

SAFETY FIRST

I. H. Brown, superintendent; A. D. Lightner, assistant superintendent; W. G. Oldham, assistant superintendent; F. A. McArthur, master mechanic; George Burns, round house foreman; D. C. King, roadmaster; F. Hinkle, roadmaster; F. E. Bates, assistant superintendent; C. O. Fritz, agent, Enid, Okla.; C. M. Story, general car foreman; H. V. Kengle, general foreman B. & B.; Earl Keffler, platform foreman; J. H. Murray, section foreman; R. L. Eaton, section foreman.

Superintendent Brown opened up the meeting with a short talk upon Safety First, outlining the work of the committee for the coming year.

A discussion of a number of Safety First items was then taken up, following which a paper prepared by F. E. Bates, assistant superintendent, was read and proved highly interesting to the committeemen.

Assistant Superintendent Oldham then spoke at length upon safety topics, emphasis being laid upon blue flag protection.

The committee discussed the pro and con in regard to the place to put the blue flag and it was decided to recommend to the Central Safety Committee that because of a car repairer putting a blue flag just in front on the engine and the engineer not being on to his job, or rather not paying much attention to his business, started the engine and almost ran over a car repairer as well as the blue flag. It was recommended that instead of placing this blue flag in front of the engine, that the blue flag be taken by the car repairer and placed on the throttle of the engine, not to be removed until crew were ready to go and the car repairer to be the only party who could remove the flag.

Following this the committee discussed at length different practices that should be discontinued in the interest of Safety First.

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

F. E. Bates, assistant superintendent locomotive performance; T. A. Lambert, machinist; C. W.

Kennedy, conductor; W. W. Harris, conductor; W. R. Wilson, agent, Avar, Okla.; Charley Marsh, section foreman; Mike A. Lambert, switchman; R. Aaron, roadmaster; Paul Hope, agent, Jennings; B. L. Cosmer, conductor; E. T. Logan, conductor; A. Rodgers, engineer; E. D. Lawrence, round house foreman, Vernon; A. Driskill, bridge & building foreman; T. F. Jones, section foreman, E. R. Smith, chief clerk, Enid, Okla.; L. R. Pinix, general yard master; J. J. Bernard, conductor, G. W. Bowers, conductor.

FAYETTEVILLE COMMITTEE ORGANIZED.

At a meeting in Roadmaster J. H. Keough's office, Fayetteville, Ark., Saturday afternoon, August 5, a Safety Committee was organized at that point composed of the following members: W. P. McNair, agent; J. H. Goodin, roadmaster; Jas. Keough, roadmaster; J. W. Robinson, car foreman; R. P. McRoy, platform foreman; C. E. Fugate, section foreman; R. Alley, cashier.

Members had been notified of time, place and purpose of the meeting and were all present except J. H. Goodin and C. B. Fugate.

Votes were taken and Mr. McNair was elected chairman of the committee, Mr. Alley, secretary.

The opening talk was made by the chairman in which he explained the purpose of the committee and asked for the hearty co-operation of all members in making it a success.

The location and size of a proposed bulletin board, was next discussed. It was decided to erect this at the freight house and that one holding five bulletins would be large enough.

The secretary will arrange to supply the head of every department in the terminal with the Safety First cards, with instructions to notify each employe in his department of their purpose and see to it that they are placed where they will be accessible for use.

Instructions on members' reports, Form SF-1 were given by the secretary and all members were supplied with blanks.

Roadmaster Keough, who was a member of the Central Committee, was called upon for suggestions and a talk upon Safety First. He responded with many good pointers regarding the manner of conducting meetings, which were much appreciated. Mr. Keough also made an interesting talk on the subject which is to be the work of the committee and instanced a deplorable accident to one who was to have been a member of the committee.

A copy of Mr. Whitlam's letter of complaint on the Fort Smith Claim Prevention Association meeting next read together with Mr. Baltzell's appeal to put this division ahead of all others in interest displayed and results both in work and meetings. All present evidenced much enthusiasm, which indicates they are going to do their best.

An interesting closing talk was made by the chairman upon the results accomplished during the few years of the accident prevention campaign.

It was announced that the next meeting of the committee will be held at 2.30 P. M., Saturday, August 19, 1916, in office of District Claim Agent Westbay.

THE UNITED IRON WORKS COMPANY of SPRINGFIELD, MISSOURI, manufacture a small **ICE-MAKING UNIT** ranging in capacity from 500 lbs. to 5 tons capacity of ice per day.

There are a hundred towns on the Frisco Railroad where the installation of a plant of this kind would be a profitable investment.

If interested write the **UNITED IRON WORKS COMPANY,** and they will send you full information.—*Adv.*

Vapor System Eliminates Danger.

The question is often asked: "Why is the heating system manufactured by the Chicago Car Heating Company called the Vapor System?"

This name was given this system because there is never a time when any pressure is contained in any of the pipes or apparatus inside of the car. The outlet of the system is at all times open to the atmosphere.

This feature is important for several reasons. It insures uniform temperature on all the pipes, it eliminates the danger of burning occupants of the car if the pipes are broken in an accident, and it reduces the cost of repairs because there is no heavy pressure to be provided for.

The manner in which this elimination of pressure is accomplished is interesting and is fully described in an instruction book which will be sent to you if you will request it.

Address: Chicago Car Heating Company, Railway Exchange, Chicago.—*Adv.*

How to Get the Best Results from Empire Fire Proof Paint.

On shingle roofs, first remove all decay or split shingles, then repair and paint the roof. Be sure the paint is always hot when being applied, as it will then penetrate very deeply.

On wooden trestles, be sure that no surface is left unpainted.

When repairing and painting composition roofs, sweep off the surface thoroughly, then apply Empire Fire Proof Paint *boiling hot*. This will renew the life of the roofing and cause it to again become soft and pliable.

Holes may be patched in metal and composition roofs by first painting around the hole, then placing a piece of canvas over same and painting down tight.

Empire Paint is also recommended for use on tanks, tank sills and other sub-structures to protect same from fire, weather conditions and insects.—*Adv.*

RULES AND REGULATIONS OF PENSION DEPARTMENT.

The Frisco-Man has recently been in receipt of many inquiries regarding the rules and regulations of the pension department. It has been decided that these can be answered best by publishing them again in full.

ADMINISTRATION.

1. The administration shall be by a Board of Pensions, with office in St. Louis. Such board shall, until otherwise ordered, consist of the following members: Alexander Douglas, W. C. Nixon, A. S. Greig, W. B. Biddle, F. H. Hamilton.

Any vacancy in the Board hereafter occurring by death or otherwise shall be filled by the President.

POWERS OF BOARD.

2. The Board of Pensions shall, subject to the approval of the President, have power:

To make and enforce rules and regulations for the efficient operation of the Pension Department, and to amend or modify these rules and regulations.

To determine the eligibility of employes to receive pension allowances, and the amount of such allowances; and to prescribe the conditions under which such allowances may inure.

They shall make rules for their own government, not inconsistent with these regulations; elect a chairman from their own number; appoint a secretary; and from time to time, as required, make reports to the President.

ELIGIBILITY.

3. The benefits of the Pension System will apply only to those persons who have given their entire time to the Frisco Lines, or to these lines and some other railroad or railroads and express companies jointly. In case of such joint employment the Board of Pensions shall decide the amount of the employes' monthly pay that shall be used in determining the pension allowance.

RETIREMENT RULES.

4. (A) All officers and employes who have attained the age of seventy years shall be retired.

(B) Locomotive engineers and firemen, conductors, flagmen and brakemen, train baggagemen, yard masters, switchmen, road masters, bridge foremen and section foremen, who have attained the age of sixty-five years, may be retired.

(C) *Such as have been, at date of retirement, fifteen years continuously in the service, shall be pensioned.

(D) *Officers and employes who have been twenty or more years continuously in service, and who have become permanently incapacitated, may be retired and pensioned, regardless of age.

(E) In case an officer or employe claims that he is, or should his employing officer consider him incapacitated for further service, under provisions of Sections B and D of this rule, he may make application or be recommended for retirement, and the Board of Pensions shall determine whether or not he shall be retired from the service.

Physical examinations shall be made of employes recommended for retirement, who are under seventy years of age, and a report thereof with the recommendation of the Chief Surgeon shall be transmitted to the Board of Pensions for consideration in determining such cases.

WHEN EFFECTIVE.

5. The pension shall begin on the first day of the month following retirement.

"SERVICE" AND "IN THE SERVICE."

6. The terms "Service" and "In the Service" refer to employment upon any

of the so-called Frisco Lines, and the service of any employe shall be considered from the day since which he has been continuously employed upon any of such lines, whether prior or subsequent to their control or acquisition by The St. Louis and San Francisco Railroad Company.

7. In computing service, it shall be reckoned from the date since which the person has been continuously in the service, as shown by the pay rolls, to the date when retired, eliminating in the final result any fractional part of a month.

Leave of absence, suspension or dismissal followed by reinstatement within one year, or enforced temporary lay-off on account of reduction of force, is not to be considered as a break in the continuity of service.

Persons who leave the service of these Companies, except as above, prior to retirement, will not receive the benefit of the pension allowances.

ALLOWANCE BASIS.

8. The pension allowances are authorized upon the following basis:

For each year of service an allowance of one per cent of the average regular monthly pay received for the ten years next preceding retirement. Thus, if an employe has been in the service for forty years, and his average salary or wages for the last ten years was \$75.00 per month, his pension allowance will be forty per cent of \$75.00, or \$30.00, per month; provided, however, that in no case shall the allowance for employes whose entire time has been given to these lines, be made less than \$20.00 nor more than \$150.00 per month.

In calculating the period of service upon which the pension allowance is based, the broken period following the completion of a year when it is less than six months, shall not be counted; when it is six months or more, it shall be counted an additional year.

PENSION FUND.

9. No regular sum shall be set apart as a pension fund. The amount required will be charged to Operating Expenses.

ALLOWANCES.

10. When pension allowances shall be authorized, pursuant to these regulations, they will be paid monthly during the life of the beneficiary; provided, however, that these Companies may withhold the pension allowances and payments in cases of gross misconduct, or for other good cause.

PENSION PAY ROLL.

11. In payment of pensions, a pay roll showing the names of those to whom allowances have been made, and the amount of such allowances, shall be prepared at the close of each month by the Secretary of the Board of Pensions, certified to by him and approved by the Chairman of the Board of Pensions, then forwarded to the Accounting Department, which will, after verification and registry, send it through the usual channels for payment.

12. It shall be the duty of every employing officer to report at once to the Secretary of the Board of Pensions all employes who, in July, August and September, 1913, will have attained the age of seventy years, and thereafter, at least three months in advance of the date of retirement, all employes about to attain the requisite age for retirement.

13. The Secretary of the Board of Pensions must keep himself advised of the addresses of pensioned employes, and may require evidence from each of such, at least once a year, showing that he is within the requirements for pension. It shall be the duty of any official or employe who may notice or receive any advice of gross misconduct on the part of any pensioned employe to promptly notify the Secretary of the Board of Pensions.

NOT ASSIGNABLE.

14. In order to preserve direct personal relations between these Companies and their retired employes, no assignment of pensions will be permitted or recognized. **MAY ENGAGE IN OTHER BUSINESS.**

15. The acceptance of a pension allowance does not debar a retired employe from engaging in any other business which is not prejudicial to the interest of these lines.

AGE LIMIT.

16. (Revised August 13, 1913.) No person who hereafter shall be taken into the service at the age of fifty years or more shall be eligible to the payment of a pension.

Approved:

Thos. H. West,
W. C. Nixon,
W. B. Biddle,

Receivers.

17. Neither the action of these Companies in establishing a system of pensions, nor any other action now or hereafter taken by these Companies or by the Board of Pensions in the inauguration and operation of a Pension Plan, shall be construed as giving to any officer or employe of any of these Companies a right to be retained in its service, or any right or claim to any pension allowance; and these Companies expressly reserve the right to discharge at any time any officer, or employe when the interests of these Companies in their judgment, may so require, without liability for any claim for pension or other allowance than salary or wages then due and unpaid.

All pensions herein provided for are gratuities, and remain the exclusive property of these lines, until actual payment thereof to the pensioner.

18. These rules and regulations shall take effect July 1, 1913.

By order of the Board of Directors.

*Officers and Employes who between 1903 and 1909 were in the service of the Rock Island Lines and who accepted Frisco Lines employment December 1, 1909, shall be considered to have not broken their continuity of Frisco Service.

INTERNATIONAL CORRESPONDENCE SCHOOLS
Box 8608, SCRANTON, PA.

Pass *The Undersigned*

to a full understanding of how he (or she) can qualify for advancement and success in the position before which is marked X.

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| <input type="checkbox"/> Locomotive Engineer | <input type="checkbox"/> Surveying and Mapping |
| <input type="checkbox"/> Locomotive Fireman | <input type="checkbox"/> R. R. Constructing |
| <input type="checkbox"/> Traveling Engineer | <input type="checkbox"/> Bridge Engineer |
| <input type="checkbox"/> Traveling Fireman | <input type="checkbox"/> Architect |
| <input type="checkbox"/> Air Brake Inspector | <input type="checkbox"/> R. R. Agency Accounting |
| <input type="checkbox"/> Air Brake Repairman | <input type="checkbox"/> R. R. Gen'l. Office Ac'g'ing |
| <input type="checkbox"/> Round House Foreman | <input type="checkbox"/> Bookkeeper |
| <input type="checkbox"/> Trainmen and Carmen | <input type="checkbox"/> Stenographer and Typist |
| <input type="checkbox"/> Railway Conductor | <input type="checkbox"/> Salesmanship |
| <input type="checkbox"/> Mechanical Engineer | <input type="checkbox"/> Advertising Man |
| <input type="checkbox"/> Mechanical Draftsman | <input type="checkbox"/> Civil Service |
| <input type="checkbox"/> Machine Shop Practitioner | <input type="checkbox"/> Electrical Engineer |
| <input type="checkbox"/> Boiler Maker or Designer | <input type="checkbox"/> Telegraph Expert |
| <input type="checkbox"/> Steam Engineer | <input type="checkbox"/> Practical Telephony |
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