

Seals.

By Conductor H. H. Washburn.

Seals and their relation to the safe transportation of freight are very important when one stops to consider the fact that they bear the same relation to the freight they protect, as that borne by the combination lock to the bank vault.

It is possible for persons to enter either with criminal intent, but the fact that it is equally unlawful for unauthorized persons to tamper with either, gives one as great significance as a protective agency as the other. A person who will break a car seal will as readily break into a bank vault if the opportunity presents itself. The seal is the symbol of law and order, and is recognized as such.

A car properly sealed upon arrival at destination indicates that one may expect to find the contents in accordance with the way-bills and gives one a knowledge of the condition of the contents that is necessary to the efficient and satisfactory handling of freight, and is evidence that any irregularities that exist started with car where last sealed.

Seals lose their effectiveness if they are not applied to all openings on car, or if it is possible to enter car without disturbing them. Cars that are not properly sealed should not be moved until they are properly sealed. In sealing cars only seals should be used that bear a clear number that will give it an individuality that it may be easily recognized and distinguished from any other seal, and cars sealed with other than a seal of this character are not properly sealed.

Good seals may be placed on a car and lose their effectiveness in the manner in which they are applied, as in placing seal through pin hole in hasp pin making it possible to remove pin without disturbing seal—placed on cars that have broken or bad order hasp—placed on cars that back end of door may be pulled away from car a sufficient distance to allow a person to enter account defective door or missing

door shoes—placed on cars that have other openings than doors that cannot be protected with seals.

Old seals should be removed from cars when new seals are applied, and one seal only applied to each opening, except in case where both ends of door must be sealed to assure protection. Seals that are in use at the present time cannot be manipulated without leaving evidence and will readily show effect of tampering.

After the car is properly sealed the next step in securing its effectiveness is in the record maintained by all persons having to do with its handling or movement. This record is as necessary as the seal itself, as it is the only evidence that remains after the seal is removed, its purpose having been accomplished. In taking this record it should be taken from the seal itself after it has been applied to car, and not from any other source thus obviating the possibility of one mistake multiplying itself into many, as in case where seal record is placed on way-bill and being incorrect.

Where two or more seals are found on one opening a record should be taken of each seal. This is necessary as a record of one seal taken by one party and the other seal taken by another party will constitute an imperfect seal record where car is handled over two or more divisions.

A perfect seal record places responsibility for irregularities that develop in the contents of car and should be maintained for protective purposes against responsibility for these irregularities and the man who keeps a perfect seal record can more easily answer correspondence relative to questions that arise on cars that he has handled.

In handling lost and damaged freight the seal record is invaluable and without the proper records being maintained by all persons handling the cars the Freight Loss and Damage Claim Department are working under a handicap that does not leave them in a position to satisfactorily

handle claims that arise and in many cases makes it necessary for them to assume responsibility for loss or damage that existed before car received on our rails and for which we are in no way responsible. This laxity is quite readily reduced into dollars and cents—lost—not through our company failing to properly handle the shipment, but through some man or men failing to take and maintain a good record of his seals which is one of his assigned duties.

The man who leaves his coal house unlocked this winter will likely lose some of his coal and as this is his personal property for which he has spent his own earnings it is not likely that he will forget his lock, or through neglect leave his coal house open. The same man should as readily realize that the company that employs him reasonably expects that as an efficient employe he is cognizant of the fact that he is the guardian of the freight in his care and that laxity in the performance of his duty or failure on his part to give the freight in his care the same protection that he accords his coal house, reduces him from the ranks of efficient employes. The greater percent of this protection lies in the properly sealed car and the perfect seal record.

A few years ago, the seal was practically unknown on this division, and cars were run over division with doors open and freight exposed. Freight was lost, stolen and broken up. This useless waste has been eliminated by the car seal and its record and the placing of responsibility and it is rare indeed to see a car at the present time without the proper seal protection. This has had to do largely with the large reduction in freight claim payments since the Freight Claim Prevention Committees were organized, and the seal question placed before the men who handle the cars in a manner that has been educational to the man and satisfactory to the committees and the company.

Seals when not in use should be kept

under lock. Seals in the possession of unauthorized parties give them an opportunity to pilfer and rob cars with impunity, covering up their lawlessness by re-sealing car and making it difficult to discover the robbery, the location where it occurred or to apprehend the guilty parties.

A record should be maintained as carefully on cars that contain rough freight as on those that contain merchandise or other high class freight for the reason that a laxity in keeping one will result in lowering the character of the record until it will result in no record being kept of the other. We cannot prevent cars being broken into, but we can prevent them being left open and inviting pilferage and robbery, and it is one of the greatest means of which I know that we have in reducing the payment of Freight Claims.

Claim Prevention.

By E. R. Slocum, Agent, Claremore.

Mr. Whitelam has already said so much in his talks and in his almost daily letters and reminders along the lines of Freight Claim Prevention, that it seems he has almost said it all, and it is now up to us, especially employes of the station, yard and train service, to so familiarize ourselves and live up to his ideas already advanced in the handling of freight intrusted to our care by the patrons of our railroad and our superiors as to not only make the slogan of \$8.50 claim payments to the \$1000.00 gross revenue a realization, but will also show what can be accomplished when all the employes of every rank and file unite on one co-operative movement with the same goal in view: i. e. Freight Claim Prevention.

These meetings, allowing a representation from almost every craft and getting the ideas from each working in other branches of the service than our own, will no doubt get us better acquainted with the other fellows working conditions and

will permit us to know to what extent each class can utilize their advantages toward reducing damages to freight and by freely disbursing the information we receive to the other employes with whom we come in daily contact with and over whom we may have some influence, we will reach that goal, and with the schooling obtained through the co-operative efforts in the reducing of Freight Claims we will be in a position to take up other co-operative work such as solicitation of business, which of course has already reached a high standard, but which is yet in its infancy compared with a concerted movement of all the employes on the railroads toward that one end, and as we add accomplished enterprises one by one until all the great problems that confront the railroads of today will be at least to some degree solved, and under which caption will come Safety First, Freight Claim Prevention—Solicitation—Transportation and Operation, under one of these heads will come the subject of Preservation of Company property, of which our rolling stock no doubt contributes the heaviest toll, and the present heavy toll in damage to rolling stock contributes in just such a degree to the Freight Claim payments of our railroad today.

I note in these meetings we give a great deal of time and talk to the subject of stowing of L C L freight into cars at our larger transfer platforms. I am frank to admit this is one of the important features toward Freight Claim Prevention, and a great deal of care should be taken in selecting men for that work, to get steady men who will stay on the job long enough to get familiar with the various merchandise schedules made from his respective station, knowing beyond a guess where each schedule car breaks bulk and what other towns and territories it serves, and in what order the stations come, so the freight can be stowed in station order, and familiarize themselves with the general character or class and amount of

freight for each station, which, as a rule, will rotate in a general way for each scheduled car, so that he may be in a position to better map out and arrange his loading for that particular schedule merchandise car. Last, but not least, the stowman should make it a habit, when stowing each and every piece of freight to not only look for an opening into which the parcel will fit, but to ask himself the question, "Will that piece of freight be damaged if this car happens to receive some rough handling in yard or train movement? Will it be telescoped, broken or damaged in any way by the shifting of heavier packages of freight against it, or by shifting against projections on floor or sides of car, or if sacked shipments, will it come in contact with sharp corners on boxes or other obstacles, and if of a liquid nature, will its container stand a chance of being broken and damage other freight? Is there any substance such as oil soaked into the floor or sides of car that would damage freight, such as sugar, flour and many other articles?" He should see the car is provided with good roof, that sides and floors are free from nails, and that car openings are properly supplied with fastenings. If any defects are found he should see that they are promptly reported to his foreman and that necessary repairs are made by the merchandise car inspector before leaving his dock.

When we stop to figure it out, the stowman has a very responsible position in connection with Freight Claim Prevention, but he cannot do it all. In addition to his co-operation we must have the co-operation of switchmen, enginemen, conductors and brakemen who have anything to do with the handling of the shipment to destination, to see the car is carefully coupled into and handled, and if car works enroute, to see that freight is properly broken down after working at each station.

The duties of freight receiving clerks

and truckers are expressed in Mr. White-lam's "Ten Commandments for Station Employes," Nos. 1, 2, 3 and 9, which read: "Check freight carefully to see that it is properly marked and packed in accordance with classification requirements and that shipping ticket or bill of lading is legible and complete. Make proper record of exceptions. Carefully truck freight and see that it is loaded in proper car. Handle freight as though it were your own property."

Claim Prevention.

By P. Elder, Newburg, Mo.

We are here in the interest of a great economic move--Freight Claim Prevention--and as committeemen we are representatives of the many branches of the service, closely in touch with that constant and unnecessary drain on the company's resources, endeavoring to provide some means to reduce this leakage to a minimum.

Since the inauguration of Claim Prevention, claims have been reduced from \$16.82 to \$9.36 per one thousand dollars gross freight revenue, a saving of nearly 50 per cent. Now this was the ragged ends, the large leaks, but to stop the numerous smaller ones, and further the reduction to \$8.50 per one thousand dollars gross freight revenue, which is our slogan for the present year, will require closer application and greater energy, for the success of any movement depends largely upon the amount of energy displayed.

If there was but one course to pursue, the task might be easily accomplished, but there are so many that to realize any effect every one must do his part in the capacity of his employment. For each one should know the proper discharge of his duties best, and all co-operate for effective results.

The engineer is an important factor in this movement, and I think the book of rules is his most thorough guide, and

strict observance of the same should eliminate many of the claims, chargeable to wrecks, delays and rough handling. He should thoroughly understand the mechanism of his engine and study its working under different conditions, so as to be able to report intelligently any defects that might cause delay or failures. The proper handling of the air brake is of utmost importance. The handling of the freight trains has long been a study and pages upon pages have been written by experts with practical knowledge and experience with the view of educating us along this line, and should be taken advantage of whenever possible.

The terrific shocks in our long trains causing a shifting of loads and breakage constitute a large percentage of the claims that should be overcome. Also damage to couplers and draft rigging, which results in delays, always serious when handling perishable freight or live stock. Of course, all rough handling should not be charged to the engineer. There are many causes over which he has no control. The equipment should be put in good condition, therefore, he should have the co-operation of all members of the crew and terminal inspectors. It is very important that a thorough inspection and test should be made at the terminal. All brake rigging should be examined for defects, and piston travel properly adjusted. Brake pipe leakage is detrimental to safe brake operation and a wear on the pump and should be reduced to a minimum before the train is allowed to depart.

Improper signaling and observance of signals is an important item that should be classed with rough handling. It is the cause of much damage, therefore, claims. The engineer should have knowledge of the nature of any work to be performed. In knowing when and where to expect a signal he can anticipate the many moves and work with much greater safety. Signals should be distinct so that there will be no chance of mistaking them.

Switchmen should have judgment of speed, distance and time required to make stops under various conditions. Whenever possible they should work on the engineer's side, for a relayed signal is no good, especially in spotting cars. The time taken in transmitting signal from left side of cab may amount to considerable distance in making the stop, causing repeated attempts with the accompanying shocks and jerks. Signaling you might say, is our business code, in constant use from terminal to terminal, and is of vital importance in its relation to claim prevention.

A large amount of our losses are right-of-way claims and by exercising care and watchfulness the engineer can materially reduce them. As concerns the striking of stock, a close lookout is necessary at all times. All stock seen on the right-of-way should be reported to section foremen and dispatcher so they might be driven away or other train crews informed as to their location. It is many times impossible to prevent striking stock, and we all know that it is bad judgment to use the emergency brake with our long trains, but if we cannot stop, we can at least slow down, which might give them a chance to get out of the way.

The origin of most all right-of-way fires is the engine, and being under the direct supervision of the engineer, he should note all defects that might lead to them; ash pan should be tight to prevent the dropping of fire and special care should be taken in dumping pan and all fire extinguished before leaving it, and should engine throw an unusual amount of fire, the netting and draft appliances should be examined at terminal for defects.

All of these and numerous other causes make claims, either directly or indirectly. Our every move in our daily work is either an asset or a detriment to our employer, and every man in the employment has a knowledge as to the proper handling of conditions, yet sometimes are

not sufficiently active or concerned. Cooperation is necessary for the success of this great move. We are all spokes in the wheel, and the failure of one is disastrous to the good results of the cause.

Preventing Claims.

By B. L. Sankey.

There has been much said and done towards the prevention of Freight Claims, and of course every one realizes that a claim prevented means a saving of the value of the article for the company, but there has been very little said regarding the benefit the employe can derive from the continuous practice of Freight Claim Prevention.

An individual who will take as his text the lesson laid down by the Freight Claim Prevention movement, will ultimately profit thereby, for continuous practice of a certain thing eventually becomes second nature, and the man who is careful with the handling of the property of another will handle his own in a like manner.

When one comes to the realization that the destruction of his own property means a loss, and a loss means a claim, and the only place for him to get an adjustment for that claim will be from himself, then he will commence to do like the Frisco, start a claim prevention committee of his own with himself as the committee.

A man who is careful with the handling of freight whether it be in transit, loading or unloading, is generally a pretty good Safety First man also, and of course as Freight Claim Prevention and Safety First go hand in hand, the employe for his own personal safety is again benefited.

The Freight Claim Prevention movement has done one thing since its origin that was unknown before, it has brought the employe into a closer relationship with his employer, for the purpose of dealing with the duties which he is to perform, where his ideas and suggestions can be discussed in an intelligent manner