



## A Valentine Romance of Long Ago

“OH GRANDMOTHER”, exclaimed Margie. “The fourteenth of February is Valentine Day and teacher wants every one of us to tell her a story of a long time ago. She says people are forgetting about Valentine Day, and she wants to try and keep it in their memory. Won't you tell me one about long time ago?”

“Oh, yes, grandma”, chimed in Dick. “I'll listen, and Margie can have your story and I'll get one from grandpa. I'll bet he can tell me a good one.”

Grandmother smiled on her two grandchildren, and kept right on knitting as she began her story.

“Well, dearies. I expect your grandfather's story and mine will be a lot alike, that is if he tells you about one important Valentine Day! You see, I was engaged on Valentine Day and married on that same day, two years later, and—when I'm finished with the story, I'll show you some beautiful, beautiful old lace valentines. You can tell this Margie, as a real story for that is what it is. I went to school in a little red schoolhouse, way up in Iowa, where the winters were cold. Usually there was plenty of snow on the ground around Valentine Day—and on this particular day, there was.

“I remember that morning of February fourteenth I got up earlier than usual. Now, you know, I used to be quite pretty—although Margie and Dick, I'm sure you could never tell it now, through all the wrinkles—”

“Why, grandma—you're just beautiful. Wrinkles! They don't count and anyway, your hair is so silvery and wavy and your eyes just dance. I hope I'm as pretty as you when I'm old”, interrupted Margie.

“I did have long brown curly hair”, grandma continued, “and that morning I got up and brushed it and combed it until it shone. Then I went down to breakfast, and later, with my lunch under my arm I walked five miles to the schoolhouse. In the afternoon the teacher was going to dismiss us a little early, so we could distribute our valentines.

“There were two boys I liked especially well in school. They were both trying always to see which could be the nicest to me. Well—one was named John and the other Henry.

“That morning I found a big red apple on my desk and when I glanced up at John, he was blushing a deep red, and Henry had a pout on his lips and was partly hidden behind his geogra-

phy! I knew who had brought me the apple.

“I rather liked Henry the best, and I teased him so much by paying attention to John, but I thought he'd try that much harder to win my attention. But he didn't! He was just too jealous to enjoy it all. And I never did like too much jealousy, but I know the reason he was jealous was because he really liked me.

“Well, all through the day I could see Henry getting more hateful all the time, and I knew something was up, and so that afternoon about 3:00 o'clock, teacher dismissed us and we distributed our valentines.

“John sent me a beautiful one—all paper lace and colors and hearts and angels. I thanked him for it, and I went over to his desk to give him the one I had made for him.”

Here grandmother paused, as if picturing again the scene of long ago.

“When I got back to my desk—there, spread all over half of my desk was the ugliest valentine you ever saw. The picture of an old maid, with long curls—and an awful old dress. Beside her was a cat, a lean, hungry looking one, and below the picture were the words, ‘Here's the way you look!’

“I turned around to look for Henry, for I knew it was a mean jealous trick, and when I turned around, he was gone. So of course I knew he did it.

“The whole school had a good laugh on me. I remember how embarrassed I was. I picked up my books and my other beautiful valentines which I had received and hurried home. I remember now, I cried all the way home. I was deeply hurt, because I really did like Henry,” and grandmother paused to untangle a bit of yarn.

“But grandma—that's not all. Then what happened? Was ‘Henry’ our grandpa?” and Margie scanned her grandmother's face.

“Yes—your grandfather is ‘the Henry’ of my school days. You see after he sent me that ugly valentine he was so sorry that he came over that night and told my mother how sorry he was and wouldn't she please ask me to forgive him, and then he handed her, for me, the most beautiful valentine I ever saw. He promised his father he would plow a whole acre of corn all summer if he'd loan him the money to get that valentine.

“Yes, I forgive him. I really loved him you see, and after he got over

being so jealous, he was even more attentive than John or any of the rest.

“We grew up together, danced and laughed and one Valentine Day he asked me to marry him. Two years later we were married and I've loved him always.

“Now, come on upstairs and I'll open that little brown trunk and show you something”, and grandmother, followed by Margie and Dick, made their way toward the attic.

In one corner sat the brown trunk, covered with dust. Grandmother opened the lid, took out a till and—well, Margie and Dick had never seen so many valentines in their whole life. The trunk was filled with them. Piles of them.

“Why, grandma—where did you get so many!” exclaimed Margie.

“Well, I've saved every one of my school valentines, and—do you see that big bunch over in the corner with the blue ribbon tied around them?” grandmother asked.

“Oh, yes”, both children answered in chorus.

“Well, every one of those was sent me by your grandfather.” Then she took the bundle and drew out the very first one—the comic one and then she drew out the last one which bore the postmark of only a year ago.

“I'm expecting one this year too, because grandfather had never forgotten that it was through a valentine that he both lost, and won me”, and grandmother put them back and pulled the lid of the trunk down.

“Oh, golly, that'll be a good story. I'll play like I've never heard this one and see what grandfather tells me for a valentine story”, and Dick hurried down the steps.

“Grandmother, thanks so much for telling me the lovely story. The valentines are beautiful and I'm going to tell that to the whole school tomorrow, and maybe it will save some little girl from receiving a mean, comic valentine,” said Margie as she put her arm around her grandmother.

And later on, Dick was talking to Margie.

“Yes, sir, he told me the same one and then he gave me a lecture on not ever sending a comic valentine to a girl—because it might make me sorry later! It's the same story and I guess you'll have to tell yours as grandma, and I'll be the grandpa, and tell it my way. Say—I'll bet we get excellent plus on those two stories, don't you!”



1



2



3



4



5



6



8



7



9



10



11

FRISCO BABIES

1—Bobby Gregg, great-grandson of Ira Towne, Enid. 2—William, son of Wm. McKinley, Sapulpa. 3—R. D. Hughes, Jr., son of section foreman, Hasse, Tex. 4—John Scott, son of Wm. A. Hamilton, Memphis. 5—Herbert Lee, son of Frank Coggin, Springfield. 6—Elsie LaVena, daughter of Leon Rohrbaugh, Memphis. 7—Nancy Jane Newman, granddaughter of R. T. Keithley, Central Div. 8—Darlene and Georgia, daughters of Oscar Cook, Springfield. 9—Jack and Dartha, children of D. E. Wimberley, Hugo, Okla. 10—Anna, daughter of H. J. Hill, Okmulgee. 11—Waller R., Jr., and Mildred, children of Waller Heck, Ft. Scott. 12—Maretta Stewart, daughter of section foreman, Sumner, Okla. 13—Mary, daughter of Ray Salsman, Springfield. 14—Ward, son of Tommy Elkins, Springfield. 15—George Ray, Jr., son of G. R. Humphrey, Memphis. 16—Marie, daughter of V. W. Rickard, Okmulgee. 17—Lyle and Blaine, sons of Phil Bounous, Monett. 18—Benjamin and Roscoe, sons of Ben Nealy, West Tulsa.



12



13



14



15



16



17



18

**The FRISCO EMPLOYEES' MAGAZINE**

Published on the First of Each Month

By the

**St. Louis-San Francisco Railway Co.**

Edited by WM. L. HUGGINS, Jr.

827 Frisco Building St. Louis, Missouri

This magazine is published in the interests of and for free distribution among the 30,000 employes of the St. Louis-San Francisco Railway. All articles and communications relative to editorial matters should be addressed to the editor.

Single copies, 15 cents each

Outside circulation, \$1.50 per year

Vol. 3

FEBRUARY, 1926

No. 5

**A Vital Problem**

**S**AMUEL O. DUNN, editor of *Railway Age*, packed punch after punch of railroad facts to members of the Toledo Passenger Club when he addressed them at Toledo, Ohio, January 22.

"The greatest revolution in transportation that ever occurred in any country since the early construction of railroads has come about in America during the last five years," the editor said.

"The private automobile and motor bus has occasioned a decline in the number of passengers carried one mile by steam railways between 1920 and 1925, of 25 per cent—and this decrease represents a loss of annual earnings of \$340,000,000. About \$205,000,000 of this decrease was sustained by the western railroads."

These facts the Toledo men received, are known in a general way to all Frisco employes. All of us have realized for months that local passenger business was slipping away, necessitating the withdrawal of some passenger service, and consequently jeopardizing the jobs of Frisco employes at local stations.

But what can be done about it?

Isn't it almost too much to ask the private citizen to forsake his automobile and ride a train between stations 20, 30 or 50 miles apart when he can hum along on hard-surfaced roads from his own door to the door of his destination and have an automobile at his disposal after he arrives? Of course, we can show Mr. Private Citizen that rail transportation is cheaper than driving his own car. But since when has the average American been influenced by economy when his convenience and pleasure

were at stake?

There seems but little we can do about it.

The automobile industry ranks first among large industries in the United States, and a great amount of revenue freight comes to the railroads each day from the automobile plants and allied industries. Motor vehicles in America, during 1925, had a wholesale value of three billions of dollars, and 3,200,000 persons are employed in various phases of the industry.

Of course, this gigantic business is a patron of the railroads—and a splendid patron. It has been estimated that one-eighth of the freight revenue of American railways comes from the automobile industry, good roads and various products connected with them.

And those figures bring us again to our own problem when we know that a reliable estimate states that 40 motor vehicles are in use in America for every mile of hard-surfaced road.

The secret (if it can be called such), seems to lie in regulation.

Bus and truck lines taking freight from the railways, travel for the most part over hard-surfaced roads paralleling the rail lines. So far, there has been little or no regulation placed upon them. State, county and city tax, perhaps, but no regulation in the way the term implies to railroads. Their schedules may be made or not—they may take off service and reinstate it at pleasure—and their responsibility to their patrons is not held to steady service, twenty-four hours a day, 365 days a year.

With the growth of this bus and truck traffic, which railroad and transportation experts seem to think unquestioned, regulation should—and will—come.

There is no other way to preserve the railways in their present efficient and splendid condition.

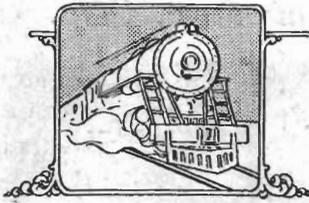
**The Frisco's Bill Dents**

**T**HERE is a world of potent meaning in the story of one Bill Dent, which appears in this issue of the *Magazine*.

"Bill" is a day watchman at the Springfield, Mo., west freight shops, and for the last five and a half years, "Bill's" record shows him on the job 2,000 days. He has never laid off.

We can tell you the kind of man "Bill" Dent is without knowing him or seeing him. His record tells his character.

He is Legion on the Frisco Lines. More power to him.



# The FRISCO MECHANIC

Published in the Interest of the  
F.A. of M.C. & C.D. Employes



## The New Relationship

### A Discourse on the Benefits of the Frisco Association of Metal Craft and Car Department Employes

By CHARLES C. CONNELLY, Locomotive Inspector

**F**OLLOWING the shopmen's general strike of July '22, there was organized on the Frisco Lines an association of its craftsmen having as a basis of their organization an altogether new idea as to the relationship between employer and employe, the idea being new at least to the railroad industry though existent to some extent among certain industrial corporations prior to this time. In no case, however, was the idea developed to the extent as proposed in the form of organization effected on these lines.

The new organization came into being on the principle of co-operation, wherein management and men were each to consider the welfare of the other, the two to work in harmony and with understanding toward the success of both.

How has it worked?

Is the management satisfied?

Are the men satisfied?

Do the men have the same confidence in the new organization to safeguard their interests that they once had in the old organization? Interesting questions, possibly a little hard to answer, but, withal, a profitable subject for consideration.

#### Association Three Years Old

The Frisco Association of Metal Craft and Car Department Employes passed the third mile-post of its history September 23 of this year as marked by the annual convention held on that date. Three years is not a long time in which to measure the success or failure of a movement of this kind, but that progress has been made there is no denying—miraculous progress considering that the association teaches a new idea and new ideas that involve changes in our thoughts, habits and actions now, as in all time past, take hold slowly.

Report of delegates to the convention of September 23 as to conditions in their respective districts reflect with considerable certainty the extent to which the spirit of the new order has taken hold and is in being at different points over the system. Here, it could be clearly discerned,

was a supervisor who had not caught the new idea, and there was a local committee who was not taking into account the responsibilities of their supervisor, but through it all there was a note of encouragement, a vision of success, ultimate triumph of the new order, which must be wonderfully gratifying to those who conceived and had the faith and courage to strive for a better plan.

Unlike any organization of this character of which the writer has knowledge, confidence, faith and inspiration come from above. It is natural, however, that this be true. The Association was the gift of a generous management to their loyal employes. It is, therefore, not surprising that a few (and they are becoming fewer) should still consider it too good to be true. However, time and experience are certain to obliterate this doubt. As it becomes increasingly clear that those in high places are sincere believers in the association and are willing to do any reasonable thing to make it a success, we may expect the potentialities for good to increase in proportion.

#### Co-Operation Is Important

Observation and study from the inside tend toward the conclusion that the attainment of complete co-operation will depend primarily on the attitude of local committees and subordinate supervisors in relation to each other. Major grievances are most certain of reasonable adjustment, due to the fact they are heard by those officials already sold on the idea of the rule of reason in their relation to the employe.

The average worker does not come in contact with the higher officials to the extent as to receive his impressions from that source. To him, the foreman is the company and if he be fair, reasonable, and just, the worker credits the company generally with these fine qualities; on the other hand if the foreman be unfair, unreasonable and unjust, this impression, in most cases, expands to include the company as a whole. The supervisor

(Now turn to next page, please)

#### FRISCO "HORSE RACING"

Foreman Beckwith Posts "Four Horsemen" In Accident Prevention Race

Novel Idea Has Produced Great Interest—Employes of Four Departments Entered

**I**F you can explain satisfactorily, the thrill that every red-blooded American gets from watching a race—then you have explained a characteristic which is true of the average person.

There is something that is particularly thrilling about a horse race. It is one of America's best loved sports, and millions have been lost or won in a year on the race tracks of the world.

R. L. Beckwith, car foreman of West Tulsa, Okla., hit upon a novel plan of inspiring interest and competition among his men in accident prevention.

He has setup a race course, with four horses entered, one representing each of the four departments in the mechanical department at West Tulsa roundhouse, machine shop, car department and store department. The board on which the race course is constructed is divided into 100 squares. On the first day of each new month, the four horses are started on the course, noses together. But when there is a personal injury in one of the departments, the horse representing that department is set back, the distance depending on the number of employes working and the man hours. In this way the race is strictly fair to all departments, regardless of how many employes work in the department.

Above the board the slogans appear:

"The Company Needs Your Service".

"Your Family Wants You at Home".

"The Hospital Doesn't Need You".

"Safety Always Pays".

While Mr. Beckwith does not claim to have originated this idea, it is the only board of its kind in existence on the Frisco railroad.

It is surprising the interest the men take in this race. On their way out at night, they will file past the board to see how their "horse" stands. Competition is keen, and you can bet they are a careful bunch", Mr. Beckwith remarked.

And this race attracts more intense interest than a real horse race, for a human life might be involved in the fact that a "horse" of one of the departments has slipped back, while the others have gone on.

## The New Relationship

(Continued from preceding page)

has his problems which we must not overlook. Just as he owes to those employed under his direction, fair, just, and reasonable treatment, so do they owe him their whole hearted support and their best efforts toward the successful conclusion of any task to which they may be assigned, and he should have the support of the local committee in the attainment of this end.

It sometimes, in fact often, happens, that there is employed in supervisory capacity one who is not naturally endowed with the qualities which generate good will among the men under his jurisdiction even though he be sincere in his efforts to deal fairly and earnestly and seeks to create a harmonious feeling. A study of the principles and understanding of the spirit of the association will influence the initiated to view his employment in so large a sense as to nullify any bad feeling arising from a condition of this sort. Uncongenial personalities should in no wise influence or affect the loyalty of an employe to his company. On occasions when judgment is to be rendered, the question of likes or dislikes is of secondary importance to the question of whether or not the duties were faithfully and honestly performed. It is to be earnestly hoped that the spirit of the management, as expressed in their attitude toward the association, will, in the course of time, permeate the employe mass in such fashion as to influence every man to put forth his best efforts at all times, regardless of any petty likes or dislikes; and, by the same token, that the supervisory force be moved to manifest its appreciation of so desirable a condition.

## The Management's Case

Occasionally one hears the statement that the company is running the association; that the agreement does not mean what it says, etc. A very short sighted statement which the most superficial analysis will readily dispell. Without brief to defend, or authority to speak for the management, liberty will be taken for the expression of a few thoughts in this connection. In the days when corporations were small—as compared with those of today—dealing with employes as individuals, this was possible to some extent, but unsatisfactory, even in those days. Imagine, if you can, what the problem would be today on a railroad such as ours with its twenty-eight to thirty thousand employes individually bargaining for their conditions of employment! The utter absurdity of the proposition is readily apparent to even the dullest of minds; hence, the absolute necessity of some kind or organization among the employes to the end that the management might deal in a practical manner with the few as chosen by the many to represent them.

Experiences of the fifteen years

## A Part of Roundhouse Force at Hugo, Okla.



The above picture shows part of the roundhouse force at Hugo, Oklahoma, and was forwarded to the Magazine by L. L. Hope, roundhouse clerk at that point.

Look this happy bunch of Frisco boosters over, and sort them out, according to the following:

First row, left to right—E. W. Holt, James Dunn, M. H. Kunzelman, Chester Cearley, A. M. Hughes, R. D. Walker, W. B. Kelly, and J. H. Rees. Second row, left to right—J. H. White, Cecil Tinsley, J. W. Winfrey, J. C. Finley, O. N. Wright, B. C. Tanner, J. A. Williams, Fred Jarrell, and H. N. Johnson. Third row, left to right—Sam Hollins, J. N. Fields, Clyde Knight, W. D. Kinmons, Claude Caylor, and C. E. Potts. Fourth row, left to right—Lee Stephens, J. F. Snow, J. L. Turner, H. G. Tittle, Hugh Tinsley, G. S. Garrison, L. N. Bright, H. L. Sebastian, R. A. Wright, L. L. Hope, Dan Neas, and Earl Johnson. Standing in window, left to right—A. F. Bramlett, C. C. Vassar, and J. A. King.

prior to July, '22, were convincing enough to any fair minded and unbiased person familiar with the times and circumstances, that the management and unions as then conducted could not possibly long continue as a workable combination. Something had to give! \*No management, even though it had been possessed of infinite wisdom, could possibly have met the demand of the unions and kept the properties out of bankruptcy! This condition was recognized, acknowledged, and more or less freely discussed even by those in charge of union activity during that period. It simply had become a fight between the unions and companies as to which would survive. History now records which survived and fortunate, indeed, is the country generally in the outcome. The men involved will eventually, if they do not now, see that if a decision in that issue had been delayed, the consequences might have been more disastrous. As it was, many good men suffered from that conflict who bore slight responsibility for the policy pursued, the victims of selfish leaders expounding a philosophy contrary to economic experience.

## Agreement a Generous One

Given a situation as described! Is it not natural? Indeed, could a liberal

minded management have pursued any other course late in 1922 than to outline to their employes what, in their judgment, could be done for the men as to rates of pay and working conditions and yet permit the management that liberty of action necessary to successful operation of the property? What they could do, as laid down in the present working agreement while possibly not all some would desire, is, taken as a whole, the most generous agreement in force on any railroad in the country at the present time, not excepting those roads on which unions are affiliated with the American Federation of Labor.

From the workman's point of view, there are two items of distinction affecting his present day status, as compared with the period prior to July, '22: First: membership in the association costs him nothing as the necessary expenses are borne by the management. Second: whereas little or no thought was given by the men to the welfare of the company under the old regime, it is now asked that consideration be shown for the interests of the company in any matter which might become an issue; that this spirit of fairness be manifested in the daily task of every employe to

(Now turn to next page, please)