

# Co-operation Between Supervisors and Employees Responsible for Splendid Shop Record

## *Finest Equipment and Policy of "Shopping on Schedule" Allows Force of 1000 to Turn Out One Locomotive Each Day*

By F. A. BEYER, Superintendent of West Shops, Springfield, Mo.

### Part II

**I**N DETAILING the long list of splendid features at the West Shops of the Frisco Lines at Springfield, Mo., one must not neglect the splendid power plant building, one of the most important of all the splendidly equipped plants which comprise the shops.

The power plant building is 118 feet wide and 145 feet long. It has a battery of five Babcock and Wilcox water tube boilers of 400 horse power each, fed by automatic chain grate stokers and burning approximately fifty-six tons of slack coal per twenty-four hours during the summer months and 100 tons during the winter season. The coal is elevated from cars into hoppers and fed automatically to stokers, the cinders being elevated into cars in which the coal was received. The smokestack is ten feet in diameter from top to bottom, inside, and is 220 feet in height. Three deep wells, averaging a depth of 1,000 feet each, furnish an abundant supply of good water for drinking, boiler and general purposes. A large artificial lake is used for cooling condensing water and fire protection, two 1,000-gallon-per-minute fire pumps being used for this purpose and for general service throughout the plant. A stand pipe 145 feet in height with a capacity of 100,000 gallons furnishes pressure of sixty pounds for general service. On account of being located outside of the city fire limits, it is necessary to maintain fire protection at all times. A fire brigade, consisting of men living near the shops are given actual practice fire drill each week to educate them in properly handling an emergency of this kind. The Gamewell fire alarm system is maintained throughout the shops and when an alarm is turned in, the shop whistle is sounded to notify the fire brigade. Two 3,000-cubic-foot, electrically-driven air compressors and one 2,000 - cubic - foot, steam-driven compressor furnish power for all pneumatic air tools. Two 500-K. W. Parsons steam turbines furnish light and power for the shops,

440-volt, three-phase, A. C. motors and 220-volt D. C. motors being used. As stated above, owing to the splendid facilities which the plant has, it is entirely independent of public utilities for such items as light, power and water.

#### Shopping Locomotives Done on Schedule

The master mechanic of the division to which a locomotive is assigned, secures authority from the office of superintendent of motive power before forwarding an engine to the shops, at which time a report of necessary work is also made to the shop superintendent, enabling him to arrange for probable shopping date and for ordering such material and castings as are not in stock. Immediately on arrival at the shop, a thorough boiler and machinery inspection is made and a list of any additional material or castings found missing, broken or worn out, is given to the stores department so that such material not on hand may be secured. The locomotive is then placed on the wash track, thoroughly cleaned and prepared for shopping.

Railroads of the country have been active in recent years in adopting scheduling or production systems in their principal locomotive shops. Originating in industrial plants, the shop schedule system has been remodeled to fit the needs of railway shop practice. There are a number of different types of schedule systems in use, some of which are comparatively simple, while others are very

elaborate, embracing not only production, but shop accounting as well. However, they all have a common purpose—that of increasing shop output or production.

Probably in no other undertaking is co-operation so essential as in shop scheduling, not only between the foremen and heads of the various departments, but between the workmen as well.

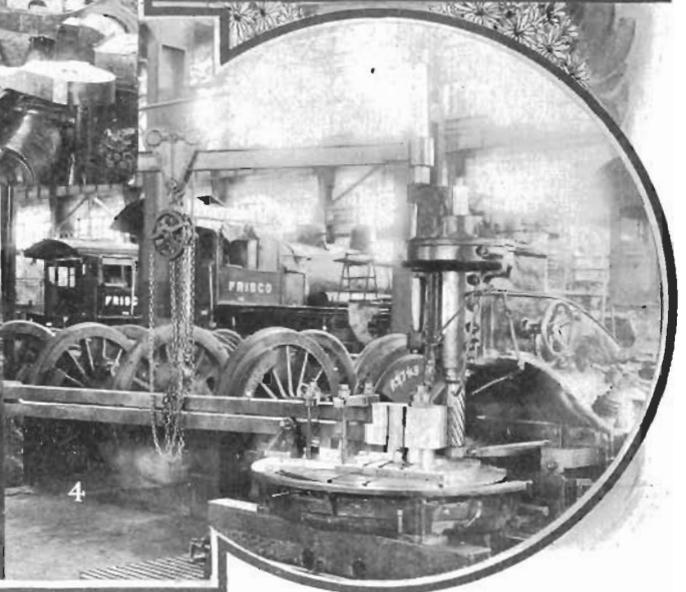
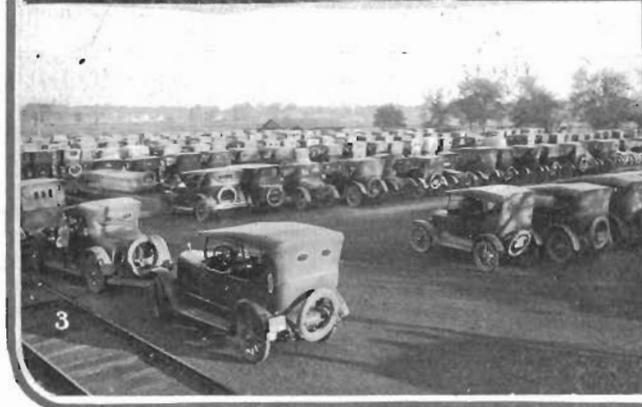
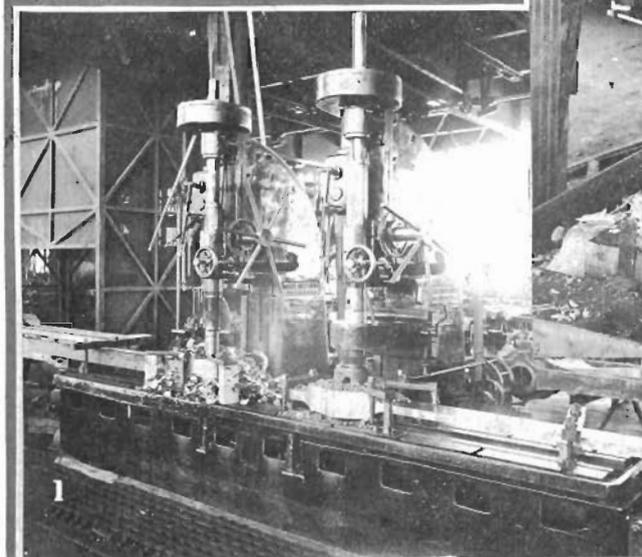
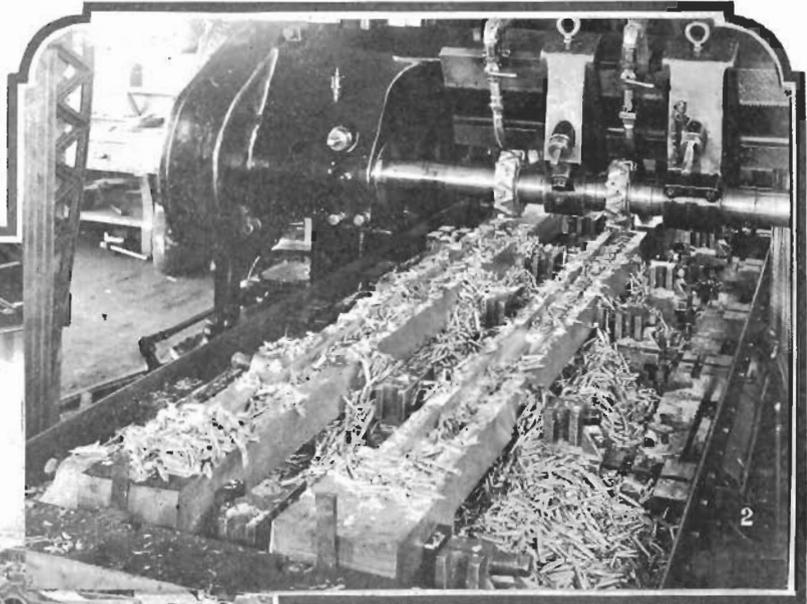
#### Excellent Results Obtained

The excellent results obtained in the high grade of workmanship, as well as the amount of output at the West shops is without question due in a very great extent to the efficient shop personnel in which unusually good feeling and close co-operation has been secured between supervisory forces and shopmen.

One of the principal objects of a scheduling system is to point out and correct weak spots in the organization of the shop by setting a certain standard of time for the completion of work in each department, promptly investigating cause of delays and applying the remedy. To be of the greatest benefit, a schedule system must so function that the probable delay is apparent and proper steps taken to prevent it, instead of waiting until after the delay occurs. In shopping locomotives, care must be exercised to maintain the proper balancing of the shop, taking into consideration the power ready to leave, and the power remaining under repairs, otherwise a congestion occurs resulting in serious delays. On being placed in the shop, a copy of the report showing necessary work on the locomotive is placed with each department, together with a list of additions or betterments to be applied. Each department or gang at the West Shops, of which there are twenty-seven, is given a card on which is listed the various operations and date expected to be completed and as fast as they are completed, such date is marked on the card by the foreman. These cards are checked up at frequent intervals, being turned in to

To the employe not in the mechanical department, the idea of giving a huge locomotive a general overhauling and repairing and turning it out in A-1 shape all in the space of eight working hours, seems almost impossible. Yet that is what the 950 to 1,000 men employed at the West Shops of the Frisco at Springfield, Mo., do each working day in the year. Superintendent F. A. Beyer, in the second and last installment of his splendid shops story, says that "co-operation and good will" are responsible for this splendid feat. That should be an incentive to each of us to bring those two splendid elements more and more into our daily tasks.—W. L. H., Jr.

No. 1—Special double spindle rod boring machine used in boring the rod ends by the trepanning method and finish boring by the use of a special boring head.  
 No. 2—Two main rods being channeled on heavy duty milling machine. Cutting time for channeling entire length of rods being approximately one-tenth of what was required by the old method.  
 No. 3—Mode of transportation of our shop employes.  
 No. 4—Modern vertical milling machine shaping ends of a pair of main rods; rods being held in a special jig provided for the purpose. This process assures both rods being of equal length and same dimensions and work is done in minimum time.



the schedule supervisor when completed. He consolidates them on a recap sheet, showing the number of the locomotives through the shop during the month, also the number of days each locomotive and department schedule is behind or ahead.

**A Daily Check-Up Made**

A daily check-up is made of all jobs delayed or held up. The necessity for fireman handling with store department when unable to secure delivery of material not on

hand has been discontinued by delegating a material supervisor who or-

ders all material and handles with stores or purchasing department.

With the present working force of 952 men, one locomotive per working day is being produced, practically all locomotives receiving heavy general repairs or being entirely rebuilt with new frames, cylinders and boilers.

As previously stated, the success which has been obtained at the West shops is due to two things: the splendid facilities and the co-operation of the men.



FRONT VIEW OF GENERAL STORE WITH DRIVEWAY

# Frisco Dedicates New \$50,000 Station at Neodesha, Kansas, July 30

*Gov. Ben S. Paulen and Vice-President Hutchison Are Featured Speakers at Gala Event*

ONE of the prettiest and best arranged of the many fine Frisco stations was opened to the public at a splendid all-day ceremony on Thursday, July 30, at Neodesha, Kansas, when officials of the Frisco Railway and of Neodesha, and Governor Ben S. Paulen

at a banquet in the American Legion hall. No speeches were scheduled for the banquet, but H. H. Brown, superintendent of the Northern Division and a former resident of Neodesha, introduced the Frisco family to the



The new \$50,000 station at Neodesha, Kansas, as it looked at the dedication ceremonies, July 30. Inset, H. H. Brown, superintendent of the Northern Division, formerly of Neodesha.

len of Kansas formally dedicated the new \$50,000 structure. The new station replaces one burned several years ago.

The new building is as fireproof as it is possible to construct buildings. Built of maroon colored brick and trimmed with fabricated stone with a red tile roof, the new station is truly an asset to Neodesha.

Splendid work by the committee on arrangements, composed of Neodesha citizens, made the day a gala event.

At 2 o'clock in the afternoon, the general public was invited to the station for the first of the day's ceremonies. A crowd of 500 persons filled the waiting room while the Neodesha high school orchestra, which won first prize at the annual Southeast Kansas high school orchestra contest this spring, played a pleasing concert of several numbers.

W. J. Egerer, Frisco telegrapher at Neodesha, was also on the program, and pleased greatly with two piano solos.

Daughters of Frisco employes presided behind a mammoth punch bowl during the afternoon and dispensed cooling drinks to the visitors.

At 6 o'clock the Neodesha Chamber of Commerce entertained Governor Ben S. Paulen and the Frisco family

enthusiastic diners.

At 8 o'clock the party adjourned to the station, where a crowd estimated at 3,000 had gathered for the formal dedicatory ceremonies.

W. J. Rath, president of the Neodesha Chamber of Commerce presided over the meeting and introduced the speakers.

Mayor "Jack" Bogue, mayoralty incumbent at Neodesha for fourteen years, was the first speaker. He complimented the Frisco upon the splendid station and thanked the road for its generosity.

J. E. Hutchison, operating vice-president of the Frisco, spoke next and told the Neodeshans that the Frisco was more pleased, possibly, than they, that the new station was completed.

### "Proud of Neodesha"

"We are proud of Neodesha as a live-wire Kansas town," Mr. Hutchison said, "and I am glad to hear your mayor say Neodesha is proud of this station and of the Frisco. This station and Neodesha are admirably suited to each other. Both are splendid specimens of their respective fields."

Other Frisco speakers were: J. N. Cornatzar, passenger traffic manager, who convulsed the 3,000 listeners with

## Three Important Changes in the Official Organization Made on August 1

H. E. Morris, C. A. Redden and B. E. Thomas Affected in Promotions

Three important changes were made in the official organization of the Frisco during the last month.

H. E. Morris, who has been assistant general freight agent at St. Louis for several years, was promoted to the position of assistant general freight and passenger agent at Wichita, Kans., effective August 1.

C. A. Redden, Wichita, who held the position of division freight agent at Wichita, was promoted to assistant general freight agent at St. Louis at the same time.

The transfers were made because of the desire on the part of Frisco officials to give Wichita a more important office, due to its growing importance as a Frisco point.

B. E. Thomas, former chief clerk in the freight department, St. Louis, was promoted to assistant general freight agent, also on August 1.

Morris and Redden are long-time service men with the Frisco and have filled many important positions at different points. Thomas came to this railroad in 1921 from previous service with the Missouri Pacific and M-K-T Railways.

his humorous remarks; J. L. McCormack, superintendent of freight loss and damage claims, who made the shortest speech of the evening; and Dr. Charles Huffman of Columbus, Kansas, company physician at that point and chairman of the state board of administration for Kansas.

Governor Paulen made a pleasant ten-minute talk as the feature speaker of the evening, and praised the Frisco for "building the finest station in Kansas in one of the finest cities—Neodesha."

The Governor closed his talk quickly, however, in order that the three orchestras present might begin with the music for the dancing.

The new freight and baggage rooms were promptly taken over by Neodesha young folks, and the dancing lasted until midnight.

The Frisco nine-piece orchestra from Springfield, led by J. E. Foster, played most of the evening and was heartily applauded.

Other Frisco officials not mentioned above, who attended the dedication of the station were: J. F. Fraser, general manager; M. M. Sisson, assistant general manager, both of Springfield; C. E. Morrill, assistant freight traffic manager, St. Louis; H. E. Morris, assistant general freight and passenger agent, Wichita; C. E. Redden, assistant general freight agent, St. Louis; R. C. Stephenson, architect who designed the station; C. S. Underwood, Wichita, traveling freight agent; C. S. Welsh, traveling auditor and W. I. Huggins, Jr. director of publicity.

**PROUD OF THREE FIRSTS**

**Engineer "Shep" Smith Ate Fred Harvey's First Meal at Topeka**

**He Has Handled Engine on One Run for Thirty-nine Years**

By H. F. SHIVERS

**S**HEPARD B. SMITH, who has handled a locomotive throttle for thirty-nine years on the run between Kansas City, Mo., and Fort Scott for the Frisco, lays claim to three important "firsts" in his life.

He sat down to the first meal Fred Harvey ever served in a little lunch room in Topeka, Kan.; he fired the engine that drew the first Santa Fe



**SHEPARD B. SMITH**

train that entered Kansas City, and he was at the throttle of the first regular passenger train on the Frisco to leave the present Kansas City Union Station.

And that is not quite all.

He pulled trains into and out of Kansas City for the full life of the old Union Station and he has now spent thirty-nine years on the one run, between Kansas City and Ft. Scott. He is the Frisco's senior man in point of road service out of Kansas City.

The first meal eaten in a Fred Harvey restaurant was in 1875, when Smith was still a fireman. It consisted of coffee, ham sandwich and a piece of apple pie served by Fred Harvey himself in the lunch room he had fitted up in a corner of the Santa Fe depot at Topeka. The fireman wore his usual work suit of overalls. He pronounced the coffee excellent and gave the ambitious restaurant man his best wishes.

That auspicious start was recalled many years later when the Fred Harvey System had become the greatest

**Twenty-three Per Cent Reduction Over 1924 Made First Seven Months in Claim Prevention**

*Frisco Substantially Lower Than Average Class One Railroads for This Year's Period to Date*

The Frisco's reduction in claim payments for the first seven months of 1925, amounted to \$92,697.93, or a twenty-three per cent reduction over the same period in 1924, according to a statement issued August 18 for the Magazine by John L. McCormack, superintendent of freight loss and damage claims, Springfield, Mo.

With the exception of live stock, Frisco claim payments per car are substantially under the general average of all Class I railways, as compared with Section VII of the American Railway Association published report, Mr. McCormack adds:

"On behalf of the management, I wish to thank the employees generally for their good and loyal support and co-operation in our campaign to lower claim payments from month to month, and to ask for their continued aid and assistance through the balance of the

year, in order that the 1925 record will be one of which we can all be proud," Mr. McCormack concluded. "Like the old backwoods preacher, who, in explaining to his congregation his theory of theology and his interpretation of the Bible, said: 'If all the Scriptures was "squiz" up into one verse, it would be the Golden Rule, and we wouldn't need the balance.' So is it with freight claim prevention. We need a determination on the part of every employe to handle the property of our patrons with the same care and consideration that he would handle his own. Details and refinements of this work will adjust themselves—and our basic need is carefulness and regard."

The following condensed table, shows plainly the remarkable record made by our railroad for the first seven months of this year:

Commodity	No. Cars handled by all R. R.'s	Payments	ALL ROADS		FRISCO		Avg. per car
			Avg. per car	No. Cars handled by Frisco	Payments	Avg. per car	
All Live Stock.....	1,684,878	\$ 2,542,115.00	1.52	39,077	\$73,380.13	1.88	
Fresh Meats & P. H. P.	419,653	1,123,566.00	2.68	8,422	11,252.59	1.34	
Butter, Cheese and Dairy Products.....	51,899	203,911.00	3.93	761	811.70	1.07	
Eggs .....	50,967	589,726.00	11.57	2,178	6,579.03	3.02	
Fruits and Vegetables..	954,077	11,785,608.00	12.35	27,160	73,556.88	2.71	
Coal and Coke.....	8,283,792	2,337,199.00	.28	123,206	21,674.33	.18	
Lumber and Products..	1,983,748	621,476.00	.31	113,477	8,766.89	.08	
Agri. Implements.....	143,954	144,903.00	1.01	2,211	750.57	.34	
Flour & Mill Products..	892,478	1,033,577.00	1.16	44,236	20,017.36	.53	
Grain .....	1,500,484	2,095,119.00	1.40	35,810	25,780.82	.73	
Petroleum & Products..	308,418	459,344.00	1.49	110,141	20,478.62	.19	
Canned Goods .....	163,082	321,962.00	1.97	3,724	2,793.45	.75	
Autos and Trucks.....	734,730	1,556,253.00	2.12	15,986	14,248.90	.90	
Household Goods.....	61,256	319,248.00	5.21	3,287	5,183.31	1.58	
Furniture (new).....	94,420	538,550.00	5.70	1,788	5,383.18	3.01	
Cotton.....	289,706	96,541.00	.33		(See below)		
Sewer pipe & drain tile .....				2,926	9,178.10	3.14	
Horses and Mules.....				2,575	17,688.44	6.87	
Frisco Cotton Payments on Carload.....						\$4,077.79	
Frisco Cotton Payments on Less than Carload.....						3,868.50	
<b>Total.....</b>						<b>\$7,946.29</b>	
Frisco Cotton Handled.....					1,109,303 Bales		
Frisco Payments per bale handled.....						.007	

concern of its kind in the world, and opened its pretentious dining rooms in the new Kansas City Union Station. A special invitation was issued to Mr. Smith and his family, and they were served the first meal, a course dinner, there before the general public was admitted.

He is proud of having been on the

first Santa Fe engine into Kansas City.

"I was firing from Atchison to Emporia," he said, "and happened to hear that the Santa Fe was to buy the Midland Railway Company that ran from Kansas City to Topeka. So I went to the Santa Fe people and

(Now turn to Page 23, please.)

## FRISCO CLUB AT K. C. MO.

Formation of Outing Organization  
Started by Employees There

Plan to Break Ground April 1, 1926,  
for Summer Season in Kaw  
Addition

THE employes at Kansas City have noted with interest the Frisco Club featured in the July issue of the Magazine, but it seems that its location is too far from Kansas City and they are branching out with a club that can be reached by members of the Frisco family in and around that point.

So far, the plans are to break ground April 1, 1926, for the new and elaborate vacation club.

After some deliberation and much discussion, and after the return of three of their foremost scouts, the most likely location was found to be about eighteen miles west of Kansas City in the beautiful Kaw addition, which is easily accessible.

Rich Conners, one of the foremost authorities on outdoor life in the country, has decided to take over the management of the club. Mr. Conners served as a clerk in the local office at Kansas City for a number of years.

One of the interesting features of the club will be the dancing pavilion designed by Mr. Lacy, an employe of the Frisco.

Ed. Cunningham has offered his services at the soft drink stand, while John Heisler will have charge of the checking stand, assisted by Louis Gabauer. Milo Sigler will have supervision over the dancing pavilion.

Melvin Anderson, noted fisherman, has assured all that this place holds charms untold for the man who likes to fish, however, for the benefit of the members who are not familiar with the methods of catching fish, "Old Folks" Collins has offered to run a fish market, so that no member need return home without a catch. He will also furnish a story in written form to go with each purchase.

This plan is well under way, and it is most possible that every detail will be worked out.

Mr. Todd would greatly appreciate any suggestions from those interested in the Kansas City Frisco Club, and these suggestions will be given personal attention if directed to him at Kansas City, Mo.

## Birmingham Superintendent of Terminals Went Without Food to Get First Job

*G. R. Carson, Widely Known on Frisco, Has Lived  
Eventfully—Forty-two Years With Frisco*

BACK in the pioneer days of 1882, an Ohio school boy of sixteen years, eagerly opened a letter from his two brothers in Kansas City. They had written for him to come west.

His father dead, the boy felt it was necessary for him to start working to help support the family. He had few clothes, and only enough money, which

news agent came through the train, selling oranges and bananas, he spent the entire sum to appease his appetite for fruit. After that, he did not eat for two days until he arrived at Kansas City.

It was in the railroad Y. M. C. A. at Kansas City that he met his brothers, who soon placed him with the old Missouri River, Ft. Scott & Gulf Railroad (taken over by the Frisco in 1902) as a switchman.

For eight years he worked in this capacity, then moved to Colorado, where he worked as a civil engineer for two years. Coming back in 1892, he worked as brakeman for about a year, as conductor from 1892 to 1911, yardmaster in 1911 in the coal fields of Pittsburg, Kans., and in 1917 he was made assistant superintendent, and in 1923 appointed to the position he now holds, that of superintendent of terminals.

While in the Colorado mountains in 1890, Mr. Carson was the driver of a four-horse stage coach, and the bandits were numerous.

The greatest curse in the old days of the railroad men was drink. Many times, Mr. Carson states, he has seen enginemens stop engines on crossings and everybody go in and get a drink of whiskey. The comparison between those days and the present days, with the rigid rules for enginemens is indeed a contrast.

Mr. Carson made up the first meat train that came through from Kansas City to Memphis, after the Frisco was built through to that point. This train consisted of meat, flour, and whiskey. This was in the year of 1880. There were no iced refrigerator cars and the meat was loaded in box cars by the Plankinton & Armour Company of Kansas City, now known as Armour Packing Company.

The most noticeable change which Mr. Carson has noted is that of the motive power. The old engines of the 92 and 94 class of eight wheels, were to them what the huge 1500 class power is to us today.

The largest capacity car was 30,000, both box and coal and these trains were operated with hand brakes, as air brakes had not arrived to industry.

Mr. Carson is of the old school. He has a varied store of knowledge and he is a veteran with forty-two years service to his credit.



G. R. CARSON

he had borrowed from his brothers, to get him to Kansas City.

This boy is now the man, Mr. G. R. Carson, who holds the responsible position of superintendent of terminals on the Southern Division. His life story is like that of many successful railroad men, in that he received his training from the school of experience.

He had never seen a railroad or a train, and on that first trip west he walked six miles to the Hocking Valley Railroad station where he bought a second-class ticket for Kansas City. This entitled him to a board seat in the smoking car. At that time, there were no sleeping cars.

Although it was in November, he distinctly recalls that he wore a straw hat, and carried on his back the little trunk containing his few belongings.

His total cash amounted to \$1.85 after buying his ticket—but when the

The Editor Is a Friendly Sort of  
a Cuss! Why Not Write Him Your  
Suggestions for Magazine Im-  
provement?