

both Safety First and Claim Prevention cards for the purpose of reporting any improper condition or practice they may notice.

Various subjects were discussed for the benefit of the foremen and each and every foreman seemed interested in the questions that came up.

The next meeting of the Sub-division is to be held at Pocahontas, Ark.

TIE PLATES.

Economy Unites with Efficiency in the Wolhaupter Tie Plate.

The proper distribution of metal and the elimination of all material which does not perform a service conduces to economy. Economy and efficiency are correlated. The highest type of either involves the other.

There is no better illustration of this than the *Corrugated Top Tie Plate*. The elimination of material does not weaken the plate.

Material has to be paid for. Every bit of material in the Wolhaupter Corrugated Top Tie Plates counts. There are more of them to the ton. Efficiency and economy meet and you get the best for the least money.

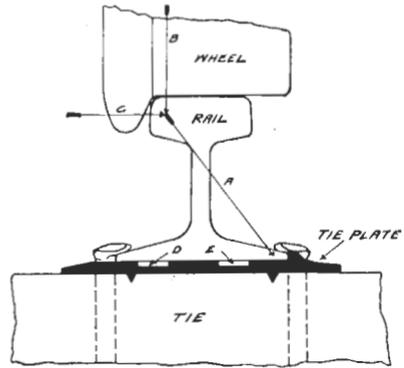
Tie plates properly taken care of and properly applied will last longer and give better service and perform more properly the purpose for which they are designed. One tie plate is not a very expensive article, but one multiplied by one million runs into more money than is generally appreciated.

The Wolhaupter design of the tie plate now being used by the Frisco is one that eliminates metal in the top of the plate—where it is not needed. This is clearly shown in the attached illustration. The greatest strain is at the point indicated by the arrow A. If this plate is applied on a tie that is cupped, dished or uneven, this tie plate, or any other tie plate will

buckle. When properly applied, however, this will not occur.

The saving accomplished by the use of The Railroad Supply Co. tie plates over the ordinary flat plate equals over 15 per cent.

Wolhaupter Tie Plates.



Arrow A shows point of greatest strain on plate caused by direct load B and side swing C. Grooves D and E in Wolhaupter plate remove metal where it is not needed, saving 10 per cent over flat plates without decreasing strength.—*Adv.*

THE FRISCO SHOPS—the largest factor in the upbuilding of Springfield, Missouri.

The **UNITED IRON WORKS COMPANY** of that city have furnished all the grey iron castings used in these shops for the past thirty years.

They are **SOME FACTOR** also.

L. K. Redman is appointed General Agent, Michigan Territory, with office, Majestic Building, Detroit, Mich., succeeding W. T. McNamara, resigned, effective June 1st.

Conservation.

By S. A. HUGHES, General Immigration Agent

We hear much these days regarding the conservation of crops, the conservation of men, and the conservation of our timber, water, coal, etc., but we hear very little regarding the conservation of ideas.

Thousands of men and women come into the world, live, and pass away, carrying with them practical ideas which might have been left as an everlasting heritage to mankind. Some doubtless unconscious of their hidden powers whilst others long for the opportunity to advance an idea but the vital moment never comes.

It was my privilege, some time ago, to be shown through one of our large industrial institutions located in the middle west, and that which impressed me most was the system in operation whereby the brains of five thousand men and women were being developed through the medium of a suggestion box; and as an inducement, a prize was offered for the best suggestion having bearing upon the particular line of endeavor in which they were engaged. Open to all employes, including the office boy and the janitor. As a result, one of the greatest industrial institutions of the age has been established, and laid upon a firm foundation which will, in my opinion, stand as an everlasting monument to the genius of the founder and to his employes.

Now, the question arises, "Why cannot this plan be adopted by all lines of industry, particularly by the railroads of the country, with their vast army of employes?" Stretching from the Atlantic to the Pacific, and from the Lakes to the Gulf, live men and women who are endowed with the average degree of intelligence and having many good ideas concealed for want of an opportunity to present them. Let them be heard. Let selfishness and individual records be eliminated. Let every employe's sug-

gestion have due consideration, and the right of appeal, if his superior officer is narrow and unwilling to consider a suggestion having merit. Let not that appeal be considered an act of disloyalty but an act of fidelity and loyalty to the interests which he represents.

It has been said for centuries that competition is the life of trade. But I am inclined to believe that this slogan should be substituted, and we should adopt another entitled, "Co-operation is the life of trade." This, coupled with team-work and conservation of ideas in the operation of railroads should, and I believe will, bring to the railroads and to the people as a whole results beyond the realms of imagination.

Let us cut out all-star aggregations, and adopt team-work, inspiring confidence in each other; and when this is done we can go to the public believing each other, and feeling that our cause is just, all brought about by co-operation and team-work. If corporate interests, and particularly the railroads of this country, can get together on a close working basis with each other, having the confidence of their employes, they will in my judgment then enter into a full realization of their anticipations; which means, Peace, Prosperity, and Plenty.

Card of Thanks.

Mr. and Mrs. C. B. Brown desire to express sincere appreciation to employes of the Cape and Leachville Sub-divisions for their kindness and sympathy during the illness and death June 8 of their little son, Richard.

Mr. Brown has been with the Frisco for the last fourteen years, serving as section foreman at Parma 11 years.

Make work safer for all by exercising care yourself and suggesting it to others.

SAFETY FIRST AND CLAIM PREVENTION.

Reports compiled by the Bureau of Railway News and Statistics for the past year show that 196 passengers were killed on all American railroads operating 250,000 miles of line. Of the total number of roads 325 did not report a single fatality among passengers. These roads carried 485,168,546 passengers during the year. European roads operating 200,000 miles of line working under laws infinitely more drastic than those covering American lines killed 700.

The reason for the surprisingly few fatalities among passengers of American roads is shown in the following quotation from a circular recently issued by Frank A. Wightman, superintendent of safety of the Frisco: "While volumes might be written in philosophizing on how these results were obtained, yet the reason most prominent must necessarily be the individual efforts of each employe to do his part in co-operating with the management toward the preservation of human life and limb. Safety appliances, guards and other devices have reduced casualties to a considerable extent but the greatest reductions have come through the efforts of the employes themselves for the best safety device known is a careful man."

SOUTHWESTERN'S MEETING.

The Southwestern Division Safety First-Freight Claim Preventive Committee met in the Y. M. C. A., Sapulpa, Okla., June 20, for its regular business session with the following in attendance:

G. E. Whitlam, superintendent freight loss and damage claims; F. A. Wightman, superintendent of Safety; F. C. Gow, assistant superintendent; B. D. Fallon, assistant superintendent; J. A. Sartori, master mechanic; M. L. Cutler, special agent; C. W. Hardberger, switchman; J. J. Charles, conductor; L. A. Seitz, conductor; A. L. Deaton, conductor; Jim Turiff, engineer; J. M. Cheek, fireman; Jno. Stroud, fireman; W. T. Doran, switchman; Fred Mason, machinist; J. W. Berry, brakeman; E. Abrahamson, roadmaster; J. Loden, roadmaster; W. E. Bleter, assistant superintendent locomotive fuel performance; E. N. Volkner, engine foreman.

The morning session, which was devoted to Safety First, was opened by acting chairman B. D. Fallon with a brief address, after which the S F I reports rendered by the committeemen were read and each of the items corrected.

Following this F. A. Wightman, superintendent of safety, briefly reviewed the work the committee had accomplished during the year.

The Safety First postals turned in since the last session were next handled, followed by the reading of the personal injuries which had occurred on the division during that time.

The afternoon session, at which Claim Preventive matters were handled, was called to order at 2.00 p. m.

Mr. Whitlam opened the meeting with a short address upon the good results the committee had obtained during the last year. He urged the members to render their hearty co-operation during the coming year and impressed upon them how helpful their ideas and suggestions would be in advertising the freight claim prevention campaign.

Following Mr. Whitlam's talk the freight claim prevention cards received since the last meeting of the committee were read and acted upon.

Among those who made valuable suggestions and reported improper conditions were:

R. C. Mills, C. Hileman, E. L. Gardner, R. H. Conley, T. J. Sledge, C. W. Hardberger, C. Parr, G. S. Lyman, J. E. Woodward, A. C. Alexander, J. J. Charles, F. M. Johnson, H. A. VanNess, L. Seitz, J. N. Berry, R. T. Henderson, W. E. Boyd, C. W. Davis, C. E. Murphy, G. C. Jones, R. D. Purcell, W. W. Redmond, W. Abbott, J. J. Orman.

At 8 P. M. a general meeting was held in the Y. M. C. A., which was well attended by employes and the public. Talks were made by G. E. Whitlam, and F. A. Wightman, and others present.

KANSAS CITY TERMINALS.

The Kansas City Terminals Safety First-Freight Claim Preventive Committee met in office of Superintendent Planigan for its bi-monthly session May 29.

The following were in attendance:

J. M. Planigan, chairman; E. M. Otto, warehouse foreman, later excused; J. A. Foster, switchman; Geo. Birns, claim clerk, represented J. Z. Roraback; M. C. Whalen, blacksmith foreman, represented C. R. Kew; P. J. Sullivan, special officer; A. A. Parke, inspector; Louis Reinhardt, boiler-maker; Vita Monteleon, interpreter; T. J. O'Brien, switch foreman; H. T. Hutchison, switch engineer; S. E. Burkett, yard clerk; John Hogan, G. Y. M., later excused to attend court; F. T. Folsom, road-master; G. M. Green, section foreman; T. V. Coulston, asst. yard master.

Member absent: C. Nelson, important work.
Visitor: F. A. Wightman, Supt. Safety.

The morning session, which was devoted to Safety First, was called to order promptly at 8.30 A. M., and following the roll call, the Safety First cards turned in since the last meeting were handled by the committee.

James Kaiser, machinist, who prepared the following interesting paper, was unable to attend the meeting and same was read by the secretary.

What is Safety First? Let us try to analyze it for a few moments. Those two words have a far greater meaning than we are mindful of. Safety First means Caution First. If we are cautious in our actions, in our work, and in our dealings with men, we will certainly do nothing to injure anyone. Caution to my mind is the first principle of Safety First. When Robert Stephenson first made the railroad engine, he knew it was a machine of danger, consequently the first time it was run on the tracks, they sent a flagman ahead to warn people of the approaching danger, so you see, even in those days they were cautious. Let us all try under every circumstance to be cautious and to exercise the same caution that we would ask from others.

The second meaning of Safety First is humanity. If, by our reckless way of working we cause injury to a fellow-workman, then we have no respect for humanity. Let us never forget injuries are just as painful to others as to ourselves. None of us care to lie in a hospital with a broken leg or arm through someone's recklessness—nor do we wish to see anyone injured by **recklessness**. It is only human that we like to see **everyone** enjoying God's sunshine and pleasure, **but if** we are of the "Don't

Care Kind," then eventually some poor mother, wife, or little children, will be mourning an injury to their loved one—or maybe his loss. Therefore, let us all try to act humanly to all those about us.

The third meaning of Safety First points out to me Character. We can very often determine a man by his actions. They are his character. If we meet a person whose character is one of the "Dare-devil Kind," depend upon it, sooner or later, someone around him is going to suffer. He may pull off his wild stunts occasionally, but in the end, he surely will "get" someone. A man whose character is one of peacefulness, respect, and does the best he can, then we may be assured accidents are very few with him. He seems to exercise care in his dealings with all men, and it is only men who have respect for their character that have respect for others.

Again, Safety First tells us to avoid thoughtlessness. It is not always because a man wants to be careless, that mishaps will happen, but simply because he just did not think. On the spur of the moment many a man has thrown a bar of iron without looking around him, consequently he has hit someone before he thought what he was doing, and a serious accident has resulted.

I once knew a workman who had a blow lamp which caught fire in the gasoline cylinder. An explosion was inevitable. He seized the lamp and threw it through a window—as he did so, it hit another person passing the window, and set him on fire. The man was badly burned, and eventually lost his life. That lamp was thrown through the window thoughtlessly, but it caused a death. Let us all try to think twice before we leap once.

The last word I wish to say in reference to Safety First is Unison. If we all try to work and live in unison, then I am sure you will all agree that accidents will be no more. Unison is the theme of success in all our undertakings. If we work harmoniously in the spirit of friendship and truth, we shall be performing deeds of kindness every day. Unity is strength. Undoubtedly, united we stand, but divided we fall. Let us all now take a solemn vow that henceforth we will all work in unison with each other and that we all will try to realize that Safety First is not just Safety First for us, but Safety First for the other fellow. If we think only of Safety First for us, then the other fellow is going to suffer day by day.

If we only try to realize the few mottoes I have given, then I am sure ere long we shall see very beneficial results. In keeping before us constantly these mottoes, I have given: Caution, Humanity, Character, Thoughtfulness and Unity, we will then be living and teaching along Safety Lines which will have a tendency to benefit all mankind.

Mr. Wightman read various statistics which had been gotten out, which evidenced a creditable showing had been made in the way of reduction in personal injuries at the Kansas City Terminal Division. He also made a short talk to the committee thanking them for the work and assistance given during the past year, and asked them to continue to give their assistance to the Safety First work during the coming year.

After the personal injuries were discussed the committee adjourned to Rose-dale for a meeting with the employes at that point. Mr. Wightman made a strong talk on Safety First, which was greatly appreciated by the seventy-three employes who attended.

The afternoon session which was devoted to Freight Claim Prevention, was called to order at 2.00 P. M.

After roll call the cards turned in since the last meeting were read and discussed, as well as the various reports and statistics issued since the last meeting.

J. A. Foster, switchman, then made a short but interesting talk upon claim prevention, pointing out that "Always Be Careful" was the A B C of the work.

EASTERN DIVISION MEETING.

The Eastern Division Safety First-Freight Claim Preventive Committee met in the parlors of the Y. M. C. A., Monett, Mo., for its bi-monthly session June 13.

The following were present:

J. F. Simms, superintendent, Springfield, Mo.; W. Kines, brakeman, Monett, Mo.; Dave Smith, machinist, Springfield, Mo.; O. W. Bruton, general yardmaster, Monett, Mo.; J. R. Scott, Springfield, Mo.; L. Bangert, engineer, Salem, Mo.; J. Hagler, platform foreman, Monett, Mo.; W. A. Tayman, agent, Valley Park, Mo.; Joe Dillon, car foreman, Newburg, Mo.

Visitors were: G. E. Whitelam, superintendent freight loss and damage claims; F. A. Wightman, superintendent of safety; W. J. Mills, agent, Monett, Mo.

At the morning session, which was devoted to Safety First, fifty-two cards turned in at the meeting, as well as 170 left over from the last session were acted upon and handled to final conclusion.

The Freight Claim Prevention session was called to order at 1.00 P. M., and opened with the handling of the cards received since the previous meeting reporting improper conditions and practices.

Following this, Mr. Whitelam gave a talk to the committeemen upon what had been accomplished during the last year in the way of claim prevention and what is aimed at for the coming year.

The afternoon session adjourned at 5.00 P. M. to allow the members to go to the

freight platform and inspect the loading and stowing of merchandise cars.

The committee again reported at 8.00 P. M. for the evening session in the Y. M. C. A. parlors. Seventy-five employes and Monett business men were present and enjoyed a little entertainment planned by Mr. Geo. J. C. Wilhelm, Secretary of the Y. M. C. A.

Addresses were made by G. E. Whitelam, Mrs. E. G. Newland, director of the Frisco Women's Safety League; C. W. Bruton, general yard master, Monett, Mo.; Dave Smith, machinist, Springfield, Mo.; W. A. Tayman, agent, Valley Park, Mo.; William Kines, brakeman, Monett, Mo.; L. Bangert, engineer, Salem, Mo.; J. R. Scott, assistant superintendent locomotive performance.

The meeting was then turned over to F. A. Wightman, superintendent of Safety who reviewed in brief the organization of the Safety First Committees.

Among those who reported improper conditions and made valuable suggestions were:

Wm. Kines, Monett, Mo.; C. S. Knabb, conductor, Tower Grove, Mo.; O. Everson, helper, Cuba, Mo.; C. S. Kline, brakeman, Clinton, Mo.; C. S. Knabb, conductor, Tower Grove, Mo.; C. J. Wright, brakeman, Monett, Mo.; A. W. Dyer, conductor, Springfield, Mo.; M. L. Russell, conductor; R. Fuller, cashier, Newburg, Mo.; Harry Kline, brakeman, Clinton, Mo.; E. M. Frew, agent, Salem, Mo.; R. F. Carr, superintendent, Memphis; R. B. Black, check clerk, Monett, Mo.

Palmer--Hawkins.

Mont Palmer, clerk at West Plains, Mo., depot, and Miss Rosa Hawkins of Moody, Mo., were married Wednesday evening, June 21, the Rev. J. O. Willett of the First Baptist Church officiating.

Mr. Palmer has for some time been in the employ of the Frisco and his many friends join in heartiest congratulations.

If thou would'st happy be on earth,
Perfection seek not in thy friends,
Gauge not too closely each one's worth —
Some fault with every virtue blends;
Let love control thine estimate —
For no man is Immaculate.