

apprenticeship has been worked out into a fine working scheme. It is beyond the experimental stage, but has not yet reached the point of such general application as its fundamental merits deserve. Your officers have undertaken a great responsibility in this course. Not only have they built up the course but have carried it on for years. They need your enthusiasm to encourage them. They need to know of your appreciation and your realization of the great opportunities offered you which are not available to boys in many shops and were not available in any shop in the country until a recent date. These officers will go as far as the success of the plan justifies them. As you show your appreciation by your work, revealing your desire to improve yourselves, so will they show themselves ready to meet that desire by every possible improvement in the plan.

You are not blind. You are not fools. You see the depth and the breadth of this apprenticeship. You understand that it is of a new kind, better than any ever offered anywhere in the world before.

I shall never forget one of my days in the shop when a group of men waited on my foreman to thrash him for showing me how to set valves. In those days the skilled workman selfishly tried to keep to themselves the secrets and mysteries of the trades. They made it hard for a boy to learn, but here the best knowledge of the

shop is a wide-open book for you to read if you will. Are your eyes open to the fact that your days and Frisco ways are different?

What is this road doing for you? It is raising you out of the nine-dollar-a-week class that changes jobs on an average every four months the country over. It gives you a trade which is a fortune. A trade is better than a fortune; it is the means of your becoming a man, and this no fortune could accomplish. What does the road ask of you—simply that you do your work, do it once, do it so that it will stay done.

Every railroad studies machinery, materials and methods. This road does this and it also studies men. Materials and machinery cost money. No wise man wastes them willingly, but we have seen many people waste their lives. Apprenticeship is an effort to stop this waste. Think of this carefully and figure out what it means to you. Think out why these officials are spending all this time and money and worry upon you.

It is said to be a rule in human experience that the more is done for any man the less is the appreciation. Prove now that in your case this is not true.

According to your talents and your opportunities you will be measured. The world has a right to expect much from you. It does expect it and much is due from you. You are bound to the obligation to become a Good American Workman of the Frisco kind. One who will feel that good work alone is noble.

Boys, go to it!

At Birmingham

Some idea of the repair work done in the Birmingham, Ala., shops may be gained from the reproduction herewith showing a coal car being reconstructed. The car men at Birmingham are very proud of their advance from a running repair shop to a heavy repair shop and of the many improvements obtained through the efforts of Master Mechanic Honaker. J. H. Brown, head air man, is shown in the foreground.



On the Pencil

Many unique schemes have been put into effect by the Central Safety Committee in its endeavor to keep the Safety First idea constantly before the attention of Frisco men. Its latest step in this direction was to have the words "Safety First" stamped on all lead pencils now being distributed among employes.

Four Trains

THE FRISCO-MAN is indebted to Mr. T. C. Phillips, editor Hardy (Ark.) Herald, for the photograph herewith reproduced, showing passenger train



No. 104 rounding the curve just one mile north of Hardy, Ark.

The picture was made by Mr. Phillips on last Easter Day.

Helen of Newburg

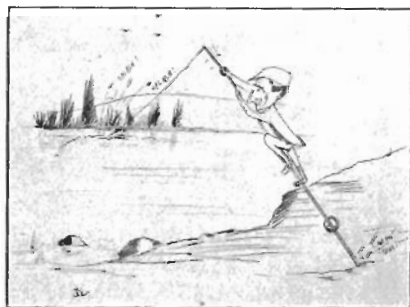
In reproducing photographs of the little folks recently received, THE FRISCO-MAN could not overlook Miss Helen Coffman, daughter of Division



Foreman C. F. Coffman of Newburg, Mo.

The reproduction herewith is from a post card photo taken of Miss Helen while she was on an outing with her mother and friends June 3.

Lineman John Workman of Wichita, Kans., goes fishing. In the habit of



crawling poles, he goes up a fishpole for his first fish at Leon, Kans.

Pocahontas Force

The five employes who make up the station force at Pocahontas, Ark. are all members of the same fraternal order (M. W. of A.) and three of them are ranking officers of same.



In the picture herewith reproduced may be seen O. Keith, agent and operator; H. Stephens, cashier and operator; L. D. Roberts, clerk; A. C. Edwards, warehouse man, and A. Lindsey, clerk.

Accidents to Trespassers

Fourteen people were killed yesterday while trespassing; fourteen will be killed today; fourteen will be killed tomorrow—if the record of recent years is being and shall be maintained. It is not often that as many as fourteen passengers are killed in

a wreck; but every bad wreck causes numerous investigations and reports, often resulting in orders by commissions or legislation. The greatest number of passengers ever killed in a single year from all causes was in 1907, when they numbered 610, and even in that year the number of trespassers killed—5,612—was over nine times as great as the number of passengers killed. In 1911, the last year for which we have complete statistics, the number of passengers killed was only 256 and the number of trespassers killed 5,284, or fifteen times as great. And yet newspapers agitate, commissions issue orders and lawmakers legislate to reduce accidents to passengers, and almost no one in a position of public authority does anything to reduce the slaughter of trespassers.—From an article entitled, "Why 5,000 Trespassers Are Killed Yearly.—Railway Age Gazette, December 20, 1912.—U. S. Statistics.

“With the watchful eyes of thousands of careful railroad employes, trained to detect physical and mental deficiencies in the world of transportation, to apply necessary remedies rather than explain disastrous results, to save to society the lives and facilities of the most precious heritage that the nation possesses, this should be a most full and sufficient answer to the question, “Why Safety First?”—Charles Ware, G. M., Union Pacific Railroad—Railway Record, Aug. 30, 1913.

Frisco Family

E. H. SMITH, Conductor, Ft. Scott, Kans.

Who we are and why.

Everyone working for the company, from the president down, is a part of this great family. Each of us in our respective positions are necessary to complete the family, and each one of us should share in it, as far as our earning capacity goes, for one can't get along without the other.

I take it that we become members of this family of our own accord, simply through our earning power and kind of work. Were it not for our wages, not many of us would be in the service—we would be following some other occupation.

Let me say here that I believe in unionism so far as wage matters go and no farther, and when that is settled it is up to me to be ready and willing to perform an honest day's work for the wages so settled upon me, and I am to take as much interest in furthering the prosperity of this family as I should were I employed by anyone else.

Furthermore, we should perform the tasks set out for us cheerfully without any hesitancy and with the sole aim to do our work well, feeling that the way we succeed will be felt all the way up the ladder.

A conductor cannot succeed unless he has the support of his brakeman. No more can a chief dispatcher or assistant superintendent without the support of the conductors and others below them, and so on up to the president.

I take it that the success and happiness of this family depends on each of us doing our work well, as each of us is dependent upon the other, and

when we do this we will be a great and happy family.

How best can we be such a family? My idea is, in the first place, we should look upon our fellow-employees as our brother and treat him as such. Let us each be our brother's keeper; that is, if we find anything that is likely to cause injury or misfortune to him, let us lend a helping hand to remove the same, and, if he make any error, let us in a brotherly way remind him of it and try to help him up instead of piling down upon him.

Let us remember that while we are doing these things for others, there are hundreds doing the very same thing for us. And while we do this, we are doing no more than we get our pay for, and we will not only get the approval of our immediate superiors, but the whole family will rejoice with us and each will receive his just merits for his work. It is not the lofty things that count the most, but the plain everyday things. I call to mind a few lines to illustrate:

Every day in every year,
The common things are those most dear;
The air we breathe, the good plain bread,
The sleep we seek each night in bed;
Go where you will, go east or west,
You'll find the common things the best.



J. J. Knowles, foreman, Section 24½, Pirtle, Okla., and gang.

The Valuation of Railroads

By GRIDLEY BEDE.

A beam of light traveling at lightning speed would exhaust the lives of many generations before it would reach a certain remote star. From our own little limited scope of life such a journey seems everlasting.

A similar journey, interminable, indefinable, and almost unimaginable is set before the Interstate Commerce Commission by the act of March 1, 1913, ordering it to make a "valuation of the physical property of common carriers," the railroads.

Until the task is carefully considered and the law examined, this sounds almost as simple as starting a flash to fly across the spaces; for surely "physical property" means such things as have weight and shape and size, and therefore a list of it all could be quickly prepared.

On the contrary, it will take years to complete. Ten million dollars is estimated as the cost, and when it is done, then instantly will the results change, and changes in the results will continue as long as "common carriers" continue to operate.

To aid in making a seemingly simple task measure up correctly in the mind of the man on the street, some few details of the act must be understood. The Interstate Commerce Commission has this to do:

Lines of Research.

1. It shall make an inventory of the property of every common carrier in detail.
2. It shall ascertain the value of all the property owned or used by any common carrier.
3. It shall report (a) the original cost to date of all such property; (b) the cost of reproduction, less depreciation.
4. It shall report separately other values and elements of value of such property. (This is the indefinable part of its task.)
5. It shall report (a) the original cost of all lands, rights of way, and terminals; (b) the present value of all such; (c) the present estimated and the past cost of condemnation.
6. It shall report on (a) the history

and organization of every railroad ever operated in the United States, whether now part of a system or independent; (b) on the stocks, bonds and other securities, increased or decreased since the beginning of our railroads; (c) on all banking, syndicating, and other financial arrangements involved in marketing stocks, bonds, etc.; (d) on the net and gross earnings, and also the expenditures of all railroads.

7. It shall report (a) all gifts of lands or aid of any kind to railroads by the government of the United States, by any state, county, municipality, individual, etc.; (b) the price realized on sales of such gifts or aid; (c) all concessions made in return for such gifts or aid.

8. It shall show the value of every common carrier as a whole, and then in detail, within each State or Territory it enters or traverses.

9. It shall report to Congress at the beginning of each regular session until the task is done.

10. It shall thereafter report every change in values of every kind. (This is the interminable part of its task.)

Difference Between Cost and Value.

When it is through, the valuation of any railroad shall be a "tentative" valuation against which the "common carrier" can protest. When this is ended, then the final value (which is subject to change indefinitely and forever and therefore never "final"), "shall be prima facie evidence of the value of the property."

The reader needs only a few suggestions to make him understand that under item No. 4 we shall never come to agreement; for the cost of a railroad and the value of a railroad are two utterly different things. A perfect mile of railroad might be constructed in the Mojave Desert. Its cost would be great, but its value nothing; for it would do nothing for the good of anybody. Some very imperfect miles of road exist here and there, but their value is immense; for they possibly give value to every other mile as far as the Pacific Coast. They are essential links. Some holiday resort