 148,529 | 5.9 |
| November 29 | 152,118 | 6.1 |
| December 6 | 132,027 | 5.8 |
| December 13 | 146,056 | 5.8 |

The showing for the week of November 29 was affected by the Thanksgiving holiday.

AGREEMENTS CONCLUDED.

On December 16 a national agreement became effective covering the rules and working conditions for employes represented by the United Brotherhood of Maintenance of Way Employes and Railway Shop Laborers, to continue in force during the period of Federal control.

This agreement covers seniority rules and regulations in connection with grievances. It provides that overtime for regular section laborers and other employes, except laborers in extra or floating gangs and certain employes whose positions do not require continuous manual labor, will be paid on the basis of time and one-half after the eighth hour of service. Hitherto such maintenance employes have been paid overtime at pro rata rates for the ninth and tenth hours and time and one-half after the tenth hour.

Under this agreement laborers in extra or floating gangs will be paid overtime at

the pro rata rate for the ninth and tenth hours and time and one-half after the tenth hour, while employes holding positions not requiring continuous manual labor, such as watchmen, signalmen at non-interlocking crossings, lampmen and pumpers, will continue to be paid for their present hours of work a monthly rate equal to their pay at the time the agreement was signed.

* * *

As announced in the December Bulletin, the Railroad Administration, in discharging its responsibility to make such readjustments as are necessary to avoid inequalities in compensation to different classes of employes, proposed to representatives of the train and engine men that time and one-half would be paid for such time as was required to make runs in excess of what would be required if the average speed of twelve and one-half miles per hour were maintained, provided arbitraries and special allowances previously paid in various forms of freight train service were eliminated for the railroads as a whole.

After consideration of this proposal by the representatives of the organizations affected, an agreement was reached providing for time and one-half for overtime, effective on December 1, affecting employes in slow freight service. Under the settlement all arbitraries and special allowances formerly applicable between terminals are eliminated. Special allowances for switching and similar work at initial terminals are preserved, but at the former rates. Allowances for switching and delays at final terminals are preserved, payable at the former rates, where the work is performed prior to the overtime period. These allowances have been agreed to in the past for relieving men of work which has not been considered part of their regular duties, and correspondingly it is felt that the same conditions exist in connection with the payment of time and one-half for overtime.

STATEMENT OF EARNINGS.

Reports covering the financial results of operation for all Class I railroads under Federal control during October show an upward trend in net profits. These roads comprise 232,149 miles, or 97 per cent of the 240,177 miles of road Federally operated:

CONDENSED INCOME ACCOUNT.

| | Month of October 1919 | 1918 | Amt. of Increase | Pct. Inc. |
|---------------|--------------------------|---------------|---------------------|--------------|
| Op. rev..... | \$503,488,334 | \$484,372,562 | \$19,115,772 | 3.9 |
| Op. exp..... | 399,400,554 | 378,975,377 | 20,425,177 | 5.4 |
| Net op. rev. | 104,087,780 | 105,397,185 | *1,309,405 | |
| Taxes, etc., | 27,128,003 | 19,212,699 | 7,915,304 | |
| Net in..... | 76,959,777 | 86,184,486 | *9,224,709 | |
| Op. ratio.... | 79.3 | 78.2 | 1.1 | |

* Indicates decrease.

One-twelfth of the annual rental due the companies covered by the report amounts to \$74,356,354, so that the net profit to the Government was \$2,603,423 for these properties.

In this connection it should be observed that, on account of the restoration on Oc-

tober 1 of car per diem charges, as between railroads in Federal operation, the equipment rents in October, 1919, included \$6,000,000 car per diem debits, while the corresponding credits which inure on this account to other railroads in Federal operation on account of October transportation will not appear until November; also that there was a large amount of revenue, estimated to be not less than \$3,000,000, from coal traffic transported in October which is not included in the October revenues because, on account of the impending coal strike, such coal traffic was held in transit in the last few days in October and the revenues shown on the waybills relating thereto were not taken into account for the month.

The net result of these two items would be to add approximately \$9,000,000 to the net operating income, as stated above, which would result in a net profit to the Government of \$11,603,423.

In making comparison with last year it should be noted that freight and passenger rates are on substantially the same basis in both years. The expenses in October, 1918, include about \$12,800,000 back pay applicable to prior months, but they do not, on the other hand, reflect the increases to employes granted subsequent to October, 1918, which are included in the October, 1919, expenses. In addition the expenses for October, 1919, include about \$4,800,000 back pay applicable to previous months.

The results for the ten months ended on October 30 were as follows:

| | Ten months to October 31 1919 | 1918 | Inc. or Dec. Amount |
|----------------------|----------------------------------|-----------------|------------------------|
| Op. rev..... | \$4,234,992,130 | \$3,985,178,160 | \$249,813,970 |
| Op. exp..... | 3,556,720,774 | 3,201,838,204 | 354,882,570 |
| Net op. rev. | 678,271,356 | 783,339,956 | *105,068,600 |
| Taxes, etc., | 199,288,721 | 183,363,173 | 15,926,548 |
| Net op. inc. | 478,982,635 | 599,976,783 | *120,994,148 |
| 10/12 annual rental. | 743,563,540 | 743,563,540 | |
| Op. loss..... | 264,580,905 | 143,586,757 | 120,994,148 |
| Op. ratio..... | 84.0 | 80.3 | 3.7 |

* Indicates decrease.

It should be remembered that the comparison between the ten-month period is substantially affected by the fact that the rate increases, approximately 25 per cent, which were in effect this year, became effective for passenger and freight traffic, respectively, the middle and latter part of June, 1918, and also by the fact that numerous important wage increases which were effective for all of 1919 were effective for only part or none of 1918.

For the first ten months of this year the net gain or loss to the Government, after allowing for one-twelfth of the annual rental, has been:

| | Net Gain | Net Loss |
|------------------------------|--------------|---------------|
| January | | \$ 57,782,557 |
| February | | 65,430,850 |
| March | | 64,881,856 |
| April | | 48,757,056 |
| May | | 33,642,128 |
| June | | 22,031,860 |
| July | \$ 1,968,453 | |
| August | 16,397,112 | |
| September | 2,392,584 | |
| October | 2,603,423 | |
| Net loss for ten months..... | | \$269,164,735 |

The following comparison of net ton-miles per mile of road per day indicates that the freight business during October was greater than in October, 1918, or October, 1917, and about the same as in September, 1919:

| | Revenue and Non-Revenue Ton-Miles per Mile of Road per Day | | |
|-----------------------|--|-------|-------|
| | 1919 | 1918 | 1917 |
| January | 4,275 | 3,878 | 4,770 |
| February | 4,002 | 4,591 | 4,511 |
| March | 4,059 | 5,273 | 5,192 |
| April | 4,134 | 5,471 | 5,257 |
| May | 4,524 | 5,226 | 5,617 |
| June | 4,615 | 5,423 | 5,694 |
| July | 4,878 | 5,487 | 5,441 |
| August | 5,075 | 5,691 | 5,351 |
| September | 5,625 | 5,731 | 5,217 |
| October | 5,651 | 5,584 | 5,385 |
| Average for 10 months | 4,687 | 5,234 | 5,168 |

Passenger traffic during October showed a substantial increase over October, 1918, so that both freight and passenger traffic were greater than last year.

PASSENGER TRAIN PERFORMANCE

During November 86.5 per cent of all passenger trains on Class I roads under Federal control made on-time runs, or, if late at initial terminals on account of waiting for connecting trains, made as good as schedule time or better. This is a slight decrease compared with October, when the percentage was 88.2.

In the same period 81.7 per cent of all passenger trains arrived at their destinations on time, compared with 83.9 per cent in October.

Factors affecting train performance in November were the severe winter weather in northern and mountain states, heavy and continued rains in the South and Southeast and dislocation of traffic due to the coal strike, which also resulted in the necessity for using inferior locomotive fuel in certain sections.

Following is a record of the performance of trains which arrived on schedule time or which, if late, made their runs in schedule time or better:

| Region— | No. of Roads | Trains Operated | No. on Time | Pct. |
|--------------------|--------------|-----------------|-------------|--------------|
| Eastern | Nov. | 43 | 87,957 | 77,966 88.6 |
| | Oct. | 43 | 93,659 | 83,664 89.3 |
| Allegheny | Nov. | 15 | 72,938 | 67,040 91.9 |
| | Oct. | 15 | 77,480 | 70,882 91.5 |
| Pocahontas | Nov. | 3 | 8,421 | 7,495 89.0 |
| | Oct. | 3 | 8,923 | 8,262 92.6 |
| Southern | Nov. | 34 | 48,669 | 43,298 89.0 |
| | Oct. | 33 | 49,945 | 45,222 90.5 |
| Northwestern | Nov. | 15 | 24,149 | 18,351 76.0 |
| | Oct. | 15 | 26,274 | 22,286 84.8 |
| Cent. Western..... | Nov. | 24 | 41,579 | 33,968 81.7 |
| | Oct. | 24 | 43,091 | 36,207 84.0 |
| Southwestern | Nov. | 22 | 20,005 | 14,721 73.6 |
| | Oct. | 23 | 20,806 | 15,724 75.6 |
| Average..... | Nov. | 156 | 303,718 | 262,839 86.5 |
| | Oct. | 156 | 320,178 | 282,247 88.2 |

| Region— | No. of Roads | Trains Operated | No. on Time | Pct. |
|--------------------|--------------|-----------------|-------------|--------------|
| Eastern | Nov. | 43 | 87,957 | 75,027 85.3 |
| | Oct. | 43 | 93,659 | 80,593 86.0 |
| Allegheny | Nov. | 15 | 72,938 | 64,525 88.5 |
| | Oct. | 15 | 77,480 | 68,286 88.1 |
| Pocahontas | Nov. | 3 | 8,421 | 7,277 86.4 |
| | Oct. | 3 | 8,923 | 7,897 88.5 |
| Southern | Nov. | 34 | 48,669 | 40,831 83.9 |
| | Oct. | 33 | 49,945 | 43,440 87.0 |
| Northwestern | Nov. | 15 | 24,149 | 17,149 71.0 |
| | Oct. | 15 | 26,274 | 21,288 81.0 |
| Cent. Western..... | Nov. | 24 | 41,579 | 30,516 73.4 |
| | Oct. | 24 | 43,091 | 33,224 77.1 |
| Southwestern | Nov. | 22 | 20,005 | 12,816 64.1 |
| | Oct. | 23 | 20,806 | 13,772 66.2 |
| Average..... | Nov. | 156 | 303,718 | 248,141 81.7 |
| | Oct. | 156 | 320,178 | 268,500 83.9 |

Suburban trains are not included in the foregoing compilations.

LEAVES SERVICE TO BECOME BRIDE.



MRS. S. M. PAYNE.

The above is a likeness of Mrs. S. M. Payne, until recently Miss Rosa O'Brien of the Freight Claim Department, Springfield. She entered the service of the company as typist in April, 1913, and has held positions as chief typist, claim investigator and secretary to the Freight Claim Agent, her successive promotions bearing witness to the satisfactory character of her work. Possessed of an agreeable personality, she made many friends among her associates, all of whom join in wishing her success in her new sphere of life.



WIT AND HUMOR



NEW VARIETY.

"Mamma, I want a dark breakfast."
"Dark breakfast? What do you mean, child?"

"Why, last night you told Mary to give me a light supper, and I didn't like it."

THE LATEST EXCUSE.

Farmer—"Hey, there, how came you to be up in my apple tree?"

Boy—"Please, mister, I just fell out of an airplane."

HE LAUGHED—SO MAY YOU.

One day a coal wagon stopped in front of an office building. The driver jumped down, removed the cover from the man-hole, drew out the scoop, and proceeded to dump his load. An old negro shuffled over, and watched him. Suddenly he leaned over; then began to laugh. The driver walked up to him and said, "Do you always laugh when you see coal going down into a cellar?"

"No," said the negro, "but I jes' bust when I see coal coming down into a sewer!"

HE RAISED 'EM.

"How did you get the turkeys the officer found in your possession," sternly asked the police magistrate.

"I—I—I raised 'em your Honor," stammered the prisoner.

"Tell me the truth."

"That's the truth, your Honor," persisted the crime-stained creature. "I reached down through a hole in the roof."

THE BARK TEST.

Two sailors at a dog show were gazing at a valuable Skye terrier, which had so much hair that it looked more like a woollen mat than a dog.

"Which end is 'is 'ead, Tom?" asked one.

"Blowed if I know," was the reply, "but, 'ere, I'll stick a pin in him, and you look which end barks!"

VICTIM OF ENVIRONMENT.

"Jack told me he loved me, but I don't know whether to marry him or not."

"Don't you think he tells the truth?"

"I've no doubt the dear boy tries to, but

you see he works in the Weather Bureau."
—Boston Transcript.

THE SECOND POST.

From a Railroad Official.

Gentlemen: Replying to your favor of the 1st inst., in regard to above numbered claim, the delay in settlement of this claim has been occasioned on account of our agent at destination being sick, and has since died, and claims being in his possession we have not been able to locate or secure return of some.

A TRUTHFUL BOY.

Office Boy—"We're all out of catalogues—"

Manager—"!!?!*! why in —— didn't you tell me sooner?"

Boy—"Because there was some then."

THE LIGHT OF LOVE.

The great shortage of matches reminds us of the story. A widower had engraved on his wife's tombstone the words:

"The light of my life has gone out."

A little later he married again, and one Sunday was standing with wife No. 2 before his first wife's grave. Reading the above sentiment, the lady inquired in a rather huffed tone:

"Is that so?"

"Yes," replied he, "but I have struck another match."

KEEPING IT DARK.

Master of the House—"Why did you tell the mistress what time I came in this morning, after I expressly paid you and told you not to?"

The Cook—"Sure, sir, an' Oi didn't tell her. She asked me what time you got in, an' Oi tould her Oi was so busy getting the breakfast that Oi didn't look at the clock."

THE REASON.

She—"George, you looked awfully foolish when you proposed to me."

He—"Well, very likely I was."

AN EARLY START.

"And we'll grow old together, dearest."

Her Father's Voice from Upstairs—
"Well, you needn't start doing it down there, need you?"