



The Pacific Electric MAGAZINE



ISSUED MONTHLY BY THE EMPLOYEES OF THE PACIFIC ELECTRIC RAILWAY

Vol. 3

LOS ANGELES, CAL., JULY 10, 1918

No. 2

A Statement from President Shoup

TO ALL EMPLOYEES:

I think we should all have in mind certain fundamental facts that concern our relations with each other as members of the Pacific Electric Railway organization and our relations and obligations as a whole to this community, and particularly at this time.

(1) Our company gets the money with which to pay its bills from four counties in Southern California and very little from anywhere else. Seventy-three percent of our revenue last year came from fares averaging nine cents each in this territory, and the rest of the money comes from earnings on freight and express, rentals and other miscellaneous items, nearly all being paid by this community. We are, then, like other interurban and street railway systems, dependent upon our local community for our support.

(2) Wage schedules have been raised for all employes on the basis laid down by the Director General for the direction of the steam lines, this, of course, being voluntary on our part, since the Pacific Electric is not a federal road, but like all the other interurban roads, has not been included in federal control, neither under the President's proclamation nor by subsequent acts of Congress. A copy of the Director General's order is on file at the Information Bureau so that employes can check their own wages as to increases allowed and if in doubt they should check it up with their superior officers, and Mr. Mulks of my office, who has been giving special study to this work, will be glad to help them check up on any questions.

As the rates of pay have now been established on the basis of the National Wage Commission's recommendation following research as to cost of living all over the United States, when any further increases are considered they will have to be for employes, not by classes, but as a whole. This is only fair. We all get our living out of one source of revenue and when it comes to one class getting an allotment, it must be with due consideration for the rights of all the others.

And in this, we have to consider this one source of revenue too. It is simply the patronage of our friends and neighbors in Southern California. We have now had to go to the State Railroad Commission and ask the approval of the Southern California public for increases in fares to meet the increased payroll of a million and a half dollars per annum, which is the change made since December, 1915. As the company has no surplus earnings and does not earn interest on its debts, we cannot take care of this increased payroll except by asking the people to pay more for the service we give them. If we ask too much, the rates won't be granted, or if they should be authorized, the public won't pay the rates but will stay at home or travel in jitneys or use private machines. The result might be that we will have less money for the payroll than before, and that we would have to cut down our service a whole lot and thus cut off employment just like it has been cut off on many steam roads. Our position is entirely different from that of the steam lines. They live chiefly on their freight traffic, while we live chiefly on our local passenger fares. We must keep up this local and interurban passenger traffic to live; their local passenger business is of very little importance to them.

(3) As for working conditions, I think they average better than on interurban and street railways generally, but in my circular of June 5th I asked that employes give their thought to the subject of hours of employment and I have had very few suggestions. Mr. Annable has shown me in the Magazine and elsewhere where he has asked for suggestions as to runs on the cars from time to time. Men who have ideas on this subject ought not to be backward in bringing them forward. It isn't going to get anyone

into trouble to present his views in a common sense way that I know can be done, and constructive suggestions are specially welcome. Don't let a thing rest with the remark that it ought to be made better, but ask yourself if the responsibility were yours just how you would make it better, taking into consideration the conditions as far as you know them.

There isn't anything perfect in this world. Every job that I have known anything about has its difficulties and drawbacks—in fact a job that was just made to order and ran with entire smoothness would, I think, after a while get very tiresome. But where an employe feels conditions ought to be better he may really have a clearer and better view than anybody else, because he is closer to the subject in mind. I think it is up to him to take the subject up for discussion. He won't hurt himself in the slightest by writing the head of his department about it, and there is no subject that concerns the welfare of an employe of this company that cannot be brought to me, though as a matter of organization it is better to follow the usual order of handling such questions.

I have at various times talked with practically all of the officers of the company on this subject and I feel they are very ready to listen to any questions that affect either the welfare of the company or the people who work for it.

If there is a feeling that employes in any department would like a systematic and orderly way of taking these questions up instead of leaving them to chance opportunity, that will be provided.

Report has reached me that some employes have stated it is impossible to see me. The only reason would be because an appointment was not made in advance. It doesn't make any difference to me whether an appointment is made in advance, but unfortunately a good many people have business with me and that makes it difficult for a man who has to wait. Perhaps we can get around this by having department family meetings at least once a month, which all the employes and officers of that department could attend and I would be glad to be there too if I am invited, and all matters of common interest could be talked over. Let's have no bars between the company management and the rest of the people who are on the payrolls.

We should all work together, and our situation is such here with reference to our earnings and where we get them from and our expenses and our other local problems that if we don't work together as one family the result in the way of less ability to employ and less money to pay for employment will, I fear, be very marked. The public soon loses interest in any concern where there is a row on all the time and where the public is so closely associated with the concern, and when we lose public confidence we lose the biggest asset we have.

My very positive view is that our troubles are our own and should be ironed out inside our own family and there is no room for outsiders to take a hand. If every class of employes, including the officers, should be organized and with such outside help as they could get to try and see what they could get out of the company it wouldn't be long until there would be less power to pay in the company than there is now. It is up to us to work harmoniously and with good spirit to give the best service we can. We should recognize the fact that any unusual demand on the part of any of us which interferes with the public welfare or causes the public to bear unusual burdens is very apt to meet with sharp rebuff from the public. The people as a whole have their troubles these days, greater and deeper troubles than they have ever had before.

Paul Shoup



First Row—C. C. Tibbetts, Foreman; H. E. Rodenhouse, Asst. Supt.; A. P. Smith, Asst. Trainmaster; W. T. Asst. Trainmaster, and the 3:30 Relief at North Fair Oaks Terminal, Pasadena.

Additions to Our Honor Roll and Interesting Scraps from the "Scrappers"

TRANSPORTATION DEPARTMENT

Southern Division

Clarence F. Anthony
Luman V. Baker
A. E. Stevens
Eldon J. Howard
Benjamin W. Curry
Allen L. Woodruff
Chas. M. Sturgeon
R. C. McKelvey
Paul Umberger
Russell H. Henshaw

Northern Division

Lee T. Bashore
Frank B. Smithson
John Stewart
W. L. Moore
Elmer V. Martin
E. R. Locke

Western Division

Will J. Loudy
Chas. F. Irvine
Ernest Edwards

MECHANICAL DEPARTMENT

John Loen
Myron R. McKenny
T. R. Trijillo
P. I. Hunstock

Jesse Gardner
A. H. Wilhite
C. R. Cunningham

ELECTRICAL DEPARTMENT

O. W. Montgomery
G. W. Wellburn

C. M. Boyles
P. Maxwell

MAINTENANCE OF WAY DEPARTMENT

Harold W. McGee

Oscar Durham

'HANKERS' SOME FOR THE P. E. CAMP

Mechanical Department fellows will be glad to have a line from their fellow-worker, O. A. Sandau, who is attached to Co. I, 364th Infantry at American Lake. Writing under date of June 5th, he says:

"Since my departure last October I have received several copies of Our Magazine and always look for the next issue so I thought it best to notify you as to my whereabouts and then I may get them regularly.

It sure is a great pleasure to see the big things the P. E. is doing, as most of them are all new up in this part of the country. We are badly in need of a railway up here; we find it mighty hard to leave camp while off duty, as the service isn't anything like the P. E. delivers.

"Just a word or two, to my many friends so as to let them know just what we are doing in Camp Lewis.

"Our company not only holds the record of being the best in the battalion but we also are the best or I should say, hold the record of being



O. A. Sandau

in quarantine the most, so you see believe in getting up on the top of everything.

"We spent quite a few days on the rifle range and we are going on a day hike in a short time, which will be great, as our climate is almost as good as southern California. I have been around quite a bit, but never saw one camp that is as good as our camp in the Bernardino mountains, and I think this year it will make a record of itself."



"Louie" Sunshine, who has been taking a "course of sprouts" at the San Diego Aviation Field has been transferred to March Field near Riverside, and created a Sergeant. That may account for the very pleased expression he wears in the picture above.

INTERESTING NOTE FROM "BILLIE" WOODS

We quote from the letter of Sergeant Wm. G. Woods, formerly Signal shop foreman, to Mr. Samuel R. Florence, Signal Supervisor, Maintenance of Way Department the following which will be of interest to many of the readers of the Pacific Electric magazine:

"It is sure a sight to go through some of these French vilages and see the way the people live and dress, but the strangest thing are the wooden shoes they wear. They sound like horses walking on the paved streets.

"The other day I took in a moving picture show where they were showing pictures which had been taken in Los Angeles showing Broadway looking north from 7th street, and when I got out I could hardly believe I was in France.

"The buildings in the cities are all built of stone and the streets are very narrow. Some of the houses look to be over a hundred years old. About every other house has a sign over the door reading "Hotel," but back in the States we would call them saloons.

"The French people sure have great wines. The American army in France is allowed light wines and beer, but it hasn't got the right kind of a taste.

"The most amusing thing to me is the railway equipment. The cars have only one pair of trucks under them, so you can imagine what kind of freight cars they are. The rails are held down to the ties with lag screws so you can form an idea how long it would take to lay rails. The signal system, from what I have seen, is the old style mechanical type, the heavy steel wire running along the

ground to the switch movement and signal. All the signals are placed on the right hand side of track as in the States. The switch stands are more complicated than those we use, but I believe they are more easy to handle and safer than the American type, as they lock themselves when thrown. The cars have no air brake equipment, only the old style hand brakes with a little hand wheel at one end for setting the brakes. When a



train is made up they place on every fourth car a man to handle the brakes and when they make a stop the engineer blows a certain whistle signal and everybody gets busy setting up

the brakes so in a train of thirty-five or forty cars you can get an idea of how many men it will take to a train. In all movements of the trains there is a signal given the same as we do in the States, but somewhat different. Each brakeman has a small whistle which he blows and all the others along the train. When the signal reaches the rear it is again relayed back to the engineer and the train moves out.

"Style of cars is sure a joke. They have a long spring bumper sticking out on each end of the car, I should judge about two feet long.

"To make a coupling it takes about five movements to connect all the chains and screws. I bet it would take a Philadelphia lawyer a week to figure out the combination.

"Well, Sam, I have told you about all the news for this time. Give my best regards to all the boys in the Signal Department, Shop, and Pacific Electric Company."

—PE—

From a card received by M. M. Waddell and a letter by Herbert Smith, of the Mechanical Department we are advised that Corporal Adolph Lenz, formerly of that department, has arrived safely at American Lake, taken his shot in the arm, now in quarantine for measles and passing through the preliminary soldier stage rapidly. He especially comments on the good quality and quantity of the "eats" and apparently is having the time of his young life. His company has recently been moved to what is known as the upper barracks, not quite so complete as the lower one, but which he says will soon be put on a par with the other quarters.

(More from the "Boys" on Page 6.)



L. J. Vigneau, of the Northern Division looks very sad about being in the army. Yes, he does not. We'll bet a rail spike he has just received word that he's going "over there" muy pronto. What?



THE PACIFIC ELECTRIC MAGAZINE

Los Angeles, California

Ju'y 10, 1918

The Magazine is published on the 10th of each month. It aims to print matters of interest and information to employees. Items of general interest are solicited and should be addressed to THE PACIFIC ELECTRIC MAGAZINE, Pacific Electric Building, Los Angeles. Contributions should reach this office not later than first of each month.

To All Loyal Employees:

I thank you for your loyalty to the Company and the service so essential to the national needs in this time of trouble; and particularly I appreciate the volunteer offers numbering up into the hundreds, to aid in operating cars if the need should arise.

PAUL SHOUP, President.

PACIFIC ELECTRIC RAILWAY COMPANY OPERATING REVENUES AND EXPENSES, TAXES AND INCOME ACCOUNTS MONTH OF MAY, 1918

REVENUES

Passenger Revenue	\$616,686.54	
Freight and Switching Revenue.....	187,075.22	
Other Revenue	36,042.22	

Total Railway Operating Income

OPERATING EXPENSES

Way and Structures:		
Wages	\$50,109.11	
Other Charges	35,080.20	85,189.31

Equipment:		
Wages	\$ 51,116.27	
Other Charges	33,607.70	84,723.97

Power:		
Wages	\$ 16,192.98	
Other Charges	80,370.83	96,563.81

Conducting Transportation:		
Wages	\$228,964.62	
Other Charges	21,257.32	250,221.94

Traffic:		
Wages	\$ 4,056.62	
Other Charges	9,729.74	13,786.36

General and Miscellaneous:		
Wages (including P. E. Bldg. Operations).....	\$ 26,790.12	
Other Charges	23,103.85	49,893.97

Transportation for Investment—Credit..... 1,949.62

Total Railway Operating Expenses:		
Wages	\$377,229.72	
Other Charges	201,200.02	578,429.74

Revenues less Operating Expenses

Depreciation	\$ 22,582.02	
Taxes Assignable to Railway Operations.....	42,858.11	

Total Depreciation and Taxes

Railway Operating Income	\$195,934.11	
Non-Operating Income	4,408.80	

Gross Income

Interest on Bonds and Other Debt.....	\$283,618.78	
Rents and Miscellaneous Income Deductions.....	22,900.53	

Total Deductions

Net Loss

H. A. CULLODEN, Auditor.

AT OUR MOUNTAIN PLAYGROUND

Up in the hills behind San Bernardino, 5600 feet above the floor of the valley is quite a group of our fellows enjoying the sighing of the pines; dreaming as the small street curl past their tent cottages; hiking to the top of "Strawberry Peak" or the beautiful Little Bear Lake; dining in the big Social Hall; swimming in the clear, fresh water of our bathing pool; or doing any number of pleasant things provided by the great out-door world.

What a wonderful time they are having up there, and how some of them do dread the time for going back to duty to roll around. The days pass as moments and the trip down the winding road of the mountain.

Probably not all of us will be privileged to visit the Vacation Home this year, and because of this the Magazine reproduces in this number a number of the interesting sights at the camp. Not that pictures will in any measure take the place of the actual participation in the joys a sojourn in the mountains brings, but it may help some of us know that some others are able to enjoy them at least.

Since the last issue of the Magazine the swimming pool has been placed in commission, our spring placed under fence so that wandering animals cannot wade in the cienega and in any way contaminate the water used for drinking; water pipe has been laid to the northern and southern extremities of the camp, both for the convenience of the residents and for sprinkling for fire protection, and a new bridge has been constructed across the entrance posts set in place and a large sign bearing the name "Pacific Electric Railway Vacation Home" suspended from the entrance arch.

The vegetation on the mountains this year is more luxuriant than in years past. The great ferns, even at this time, surpass in height and beauty very much those of previous years and during the past month the most wild flowers were more profuse than many of us have seen for years.

Camp reservations are coming in quite a lively rate for July and August, and employees who contemplate going to the Vacation Home should not delay in making reservations. When the capacity for the camp has been reached, someone is going to be disappointed, for the limit is not elastic. Get in early, or blame yourself.

PE

NOTICE TO RED CROSS MEMBERS

The next meeting of the Red Cross Auxiliary will be held on July 15, owing to a postponement of previous meeting of this month.

MRS. KARR, Secretary

PE

On the regulation form card provided by the Y. M. C. A. for armistice soldiers in France comes the message to the boys of the southern division from Geo. Sleeper, "The ship on which I sailed has arrived safely over the ocean."



Home Headquarters Neath the Pines
Pacific Electric Vacation Home
San Bernardino Mountains

OUR RED CROSS AUXILIARY

Pacific Electric Intensely Interested in the Great Work Typified by "the Greatest Mother in the World"

On May 16th at a specially called meeting a large number of the young ladies of the Pacific Electric family who were most anxious to aid in this great humanitarian work, formed a branch auxiliary chapter of the Los Angeles chapter of the American National Red Cross Society.

Mrs. F. L. Annable was hostess to be the chairman of this Chapter to be ably assisted by Miss Josephine Fletcher of the Purchasing Department as Vice Chairman, Mrs. Frank Karr, Secretary, and Mrs. S. E. Wilson as Treasurer and Purchasing Agent.

With thirty-two members at this meeting, they now announce the large membership of two hundred and eighty-four active members and a general and personal invitation is given to every member of our Pacific Electric family and any of their friends and acquaintances. The work room and meeting place of this "Pacific Electric Railway Auxiliary" are situated on the third floor of the Club House at 431 S. Hill street. The chairman most earnestly requests all of our family to come to these meetings which are held on every Tuesday from 1:30 to 9:30 o'clock, continuously.

The auxiliary is working on many lines and one can find interesting things in which to help. Mrs. O. P. Davis with Mrs. S. A. Bishop as assistant, is in charge of the making of Hospital Garments for the boys of our Army and Navy. Mrs. Edwin Clark has a large number of enthusiastic members in her Aviation Coat Department, of which she is chairman. She is a most ardent worker and

wishes to enlist many busy fingers in her work. She will appreciate and solicits your assistance in procuring and bringing in all kinds of leather which is needed in this work.

Miss C. B. Templeton, in her usual busy and efficient way, is in charge of the wool department, and urges all those who can knit and who can learn to knit to communicate with her and ply their needles through the summer.

Miss Charlotte F. Wells of the General Manager's office is Chairman of Entertainment and Ways and Means Committee. Miss Wells, with the help of several young ladies, arranged a Tea Dansant which was held in the Pacific Election Club Rooms on June 22nd which was a success socially and financially. The financial report of the Dansant included this item—net proceeds, \$136.50.

Miss Sibyl Mather is in charge of the sale of Allied Ribbons. These ribbons are made by the Auxiliary members. The sale of which has been most satisfying, a net sum of \$64.85 having been turned in to the Auxiliary.

Miss Agnes Nelson of the Auditing Department is chairman of the Membership Department and will accept membership fees in either or both the American National Red Cross, and the Pacific Electric Auxiliary.

The sum of twenty-five cents a month is assessed to each member of the Auxiliary.

Many activities along Red Cross work lines are planned by the members of the Auxiliary.

The officers wish to make a strong plea for salvage material which is needed by the Chapter and any and all things which can be used in this work would be gratefully received.

Mr. J. G. Van Houten of 454 Pacific Electric building is chairman of this Department and any information rela-

tive to this Department will be readily given by him.

The Auxiliary has been the recipient of many financial donations from the officers of the railway and others who are interested in the Auxiliary.

TRUE SERVICE

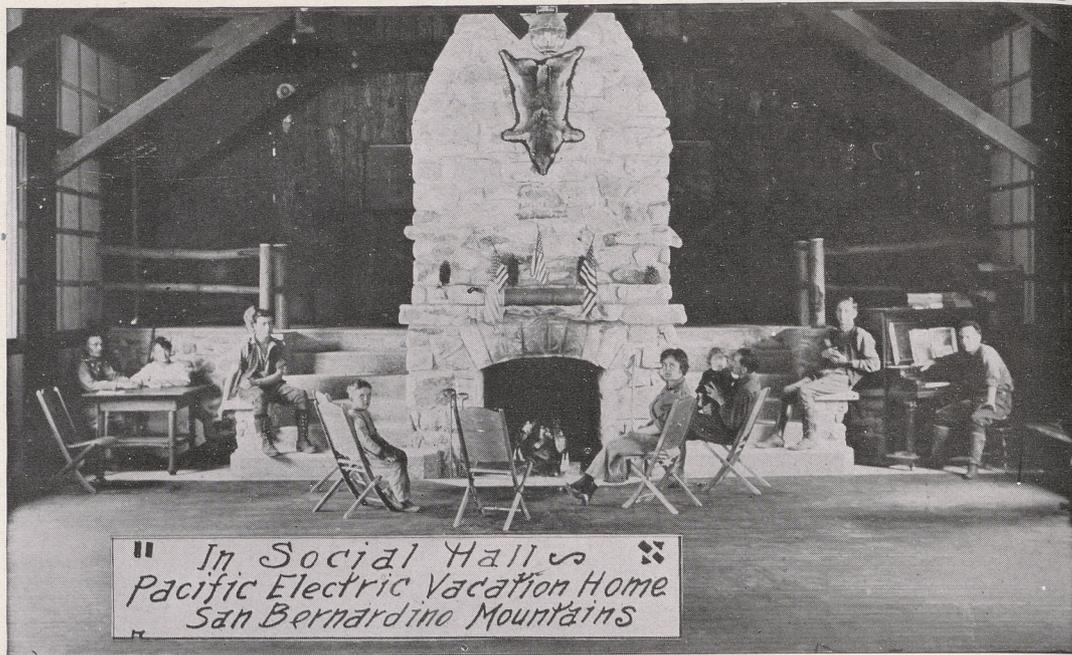
On Monday, June 10, considerable electrical disturbance caused the totally disabling of car No. 857 at Saddler on the San Fernando line about 3 20 p. m. and the train was annulled to San Fernando as was also No. 98 from San Fernando to Los Angeles. Motorman Converse of train 97 has been on the run a long time and knew that the annulment of this train would work quite a hardship on several patrons of the road who relied on these two trains very greatly, and his thought in their behalf took form in his getting out his automobile and making the trip from Van Nuys to San Fernando and return, caring for the stranded passengers of both trains 97 and 98. Here was a voluntary act of an employe that proved beyond question not only his fidelity to his company, but to the patrons of that company as well, and deserves and will receive the hearty commendation of both.

RIVERSIDE TRAINMEN GO OVER TOP

Every Pacific Electric employe in Riverside has subscribed for war savings stamps, keeping up the 100 per cent record made in previous drives. There are 62 men on the payroll, and 62 subscriptions have been received.

The trainmen, with the largest number of men, head the list, having purchased \$6,890 of stamps. The total sales to the Riverside employes foot up to \$7,575.

Trainmaster Bell believes the Riverside P. E. boys are about the most loyal and self-sacrificing of any of the big electric system.—Riverside Enterprise.



" In Social Halls
Pacific Electric Vacation Home
San Bernardino Mountains

"PAT" REAM HEARD FROM



The above is a picture of Frank P. (Pat.) Ream, formerly conductor on the Northern Division (Mt. Lowe Line), of the Pacific Electric, taken in France some time in February.

Pat left here early in October for American Lake, but his stay there was very short, he being one of the first to leave for France.

In a letter written by him on May 17th, he says, 'I am as fine as ever and wished to be remembered to all the boys.'

He is now with the 162 Ambulance Co., and states he is running from the field to the hospitals. So he is seeing some actual service. We all know that Pat can be depended upon to do his share as well as the rest of the P. E. boys that are with the colors.

The writer of this article has been very closely associated with Pat for the past six years and can truthfully say that he believes Pat has only one enemy under the sun and that person is the Kaiser, but don't think that worries Pat any.

LISTEN TO KREIDER'S WAIL OF WOE

Then Read His Letter All the Way Through. Oh Gee, What an Abused Fellow He Is, and How They Have Bottled Up His Fight. Isn't it Awful Mabel?

Private L. J. Kreider says he has been made a sergeant but hasn't got it yet, because it is a long swim between him and the title; he is full of grief in the start of his letter, but it gets better as he gets strung out. The letter was a little long for the Magazine, as scarce as space is, but too good to leave any of it out. Here it is:

"Although I am not feeling very cheerful, this evening, I will write you a few lines to let you know that I am still working for Uncle Sam.

"I have been the unfortunate victim of hard luck, and am feeling pretty blue, at present.

"Last Friday morning, our corporal woke up with the measles, and they took him to the hospital, and quarantined the other six of us, who were sleeping in the same tent. They put us in the detention camp, where they have about 600 men, just like us, cooped up, for being exposed to a contagious disease. We are in for 18 days, and then they will put us in the casualty company, and we will then leave on the first transport sailing over. We will rejoin our regiment in France. It is certainly hard luck for us, for our regiment sails tomorrow from Hoboken.

"Floyd Markland, C. A. Brown, Roy Roepke and Geo. Sleeper are with them, while I am confined here. Our captain came over today and told us not to worry, as we would surely rejoin our company over there. He said he tried to get us out of here, but couldn't do it.

"Today they made lots of new sergeants, corporals and first class pri-

vates in our regiment. They tell me I have been made a sergeant, but probably will not get officially notified of it until I get back to the company.

"Well, Mr. Davis, instead of complaining about my hard luck, I will try to tell you how I like the army life, as far as I've gone.

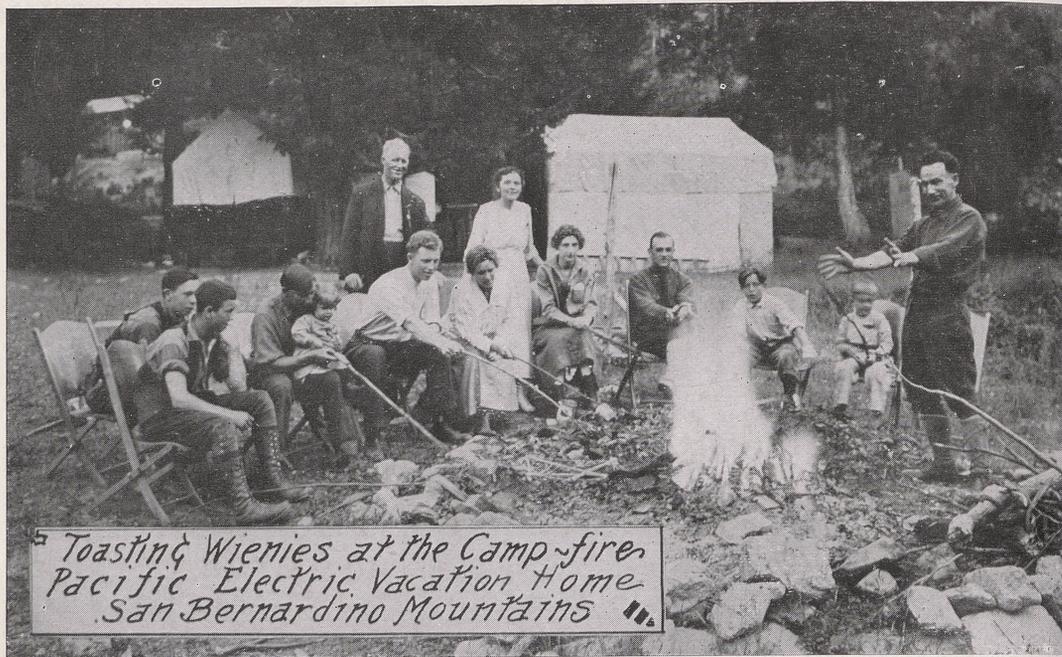
"We certainly have a nice lot of men in the 31st regiment. All railroad men, and enlisted. This is the first and only complete regiment of operating engineers they have organized so far.

"I was at Ft. McDowell about a week, and at Ft. Leavenworth about a week, then we moved to Camp Mills to get ready for embarkation.

"We had lots of drilling at Ft. Leavenworth, but not very much at it here. Had a very nice trip from Leavenworth. Left there Saturday on the Wabash, in three sections. Two companies on each section. Went through Missouri, Illinois, Indiana, Ohio, Michigan, across the river to Detroit on the ferry, into Canada along Lake Huron, through Canada to Niagara Falls, and from Buffalo on the N. Y. C., through the Catskill mountains, through Syracuse, and down to Weehawken, New Jersey, where we got aboard a boat, and went up the New York harbor, by the Statue of Liberty, up the East River under the Brooklyn bridge, to Brooklyn, where we entrained on the Long Island railway for Camp Mills, Mineola, L. I.

"This is a very large camp. Thousands of soldiers are coming and going every day. They just stay here long enough to get equipped before going overseas. Today there were ten thousand nigger soldiers came in from somewhere. This is also an aviation camp. Today there is much excitement around the aviation field, on account of the U-boat raids on the coast here.

"The aeroplanes have been flying



Toasting Wienies at the Camp-fire
Pacific Electric Vacation Home
San Bernardino Mountains

PACIFIC ELECTRIC CLUB
CALENDAR

- Wednesday, July 10—
Club Executive Committee Meeting, 2 p. m.
- Thursday, July 11—
Moonlight Dance in the Auditorium, 8:30 p. m.
- Saturday, July 13—
Agent's Association Meeting, 8 p. m.
- Monday, July 15—
Band rehearsal, 8 p. m.
- Tuesday, July 16—
Northern Division Safety Committee Meeting, 2 p. m.
- Wednesday, July 17—
Moving pictures for instruction of trainmen, 8 p. m.
- Thursday, July 18—
Dancing Instruction Class in Auditorium, 8 p. m.
- Monday, July 22—
Band rehearsal, 8 p. m.
- Tuesday, July 23—
Pacific Electric Red Cross Auxiliary, 1:30 to 10 p. m. (Third floor).
- Thursday, July 25—
Dancing in the Auditorium, 8:30 p. m.
- Monday, July 29—
Band rehearsal, 8 p. m.
- Tuesday, July 30—
Pacific Electric Red Cross Auxiliary, 1:30 to 10 p. m. (Third floor.)
- Thursday, August 1—
Dancing Instruction Class in Auditorium, 8 p. m.
- Monday, August 5—
Band rehearsal, 8 p. m.
- Tuesday, August 6—
Pacific Electric Red Cross Auxiliary, 1:30 to 10 p. m. (Third floor).
- Southern Division Safety Committee Meeting, 2 p. m.
- Thrift Stamp Association Meeting, 8 p. m.

SUPPLEMENTING WAGE CIRCULAR

June 5, 1918.

Los Angeles, Cal., July 6th, 1918.

TO ALL OFFICERS AND EMPLOYEES:

To equalize vacation periods:

All officers and employes, after one year of service with the company, are granted annually twelve working days' vacation under full pay.

Where pay is by the hour, "full pay" will be determined by the normal working hours in department concerned during vacation period; in case of motormen, conductors, trolley men, etc., by earnings from runs occupied at time of vacation, subject in case of extra men to adjustment with minimum based on three dollars per day.

Transportation for employes and members of their families and all vacation equipage will be furnished to and from any point on the system on vacation trips.

In these times with service needs paramount to all other considerations, employes will please notify superiors as far in advance as possible of their desires, as plans must of course be adjusted to such service needs.

Effective July 1st, 1918.

PAUL SHOUP, President.

- Wednesday, August 7—
Western Division Safety Committee Meeting, 2 p. m.
Rod and Gun Club Meeting, 8 p. m.
- Thursday, August 8—
Moonlight Dance in Auditorium, 8:30 p. m.
- Saturday, August 10—
Agents' Association Meeting, 8 p. m.

THE MORTUARY FUND

Some time since a plan was outlined by the Club providing for a death benefit for all employes who desired to join what was to be known as a "Mortuary Fund," and in connection therewith a blank was circulated

throughout the different departments of the company.

As provided in the blank, the plan was not to be effective until a minimum of 1000 had signified their desire to participate therein. Approximately 1200 signatures have so far been received and have been transmitted to the Auditor of the company who will put the plan into effect. Employes who have joined this association should advise the person who they have named as beneficiary so that in case of their demise application may be made to the Treasurer through the Club for the benefit. Employes who have not as yet availed themselves of this plan and who desire to do so, may obtain blanks from their department heads or upon application to the Club.