

resources are questions of distance. Distance is shortened only when wheels turn. Economy of maintenance, unity and harmony with other links is a question open to improvement.

The advancement of premium is a magnetic power to attract talent, and under the "Law of the survival of the fittest," when trained talent and pampered ignorance meet upon the field of action the latter is always vanquished, and talent rules and reigns. Premium encourages interest, intelligence, industry and harmonious action; singles out adaptability and develops man's best efforts. "It is no wonder to me that, man for man, you Americans lead the world, I can see ambition and determination stamped on the face of your newsboys," was expressed by a distinguished French traveler recently to a reporter. The results of the hidden principles of premium in a boy attracted the attention of a scholar, who doubtless was not aware that the army of young merchants referred to were operating on a piece work basis, creating high interest to duty and intense competition. The dressed parade soldier who fights, or rather serves for a living, in time of peace, is a coward. In war to be successful in conflict, salary must be a secondary consideration in pursuit of merited reward. The time must come on the railroads when love of service equals remuneration—where standard piece work exists, the latter conditions are a reality now.

I believe that some railroad officers and employes are slow in recognizing facts and righting themselves to ever changing conditions. Each day is a precedent, and the finger marks, footprints and tragedies of the preceding day should guide us. In seeking higher standards, improvement must be kept constantly in mind. Usually an im-

provement represents something new, the advantages of new things are never generally understood, resulting in arbitrary opposition and frequently temporary abandonment, before merits are revealed.

The principles of premium work are old in theory and proved in merit, the breadth of its application and accomplishments, the broad and comprehensive possibilities and adaptability to various links of the service at present apparently, almost universally unobserved and inconceived, will eventually reach a point of expansion and attain to an eminence of perfection beyond present calculation.

The foundation of day work is ancient and defective. The regulation as to the number of men required is, an impossibility, a surplus of men destroys energy and creates idleness and demoralization. Piece work means fewer and better men, more easily directed, when properly distributed and concentrated; and best of all, rapid car movement. It is an unquestionable fact that an experienced day rate mechanic when commencing piece work, steadily and gradually increases his rate of pay for the first six months or more. This is sufficient conclusive evidence that not only superior thought and skill is not brought forth on a day rate basis, but the best efforts are not sufficiently productive. The former retards progressive citizenship, the latter stimulates ambition. Full measure of loyal co-operation must be forthcoming from subordinates in premium work, easily possible and readily maintained through constant touch of higher officers. Thus, regulation standard of supervision being understood, the advocates of piece work claim about thirty-three per cent advantage, made possible by direct reward of individual

efforts. In the natural order of things, the System will reduce one hundred average day rate employes to seventy without a dismissal and without reducing the pay roll, also reduce the number of defective cars thirty per cent, and maintain the reduction. The responsibility for irregularity is entirely in the hands of the promoter who has access and control at all times. The System encourages industry and skill. The promoter should furnish standard supervision, and piece work will advance and elevate the standard of citizenship in any community.

PARTY OF THE SECOND PART.

There was a flurry of excitement in Dayrateville when Miss Mary Weeks eloped with John Day—a day had consumed a week. Father time interceded and earnestly counceled patience and non-interference with the calendar. In due time the shortage was made good with brighter and younger Days. By the combined application of thought, skill and talent, increased earnings are produced. Day rate in changing to piece work will cover a long distance in the direction of consuming a week. The elopement brought happiness and pleasure; the more a man produces or earns, the better he can live. The object of life is happiness, pleasure and living well. Organized piece work forces adaptability, adaptability never complains, loves work, loyalty and faithfulness, making labor and service as pleasant as recreation. Animals, not men, were created to drive on day basis.

On day rate ten men not adapted will incriminate and jeopardize the reputation of one hundred mechanics. Piece work eliminates every suspicion from the men and places the responsibility upon the foreman, where it belongs.

Increased remuneration in return for a larger output, makes the employes the greater beneficiary. At such points as his employer is willing to offer the premium, day rate should break the shackles from his hands, arouse and invigorate his dormant intelligence and go into business for himself. Normally, Nature and Providence are equal and fair in distribution of gifts to all. Man's station in life fluctuates in proportion to his adaptability in taking advantage of presented opportunities.

All things considered, Andrew Jackson and Abraham Lincoln were the two greatest Americans. They started with the least and accomplished the most. Their lives are a sublime illustration and inspiration to those seeking opportunity. Piece work rapidly settles the question of adaptability, and in offering a perfect opportunity, transforms at least one department of a railroad into a solid "Smile Combine." As an upbuilder of citizenship, spreader of love, charity and peace and contentment, piece work honorably supervised, compares favorably with religion. Is it correct and proper that the rate of pay and reputations of seventy per cent of mechanics should suffer, because thirty per cent is not adapted to the service? Under Piece System, no longer shall drones, incompetents or "artful doggers," be permitted to saddle themselves upon the honest and efficient worker; diligence and skilled productiveness need not share perforce with indolence and sluggard impotence, either in credit or in gain, individual record and reputation, clear and clean of every form of favoritism.

In the ethics of good workmanship, piece work compared with day work, assumes about the same relation that the Sunday school does to the peniten-

tiary, in effect that it offers prizes in connection with instruction and emulation, as opposed to coercive measures. A totally blind mechanic who is opposed to piece work, can see more than he can evidently comprehend on the subject.

Piece work is a system of sane and honest methods, the ideal regimen

providing for systematic arrangement of the aggregates of employment, employe and employer; establishing as it does, proper recompense for effort, and salutary rebuke to indifference; and is from every point of view the best plan for the betterment of service in railroad mechanical departments, and the extension of industrial education.



Kindly Caricatures.

The kindly caricatures herewith reproduced are selected from a large number of sketches submitted.

The corpulent gentleman at the left is supposed to be J. R. Buchanan, Agent, Amory, Miss. The sketch was made while he was agent at Carbon Hill in 1903.

The attenuated gentleman at the right is said to be an exact likeness of E. W. Flynn, made in 1903, at that time Chief Dispatcher, and at present

First Trick Dispatcher at Amory. The motive of these sketches is action, as shown by the telephone near Mr. Flynn, and evinced by the "both hands engaged" attitude of Mr. Buchanan.

Neither is this motive lost in the center of this picture, which was drawn by Mr. S. Cornett, Agent at Mountain Park, Okla. The legend "Foreign Cars Cost Money, Have You Moved Any Today," has not been forgotten, and the echo of Mr. Levy's slogan evidently can be heard at Mountain Park.

Emblem Buttons and Fobs



Emblem Button..... 50 cents
Fob of Russia Leather.. 25 cents
Fob and Button..... 75 cents

Buttons can be removed and worn on coat lapel if desired.

Those having buttons can fasten them on fobs.

The Frisco-Man

737 Frisco Bldg.,
St. Louis, Mo.

Missouri River, Ft. Scott & Gulf RAILROAD.

No. 48. Time Table. No. 48.

This Schedule is for the Government and Information of Employees only. The Company reserve the right to vary therefrom as circumstances may require.

TO TAKE EFFECT SUNDAY, JANUARY 18, 1874, AT 9 A. M.

No Train will be allowed to leave a Station before its time, as per this Table. The clock in the Train Master's Office at Kansas City is the standard time, and Conductors and Engineers will compare their watches therewith, and furnish the time to others employed on the Road.

NO REGULAR TRAINS WILL BE RUN ON SUNDAY.

An Old Time Table and Its Owner.

The photograph herewith presented is of Matt Bish, Car Repairer at Fort Scott, one of the oldest employes in point of service at that point.

Mr. Bish was born in Bohemia, July 28, 1845, and still has in his possession the passport used by his father when he came to America.

Mr. Bish entered service with the Frisco, as section man, September 1, 1877, and claims the longest record of continuous service at Fort Scott. While serving in the capacity of caller Mr. Bish states

that he called all firemen, engineers, brakemen, switchmen, etc., put ice and water in all the cars, besides other duties, and was a pretty busy fellow in the old days. He recalls the time when he used to help coal the engines with coal hauled in wagons and dumped on the platform. Two-bushel boxes were filled with this coal and it was dumped in the tender.

Although sixty-four years of age, Mr. Bish is still hale and hearty, and bids fair to live many more years of health and prosperity.



The old Missouri River, Fort Scott and Gulf Railroad Time Table No. 48, January 18, 1874, reproduced herewith, is one of the relics of Mr. Bish, and it was only through the efforts of Mr. A. M. Sholor, Jr., that he was induced to part with it long enough to have same reproduced.

This time card, printed on deep blue paper, reproduction of the front cover of which is at the head of this article, shows the stations between Kansas City and Baxter.

Train No. 2, mail train, left Baxter at 8:00 a. m., and arrived at Kansas City at 4:00 p. m.

Train No. 22 left Fort Scott at 3:50 a. m. and arrived at Kansas City at 8:45 a. m., or 4 hours and 55 minutes for a run of ninety-eight miles.

Southbound mail train No. 1 left Kansas City at 10:00 a. m. and arrived at Baxter at 6:05 p. m., or 8 hours and 5 minutes for a 159 mile run.

The time card shows that when it was issued there were eleven trains each way daily. Of these eleven trains only two ran the entire distance from Baxter to Kansas City; three were coal trains, two were way freights, one was through freight, one was mail and two were passengers.

The connections shown were: Missouri Pacific, Hannibal and St. Joe; St. Louis, Kansas City and Northern; Kansas City, St. Joe and C. B.; Kansas City Pacific; Kansas City and Santa Fe; St. Lawrence and Denver; Missouri, Kansas and Texas; stages for Butler, Sedalia, Mound City, Carthage, Oswego and Chetopa.

B. S. Henning was Superintendent and J. L. Barnes, Trainmaster.

One of the special rules given is: Engineers will sound the whistle at least 80 rods from the Gilliss Crossing, and "will run with great caution to Kansas City."

Promotions and Changes.

Effective April 1, Mr. T. W. Parker is appointed Assistant to Freight Traffic Manager Middleton.

Mr. Parker has been with the Frisco since December 1, 1903, and since January 1, 1905, has been Chief Clerk to the Freight Traffic Manager.

Mr. Parker is a charter member of the Frisco Club, and was president of that organization in the 1907-1908 term.

T. J. Franks, General Agent of the Operating Department, has resigned, effective March 10, and is succeeded by Guy Adams, who will have the title of Superintendent of Mails. Mr. Franks has been connected with the Frisco, in the freight and operating departments, for seventeen years, and has resigned in order to engage in private business at Joplin, Mo.

The Red River Division is abolished, and its territory assigned to other divisions as follows, effective March 10: The Creek and Sherman Districts to the Southwestern Division under the jurisdiction of F. H. Clark,

Superintendent at Sapulpa, Okla. The Ardmore and Arkinda Districts to the Central Division under the jurisdiction of LeRoy Kramer, Superintendent at Fort Smith, Ark.

J. E. Berry is appointed Supervising Engineer of the C. S. N. O. & P. Lines, with headquarters at St. Louis, effective March 1.

C. H. Flisk having resigned, M. C. Byers is appointed Chief Engineer of the C. S. N. O. & P., with headquarters at St. Louis.

G. S. Pentecost is appointed Division Passenger Agent of the Frisco, with office at 1323 Farnam Street, Omaha, Neb., succeeding F. P. Rutherford, assigned to other duties, effective March 15.

A. P. Matthews is appointed Traveling Passenger Agent of the Frisco, with headquarters at No. 6 North Pryor Street, Atlanta, Ga., succeeding H. H. Hunt, who is appointed City Passenger Agent of the Chicago, Rock Island and Pacific, at Topeka, Kan. Mr. E. A. Gauldling succeeds Mr. Matthews as City Passenger Agent, at Birmingham, Ala., effective March 12.