



The Pacific Electric MAGAZINE



ISSUED MONTHLY BY THE EMPLOYEES OF THE PACIFIC ELECTRIC RAILWAY

Vol. 4

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No. 9

MAKING A TRAINMAN

THIS number of the Magazine features "Making a Trainman," the conversion of new material into an efficient operator of electric trains, and we have endeavored, through the contribution of a number of persons who have a part in this constructive work, to show the care exercised by those in authority, not only in choosing in the first instance proper material from which to make a trainman, but also intensive work in his preparation, education and provision of comfortable surroundings, in order that he may prove a highly efficient man in his chosen vocation and also that he may be one of the highest types of man in the service of the public.

It is recognized by the managements of railroads that the Company or Corporation itself is most largely judged by the public (its patrons) from the individuals with which that public comes in contact, and no member of the railway service Corporation has closer contact or more intimate relations with the public than the trainmen of the roads. These trainmen will reflect one or the other of two angles—either that of courteous, efficient service, the supreme desire of the Company to serve faithfully and to its fullest capability, the reflection of its policy of fairness, truthfulness and honesty, or, upon the other hand, the reverse of these principles. It is the declared policy of the Pacific Electric Railway management that the principles first set forth shall be the governing factors, and to this end every precaution is taken and no reasonable expense spared in the training of its trainmen to meet the needs and desires of its patrons.

It is because of the lack of knowledge of just what transpires in the preparation of trainmen for service that frequently causes unfavorable comment, not only from the public, but from employees of other departments of this Company; the assumption upon their part being that anyone may become a trainman in railway service, and for this reason the feature article of the Magazine has been prepared to show that the applicants for positions in train service of this Company must have the essentials of real men before they can start along the educational line to service, and in the series of subdivisions of our story are set forth many interesting facts relating to the transportation department. We are firmly convinced that comparison with service forces of any other Corporation in the United States, the mental capacity and personnel of the Pacific Electric trainmen will be in favor of the trainmen of this Company most emphatically.

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ROUTE OF THE RECRUIT TO SERVICE



Picking Men to Fit the Work is SOME JOB. How Much of a Man That is REAL Can You See by Viewing the OUTSIDE of His Head

EMPLOYMENT OF TRAINMEN

By W. J. Scott
Supt. of Employment

In order to obtain a position as conductor with this company, an applicant must be of good appearance, clean and neat, qualify as to height (5 ft. 6 in. minimum), age (minimum 21, and not over 35 for inexperienced, and 45 experienced), and be fairly well educated, having reached at least the eighth grade in our public schools.

He is questioned as to his former employment, preference always being given to men who have had a position requiring them to handle the public. The length of time a man has held a position is also a big factor as to employment, one who has had half a dozen jobs in the last year not being considered desirable unless good reasons are shown why the change of position was necessary.

A very large percentage of our employes are men who have recently arrived in this city and a considerable portion of them have had some prior electric railroad experience. The number of applicants received in this office for this position exceeds all others and it may be interesting to know that from a check kept at different periods only one man out of every nine is accepted, the others not being considered eligible.

It has always been the rule that



There's a Difference

before an applicant is accepted for position of motorman he must have had at least six months' experience in this position on some other electric line. A new motorman is not accepted unless he is at least 24 years of age, and under no circumstances over 45. He must have sufficient education to fill out his application properly and to pass the various written examinations.

Probably 80 per cent of the motormen are men who have come to California from some other part of this country. We get a few men occasionally from the local company in this city.

In order that an applicant may make a successful trainman, it is necessary that he be of a nature adapted for the work. He should, as I said before, be of pleasing exterior, and in addition, be of a disposition not easily excited, must have patience and forbearance, and particularly in the case of a conductor, be strictly honest. This, of course, cannot be thoroughly found out by an interview with the man, but by talking with him a good deal can be learned as to whether or not he is the kind of man we wish to take into our service.

It is easy enough to determine whether or not a man is one we desire, providing he has prior experience in the line he desires to follow here and shows that his record has been good, but putting on a new man as conductor, the kind of position he has formerly held has to be considered.

After an applicant has been accepted for our train service, he is given an application to fill out. This appli-

cation, as we all know, covers a man's past history very thoroughly, and we require him to answer all questions. After the application has been satisfactorily filled out, he is sent to the doctor who accepts him or rejects him as the case may be. This examination embraces vision, hearing, colors, and a strict physical examination, and is very thorough.

After passing the doctor, the next step is, in the case of conductor, to fill out an application for a bond, and the final step is to have his picture taken, nine of these being furnished for each man. These pictures are used during our investigation of the student's record.

The new man is then sent to the office of the division assigned, where he is given a talk by his superintendent who outlines the duties of conductor or motorman, as the case may be, very thoroughly. The next step is the "breaking in" or student period.

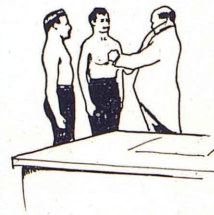
As soon as a man starts his student period, his former record is looked up and the reference he has given written to. If the references are satisfactory, the application is approved by the employment department as to references



Application and Investigation

and forwarded to the superintendent's office, who approves it for employment, if consistent with the man's service with us.

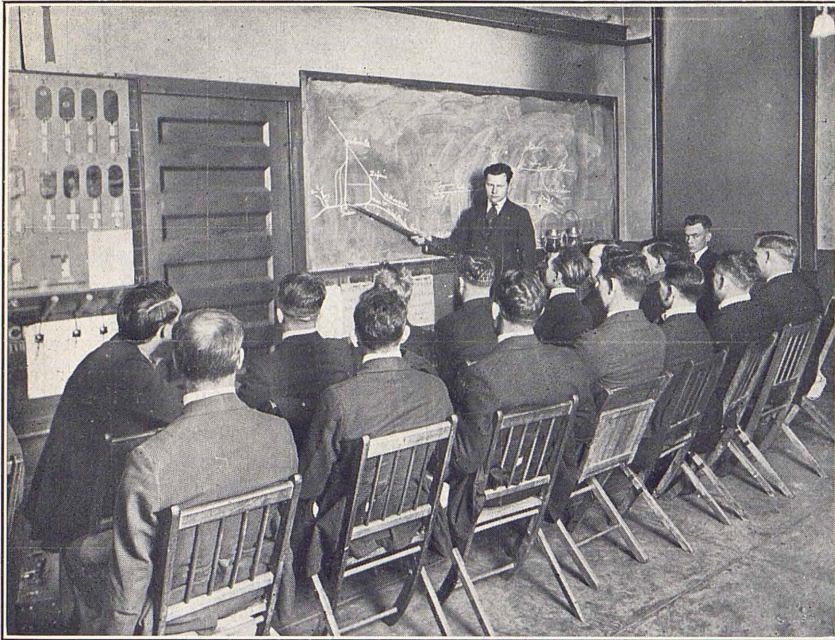
In the event of some of the references not being satisfactory, the man is called to the office and questioned. If he can explain why his conduct was not satisfactory in the past or can prove that there were extenuating circumstances, and has mended his ways, his application may be approved conditionally if he has given satisfactory service since his employment. If sufficient evidence is found that a man has not given good service where he was employed before, his application is disapproved. In the event of a man making false statement on his application, he is taken out of service as soon as it is found out.



The Doctor Looks 'Em Over

Any person applying for a position with this company is received personally by the Superintendent of Employment. If he cannot be accepted he is told so in a courteous manner. It is sel-

dom there is any unpleasantness. Occasionally, some rough-neck will come in looking for a job and when he is informed that he cannot be used, will tell you you do not know good men when you see them, and probably consign you to a warm climate.



Proper Transfers Mean Protected Revenue and Pleased Patrons. Tariff Application Means Study

A woman applied for a car cleaner's job recently and after figuring that she would have to wear bloomers to wash the windows of the car said she would not take the job as she had not the figure for bloomers.

The Pacific Electric Railway has always had the reputation of being the finest electric railroad in the United States, and its trainmen have enjoyed an enviable reputation as to efficiency and courtesy. We have endeavored to keep this reputation up and for that reason no man is accepted unless we are reasonably sure he will make a desirable employe, and a desirable associate for other men.

INSTRUCTION OF STUDENTS By Leroy Spafford Chief Instructor

In the instruction of the student received in the regular order from the Employment Department, the reader cannot conceive from the following outline, of the efforts that must be applied by the student himself in order to master the details of his new calling. Because of necessary brevity of the article covering this feature of "Making a Trainman," the imagination of the reader as to what is going on in the mind of the student must be drawn upon and it must be borne also in mind that fares and fare limits, rules and their provisions, signals and their use, mechanism and its adjustment and many details not covered in the written law of the student's education must be learned, memorized and put into practice by these new men before the operation



Getting Into the New Uniform

of a car bearing passengers is committed to the student's care. Throughout the entire course of training both verbal and written examinations, testing the knowledge of these applicants for service is made in order that we may be thoroughly convinced that the applicant is prepared for service before being permitted to serve. A great many students beginning the course of training fall by the wayside in the various tests and never reach the stage of entering service.

As briefly as possible we take the reader through the course pursued in our educational work by men desiring employment in our train service.

After he has passed the Supt. of Employment and been assigned to Instruction Department and has been inspected by Supt. of Division to which he has been assigned, he receives his badges and necessary equipment and reports to Instructor at Room 209 for his preliminary instructions.

The stages of his course we have assigned, for convenience, to procedure by days, although in many instances it takes longer than the days assigned to properly complete the average trainman's education.

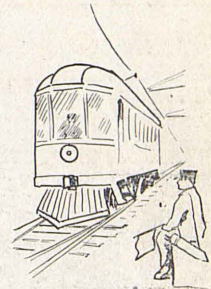
Student Conductors — Afternoon first day.

The student conductors' instructions consist of going to the Terminal Foreman's office and drawing a complete supply of tickets and transfers, also they are given a complete supply of stationery consisting of trip sheets, time cards, ticket envelopes, auditors envelopes, passenger report blanks, hat checks, cash fare receipts, witness cards, monthly report blanks, accident report blanks, miscellaneous report blanks, and lost article cards.

Then they return to the instruction room and are shown how to properly make out all of the different kinds

of reports, trip sheets, time cards, envelopes and all of the clerical work.

The instructor goes over the tariff book showing them where and how the different information may be found when needed, covering the defined 5c fare limits of cities and towns on the division as covered in 9th received page 2B, which carries with it the honoring of 40 ride school commutation tickets.



"Flagged," But Not Flagging

The other forms of commutation tickets are then taken up and explained as covered in bulletin P. D. No. 459C, being very careful to explain the difference between family and individual books, also the cash coupon books are gone over thoroughly.

Next the application of cash fares is taken up and they are shown how to find the fare between all stations on the lines of the division and the war tax collections, as provided in bulletin PD 1165D.

Following this the issuing of transfers is covered thoroughly as provided in bulletin P. D. 440B. The final instructions along this line cover the duties of the conductor in general, such as the best methods of collecting fares, answering questions of the passengers, giving out proper information, courtesy, ventilation of cars and position of conductor on car under different conditions, so that he can command a clearer view of the rear step and **safety first**. This completes the instruction for the forenoon.

Student Motormen—Forenoon of first day.

The student motorman's instructions consist of going over all of the classes of cars that he will have to operate. He is taken to Macy or L. A. St. Yard and each class of car explained thoroughly showing him the various parts of the equipment and explaining their duties, showing him their exact location on the car, this would cover such as the trolleys, controllers, switches, fuses, reversers, motor cut-out switches, coasting clock, air compressor, air compressor governor and reservoirs, also the gauges, indicating the air pressure carried.

Then he is taken to the instruction room at Macy and shown the various parts of the equipment taken apart, such as triple valves, feed valves, air compressor governor, and brake valve, so that he can see the principle upon which they operate.

In addition to this he is instructed how to properly make out the different reports, such as time cards, miscellaneous reports, accident reports, and lost article cards. He is also given a talk on safe methods of operation, such as passing vehicles and standing cars, following other cars of trains too closely, approach-



Using Real Transportation to Teach Students Costs Money, But a Substitute Doesn't Represent the Original of Any Article

ing curves, switches, junctions, end of double track, interlocking plants, road crossings where the view is obstructed, and the importance of complying with all speed restrictions. This completes the instructions for the forenoon.

Student Conductors and Motormen—Afternoon first day.

At 1:30 p. m. of the first day both student conductors and motormen report at Room 209 for further instructions, which cover the written examination, consisting of 255 questions. The students taking their turn reading a question and answer and a brief explanation given of each one. One of the Electric Railway Instructors is issued to each student.

On the following day the student is turned over to the Assistant Train Service Instructor, whose duty it is to break him in on the lines of the division on which he is to work for the first year, which is the city and double track in-



"Ataboy"
Go Get 'Em

terurban lines. Usually one line is covered each day, making several trips, except on a few of the city lines where the running time is only a few minutes in each direction, then as high as three lines are covered in one day.

The length of time required to cover all of the lines on each division is usually nine days.

Two Assistant Train Service Instructors are used in the instruction of the students, a car being assigned to them every day, if possible a car of the same class as used in regular

service on the line over which the instruction car is operating.

The student motormen are assigned to one of the instructors and the student conductors are assigned to the other. While the student train is being run over each line the student conductors are kept busy looking up the rates and punching tickets between all stations on the lines where rates are shown, or apply.

The instructor in charge goes through the car with a commutation book and has each student detach a coupon and tell the instructor to what point a passenger could ride, and if an exchange check or triplex transfer would be necessary for the passenger to reach his or her destination. The student is required to issued the proper transportation in exchange for the coupon.

This is done on each and every line using all of the tickets, transfer and coupon books that are good on that line.

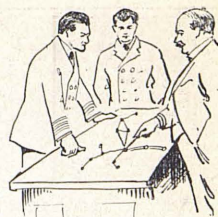
The student motorman is instructed on the handling of the equipment as the car is operated over the various lines and required to make practically every stop in each direction, so that he may have sufficient practical experience to make him a safe and efficient operator.

Each student conductor in turn is put in charge of the car and when the car is stopped it is his duty to see and know that the steps are clear before giving the proceed signal.

During all instructions to student conductors on tariff, the regular forms of tickets and transfers are used and they are required to lift, cancel and issue all forms of transportation.

The student-motorman is given thorough training on equipment defects and remedies. The instructor in charge arranges by using dummy fuses, and other means to bring about the different equipment failures.

In addition to this both the student conductors and motormen are taken to the run board each morning and the runs of the lines they are to cover that day are traced out in the run



A Lesson with the Trainmaster

book, or time table and the peculiarities of each run noted, and when the car is returned to the carhouse the students are shown how to sign up on the Mechanical Department register, noting all defects in the equipment.

The same method of instruction is carried out each day. Also the written examination questions are reviewed each day so that the practical conditions encountered during the day may be referred to in order that the student will understand their meaning in a practical way.

On the third day of the students' course of instruction on the lines the Train Service Instructor goes out on a regular train ahead of the student-train and places a No. 5 test (2 torpedoes 60 ft. apart) then a few hundred feet beyond and places a No. 4 test (1 torpedo) and about 1000 ft. or farther beyond a No. 1 test is placed (a red flag). This forces a No. 16 test on the student conductors, and their attention is called to the fact that they are equally responsible, with the motorman, for a failure on the No. 5 and No. 4 tests.

Then on the night of about the 6th day the Train Service Instructor goes out on a regular train ahead of the student-train and places a No. 5, No. 4 and a No. 3 test. The No. 3 test forces a No. 16 test on the student conductors again the same as in the day time, with the No. 1 test.

Each division student-train is on the road one night so that these tests can be made and the results noted, under actual working conditions, necessary precautions taken to eliminate any chance of an accident.

This requires about nine days to cover the lines and on the tenth day the student conductors report at Room 209 and the student motormen report at Macy, at 8:30 a. m. for their final instructions. The Train Service Instructor at Macy gives the student motorman thorough review on the equipment in the forenoon, while the Train Service Instructor at Room 209, with the assistance of Mr. Birmingham of the Traffic Department, is giving the student conductor a review on the application of fares, the issuing and honoring of tickets and the duties of the conductor in general.

Then in the afternoon at 1:30 p. m. both the student conductors and motormen report to the Train Service Instructor at Room 209 for final instructions on train operation. During this time the written examination is covered thoroughly, the students taking turns reading and answering the questions from Question No. 1 to Question No. 255, which covers all



Knowledge Must Be Absolute. Railroads Must Not Guess. Therefore the Rigid Examinations

subjects necessary for the city and double track interurban service.

This is divided into subjects as follows:

- General Rules.
- Definitions.
- Time and timetables.
- Signals.
- Signal Rules.
- Movement of Trains.
- Protection of Trains.
- Accidents.

On the following, or the 11th day, both student conductors and motormen report at Room 209 and are given an examination blank. They are required to write the answers to the 255 questions, without any assistance, i. e., from their own personal knowledge.



"Attention!" - Safety

and satisfy himself that the student is sufficiently informed on train rules and tariffs to enter the service as a motorman or conductor, as the case may be. While the student conductors are before the Trainmaster for examination the motormen are before the Chief Equipment Inspector for examination on equipment, and reports on the following morning to the Trainmaster for examination on train rules.

The Trainmaster questions them very thoroughly on the duties of a conductor or motorman in general.

KNOWLEDGE OF EQUIPMENT

By W. A. Bishop
Traveling Equipment Inspector

Before becoming a motorman on lines of this company, the student is given a course of instructions by the Instruction Department which consists of a breaking in period, or actual operation of all classes of equipment he is to operate on his respective division, he is then taken to the instruction room where a system of charts and working parts of the electrical and air brake equipment are installed, and further instructed as to the function of the different electrical and air brake mechanism. After the course of instruction is completed, he is then brought before the Mechanical Examiner and must pass an examination to the full satisfaction of the examiner. The extent of the examination or the number of questions he is required to answer depends on the different types of equipment operated on his respective Division. However, if he is to be competent for general system operation on all classes of passenger equipment he is required to answer approximately 390 questions, and to prove conclusively that he is competent.

This means that he must be able to operate both Westinghouse and General Electric multiple unit equipments in single units or in train service, also, all classes of hand control single unit equipments. In other words he must be competent to operate approximately twelve different types of equipment.



Get Out and Look Under

In order for a trainman to qualify as a freight motorman, he must first go through a course of instructions, and then be brought before the Mechanical Examiner and must pass an examination consisting of approximately 260 questions, and must be competent to handle five different types of freight locomotive and express car equipments.

The examination in general consists of making the equipment ready for service, as to the proper line up of all switches, air cocks and controlling devices in the electrical and air brake equipment. Proper method of train handling and remedying and making temporary repairs to minor defects which may occur in the electrical or brake equipment while on the road.

PE

STEPS IN ADVANCEMENT

By W. T. Snyder
General Superintendent's Office

The motorman or conductor after having passed through the period of his instruction is assigned to the operation of city cars only for a period of sixty days or more. Before being allowed to operate an interurban car the man is required to make terurban line of his division so as to familiarize himself with the stops, etc. Before a motorman or conductor can become qualified to operate on single track, it is necessary that he have had one year's train service, and in addition, is required to pass a written examination and also an oral examination on the rules governing operation of trains on single track.



Getting on Single Track

The Cost of Educating a Trainman:



Putting Dollars Into Trainmen

Under our present system of instruction it costs approximately \$55 per man to put him through the required instruction, examination, etc., before he is allowed to operate a car alone. The time required to break in on interurban lines and also the time required to take examination to qualify him for single track operation, is not paid for by the company.

PE

"HIGH LIGHTS"

By A. C. Bradley
Superintendent, Northern Division

Suppose we let the subject be symbolic of the semaphores along a Trainman's road that should, without fail, catch his eye and attention and govern his procedure in the operation of his train. The language of the



Pass a Semaphore Set Like That and You Will Come to Yourself Off the Rails, on the Ground, and a Little Later "on the Carpet"

signals on the right-of-way are given the trainman student by instructors before he reaches the office of the Superintendent for his final admonition prior to assuming control of motor or fare-register and while the "high-lights" along a trainman's way may not as often be apparent or as distinct as he sometimes sees the semaphores, they are there nevertheless, and should be watched for in the interest of safety.

The chief "high-light" of a trainman's experience should be "safety" and that is the last point I wish to leave with the class coming before me for final instructions, before proceeding with the work, as it is of the most vital importance to the proper protection of the train and much more so in the protection of the personal safety of themselves and the passengers in their care. Nothing will get a trainman into trouble quicker than short flagging on the part of the Conductor or the reckless running on the part of the motorman following. Safe operation means happiness and contentment throughout every division of the Company's work. Careless operation causes

injury of passengers or crew, reflecting itself through the Mechanical Department in crippled equipment; through the Engineering Department in destroyed track and roadbed; through the Medical Department, with its hospital adjuncts, which, because of unsafe operation only are necessary; through the Claim Department, involving time, labor, dispute, antagonism and ultimate payment; through the Accounting Department, involving additional accounting details; through the Treasury Department, to provide means with which to pay; through the Traffic Department, involving criticism and censure; from the public, patrons and press—in fact, through every fibre of the railway organization a



COURTESY Buys Much; Costs Nothing

moment's forgetfulness of rules of safety means trouble.

In order to impress what this factor means, it is necessary to review various accidents that have occurred upon the system due to fast or improper operation on the part of the motorman, careless flagging on the part of the conductor, and specific instances cited where accident or injury could have been prevented by adherence to rules and by the use of sound judgment. Instances are given, where even on city streets, a conductor could have prevented a mishap if he had gone back and advised the following motorman that his car was stalled.

"Watchfulness," as applied to the details of operation, must be cultivated to its highest degree and only by the exercising of watchfulness and care, not only over the safety of one's own train, but with a due regard of the safety of the trains of other men, can we achieve the full efficiency we should.

"Courtesy" means much more in dollars and cents than the word has ever been given credit for, and nothing is more easily bestowed that will return greater dividends in gratitude and thankfulness from the passengers carried by the trainmen of the system; and in proportion the standing of a Conductor or Motorman with his patrons on any line may be gauged his value as an employe to the Pacific Electric Company. The return from the exercising of this happy attainment may seem, to some trainmen, to be an indirect quantity, but a gold bond of the Government is no more sure of a adequate return than an investment by trainmen in courtesy and polite attention to elderly men, women and to children, to pleasantly spoken information and advice and to the liberal use of the word "please." Many a criticism may be avoided and a cordial feeling established by the beginning of a phrase with "please" or "I am sorry." The largest percentage of complaints from patrons arise from the fact that the patron does not know the rule or reason governing the case. If proper explanation, pleasantly given, is made, the larger percentage of controversies will immediately disappear. Should the trainman not be able to give the information desired, polite reference to the official or department where it may be properly secured should be given the inquiring passenger.

"Safety," "watchfulness" and "courtesy" are only three of a number of "high-lights" along a trainman's way, but upon these practically all other signals of a like character are founded. It is the hope of every Superintendent that the men of the platform service will hold closely in mind these "high-lights" that lead to their success personally and lead also, most surely and absolutely, to a happy relationship with their patrons of which they may be justly proud. It has been truly said and proven by several centuries of time, and is still before the world as an active, living adage—"A soft answer turneth away wrath," and the man who wrote it KNEW!



An Agreeable Understanding Between a Superintendent and His Subordinates Insures Pleasant Relations in Future Dealings

“GETTING TOGETHER”

By O. P. DAVIS

Superintendent Southern Division

Trainmen entering the service of the Pacific Electric Railway and coming to my office for instruction and review, are there primarily to form acquaintance; to arrive at an understanding as to what is expected of them as men and employees, over and above what is printed in the book of rules and in the course of technical instruction. It is for the purpose of an understanding, as between man and man, of what the Company expects and as to what I, as Superintendent of the Division, shall require from the personal angle of their service.

We assume that every man of the service is entitled to, should receive and will receive a square deal in every respect. While it is essential in good railway operation that mistakes be not made, should error occur, the employee will receive a just hearing and fair treatment; but he must understand that the Company, as well as himself, is also entitled to a square deal and will insist upon it as firmly as he himself would, and that unless the best work in him is given he will fall short of the expectation of his employer.

Taking things for granted in train operation invariably results in getting into trouble; a trainman may “get by” for a time with a superficial knowledge, or a complacent application of a portion of the rules governing train operation, but sooner or later his carelessness or heedlessness exposes itself by an accident, with its accompanying trouble, expense and woe, and brings to his mind, too late, the fact that he did not apply the best that was in him, both of knowledge and ability, with the result

that retirement comes under a cloud and his prospects in the railway business brought to a close.

In our feature of industrial activity, as well as in every field of usefulness, no man has a corner on brains. By weight, there is a very little difference in the brain capacity of men, but upon the cultivation of “gray matter,” depends the results to be attained and in the exercising of the brain, storing therein knowledge and applying it to our daily tasks, we achieve. It may be compared exactly to the muscular fibre of man, which if inactive, becomes atrophied, useless and flabby, but if continually stimulated along right lines by useful application, becomes a pride to its possessor, and is available not only for the good of himself, but for the benefit of his fellows. It is not sufficient that we give partially of our knowledge to our work, and only when we give the best that is in us to whatever task may present itself, will we be rendering to each other or to the Company that which is contemplated in the word “loyalty.” In train service a Conductor or Motorman needs a clear brain and a quick, active grasp of a situation in order to make an instant decision, because in a moment of hesitation as to what rightly to do, frequently comes disaster and may mean the life of yourself or that of others entrusted to your care. You must KNOW and it cannot too often be repeated “do not take a chance.”

On the attitude a trainman takes toward his work, toward the Company, and toward the public will depend promotion. It has always been the policy of the Pacific Electric Railway to promote its employees as positions open and every man entering this service should look forward to, and prepare for, something better

on the line ahead, but to get this he must first master himself, acquire a thorough knowledge of his work, and prove his loyalty by his action. His application to his duty, bearing among his fellow men and workers; manner, speech and attitude toward the public he serves, as well as his intimate knowledge of the details of railway operation, governs in the matter of promotion; and by the term “fellow employee” is meant the men of other departments of the Company’s organization, as well as those of train service.

The rules of operation of the Pacific Electric Company given orally and in printed form to its employees are based upon the experience of men long in the business and it stands to reason that the test of time and application with a desire to render the best service possible, dictated their formation and it is not for a trainman to question them in any manner. They are made with no thought whatever to embarrass or handicap, but with every thought to protect and help. The men who formulated the rules were, in many instances, trainmen themselves, and it is because of their experience and their heartfelt desire to promote to the highest extent the efficiency of service that they came into being. A rule may become obsolete because of a change in operation, but it is not for a trainman to question it or disregard it; in such cases it becomes his duty to call to the attention of his immediate superior anything that might lead to a better interpretation with its ultimate betterment of the service. But rules given by the management can only be changed or altered by their creators; in service they must not be questioned, but accurately obeyed. Provisions are made in trainmen’s meetings for the discussion of rules and for obtaining a greater knowledge and better understanding of them. Should you at any time be in doubt as to the application of certain rule or rules, take it up at once with your immediate superior, apply it as interpreted by him and if you desire, at the following trainmen’s meeting, bring it up for discussion in order that others may have the benefit of the investigation and decision.

Every trainman has reason to feel proud of his calling, for engaged therein are to be found men of culture and refinement; men of splendid moral fibre and stamina; men trained for the greatest of the affairs of public service and on whom the greatest percentage of the public rely. The position and surroundings of a trainman and the attitude and thought of the public in relation to him are exactly what they make it, and they will be held, either in high esteem by our patrons, or looked down upon as individuals, as the trainman himself chooses. “Courtesy” should be the watch-word with every one of us, and hand in hand with “courtesy” should go the efficient application of every particle of knowledge we can obtain of our craft.



When Tickets Are Drawn They Represent Nickels, Dimes and Dollars That Must Come Back. If They Don't, a Run Soon Opens for a New Crew.
Yes, honesty pays in every business

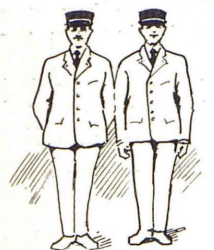
RETROSPECTION

By J. C. McPherson
General Superintendent

The word with me has little significance for the reason that the vast majority of events of yesterday are to a great extent a thing of the past, and looking back to the limit of our remembrance, while we have found conditions ever changing, the one fact stands out that the human element remains in a great degree the same. During all the ages big minds have met and mastered difficulties, while many others, through no fault of their own, not possessing superior



The Crew of Yesteryear



The Men of Today

intellects, are still doing the best they can to hold together the human fabric. It is needless, therefore, as well as often quite tiresome, to elaborate to any extent on the happenings of the past. The average man of today who reads has, or should have, a fairly good knowledge of what constitutes the little world of his own, and should prepare himself to meet and overcome the obstacles occurring daily therein. We are living in such an intensive age that the man who does not qualify so that he can produce results just a little better than the other fellow, can hardly hope to

progress very far, and any man, regardless of his years of experience, who fails to acquire a comprehensive and up to date understanding of the business in which he is engaged, must also drop behind.

Quite often we hear a train employe with considerable experience elucidate on the privileges enjoyed in the past in making comparisons of conditions existing at present. Thoughtful people rarely do this, knowing that while the work in general, not only in railroads but in other lines of endeavor as well, is vastly more intensive than it was in years past. At the same time science and human ingenuity so quickly come to our rescue that the burdens of the average working man in the railroad field are vastly less than they were twenty years ago. Living conditions, it goes without saying, are much improved and opportunities for advancement where men apply themselves are greater.

The Pacific Electric Railway since its inception has had a standing second to none in the electric field, the nucleus of which originated in the town of Pasadena many years ago, where the hand-full of trainmen called upon to perform the service in those days were well qualified as the operation went then, and since which time the watchword of the officers of this property in building up the personnel of its employes from time to time, required to operate the vast extensions made, has been courtesy and capability on the part of their trainmen. The efficient



Only a Memory

conductor and motorman on our lines today, who applies himself, is always in line for advancement. True, if such motorman or conductor is unusually ambitious, promotion may not come as quickly as he would wish it, but there is always a reason for those things, which can be readily explained.



The Efficient Present

I must ask our genial Editor to excuse me for dealing with other than the subject he assigned to me, but when you call to mind that a world's war was in full blast less than two years ago, and is now almost forgotten, we can see that people who indulge very much in retrospection are soon forgotten also.

LOOKING FORWARD

By H. B. Titcomb,
Vice-President

Whenever the time comes in a man's life where he has nothing to look forward to, his case is truly an unfortunate one. The very essence of progress is largely contained in the thought that tomorrow or soon thereafter will accomplish what is started today. Tomorrow, or perhaps a year from now, the dream, if you please, will have resolved itself into a reality. All of the great projects accomplished originated in a thoughtful mind and were made possible by constructive effort and close application thereafter. We find evidences of this the world over down through the ages, not only in the railroad field, but elsewhere. Happy is the conductor or motorman, or any employe, official or otherwise, of the Pacific Electric Railway who enters on his duty each day with the thought, fortified by an effort on his part, that he will do just a little better work today than he did yesterday, and in turn will strive to be more efficient tomorrow.

The general unrest prevailing the world over at present has a natural tendency to distract the mind of the average worker. This condition will improve by reason of the fact that the working man, and indeed in this we are all included, will learn that the so-called capitalist is nothing more than a man like ourselves, possessing a large and strong brain power, and who is now, and has always been, intensely interested in the welfare of all those human beings who go to make up the fabric of which he is at the head.

Taking our own organization, in which we are after all more interested than we are in any other; if for one short day the official organization failed to look ahead and make preparations in some direction or other to take care of the business interests we are serving, the results might be disastrous. On the other hand, any organization where the officers in charge are sure of co-opera-



The Trainmaster Isn't in the "Easy Chair" Like This Much of the Time. He's Like the "Top-Sarge" in the Army. Gets It From Both Ends

tion and co-ordination from their subordinates, need have no fear for the success of their business.

The ambition of American youth and American citizenship is to advance in this world of strife, to be something more than an ordinary cog or pinion in a mass of gears. The freedom of our institutions and our government encourages this ambition and it makes for better citizenship. This same opportunity prevails in the Pacific Electric family. Every employe must know that the opportunity for advancement is open to all. Promotion follows merit and merit can only be recognized by superiors by attention to duty and earnest application to the details of his work. We only need to look among our own staff or our own executives or men in control to see and appreciate that the Pacific Electric has promoted men to these executive positions from the rank and file, who have earned their spurs; so there is something for each and every man in the service.

There is an unmistakable evidence that the old spirit of antagonism against corporations is waning. People are appreciating the difficulties of the public utilities, and will, upon proper explanation, join in seeing that proper remuneration will be given to the companies for the service they perform, which in turn will benefit all of us in the service. We must not look at the matter as a pessimist, but should appreciate that there are better times in the future.

PE

AUXILIARY TRANSPORTATION MEETINGS

Riverside—February 10th (Tuesday), 7:30 p. m.

Pomona—February 11th (Wednesday), 10:00 a. m.

Long Beach—February 13th (Friday), 10:00 a. m.

TRANSPORTATION DEPT. MEETINGS

POMONA MEETING

The regular monthly trainmen's meeting, Pomona district, was held on January 14th, Chairman Snedaker calling the meeting to order at 7:30 p. m.

There were present 16 trainmen, in addition to Asst. Supt. Belt and Terminal Foreman Foote.

The minutes of the previous meeting were read and approved.

Providing trainmen's room and lockers.

Disposition: This is now under consideration by the management.

Providing crossover Pomona Yard.

Disposition: Under investigation as to the real necessity for this.

Light cluster, San Antonio Avenue.

Disposition: Referred to Electrical Department to install.

Providing heaters on 170 class cars.

Disposition: On account of short schedule, it is not considered necessary to provide heaters on these cars.

Allowing regular time for run 83.

Disposition: Mr. Belt stated layover time not allowed at Los Angeles account being the home terminal.

Allowing regular time for layover at San Bernardino.

Disposition: Mr. Belt stated this is allowed.

Allowing deadhead time between Pomona and San Dimas, on San Dimas jigger run, and tying up car at Pomona.

Disposition: Mr. Belt stated question of deadhead time is under consideration; cannot consider tying up car at Pomona account expense of deadhead mileage.

Providing club and recreation features in connection with trainmen's room at Pomona, Item 1.

Disposition: Under consideration by the management.

Allowing more time at Macy Street to get train ready.

Disposition: Mr. Belt stated 25 minutes is now allowed and covers movement between Macy Street and 6th and Main Streets; Mechanical Department expected to have trains ready, and if they are not, matter should be promptly reported.

Allowing time for signing on run 208.

Disposition: Mr. Belt stated same time would be allowed for this run as for other runs on the line.

Additional turn around time at Covina.

Disposition: Mr. Belt stated will have this taken care of when new time table is made up.

Correcting practice of Southern Pacific freight trains taking staff at La Verne on Pacific Electric trains' schedule.

Disposition: Arrangements made with Southern Pacific Company to ascertain from our dispatchers where our trains are.

Suggested that better headlights be provided on 170 class cars.

Disposition: It is understood that headlights are being changed as cars go through shops.

That lights be provided at Masonic Home stop; that slow order be put out to restrict speed on curve approaching this station.

Disposition: Recommended that a slow board be installed limiting speed to 35 miles per hour, and referred to Mr. Bradley for consideration.

That more running time be allowed train 103, between Los Angeles and Pomona, account crew being required to stop and turn off station lights.

Disposition: Matter will be taken care of on next time table change.

That some better device be provided for manipulating trolley poles, than use of sliding ring as at present.

Disposition: Statement was made that while some trouble occasionally is encountered, still this device is a great improvement over previous ones.

That heaters be connected up on 350 class cars.

Disposition: Referred to Mr. Bradley for consideration.

That a shield be placed back of light circuit lights at Ganesha Park turnout to provide better visibility during daylight. When sun shining behind lights, they cannot be distinguished.

Disposition: Referred to Maintenance of Way Department.

That a spur track be provided at North Pomona to hold local cars and avoid necessity of going on main line to turn back. Considered hazard of accident under present operation.

Disposition: Will be referred to Central Safety Committee for consideration.

That the 3:08 p. m. trip, run 204, be changed to leave five minutes earlier to avoid being blocked by Southern Pacific and Salt Lake trains loading and unloading baggage.

Disposition: Matter will be considered when new time table is made up.

That train 17 be changed to originate at Claremont instead of at North Pomona in order to afford better accommodation to packing house employes.

Disposition: Mr. Belt will look into the matter and do what is necessary.

That layover time be allowed at Los Angeles, same as at San Bernardino and other points, for men running out of Pomona.

Disposition: Referred to Mr. Bradley for consideration.

That lights be provided in staff boxes.

Disposition: Referred to Mr. Bradley for consideration.

That a cluster light be provided at Orange Avenue; suggested that lights now at Hiawassa are not needed and may be relocated at Orange Ave.

Disposition: Mr. Foote will check up number of passengers on and off after dark, at both locations.

That lights be provided to light Pomona Yard.

Disposition: Referred to Mr. Bradley for consideration.

That stright time be allowed on run 95, between 10:15 a. m. and 12:15 p. m.

Disposition: Referred to Mr. Bradley for consideration.

That conductor's round trip tickets between Pomona and Claremont be done away with, as time does not permit issuing them; one way fare is 10 cents and round trip 19 cents, which is virtually double the single fare.

Disposition: Will be referred to Passenger Traffic Department for consideration.

Assistant Supt. Belt directed attention to the increase in number of accidents, and made plain the duty of the older men to help the new men. Under no circumstances to take any chances, and to make it a point to live up to the rules and regulations at all times. Every one must study the situation and lend every effort to reduce the accident list.

There being no further business before the meeting, adjourned at 9:15 p. m.

G. H. GRACE, Secretary.



Proper Switch Alignment is Not an Unimportant Matter. Many a Train Has "Hit the Grit" Because of a Carelessly Handled Switch

LONG BEACH MEETING

The regular monthly meeting of the Long Beach trainmen was held on January 16th, Chairman Tolle calling the meeting to order at 8:00 p. m.

In addition to Superintendent Davis and Trainmaster Williams, approximately 35 trainmen were in attendance.

The minutes of the regular meeting held at Los Angeles in December, were read.

The reading of the minutes of the previous meeting was waived.

By Mr. Mulligan, that complaints against trains passing up passengers between Compton and Watts would largely be done away with, if trainmen would get together and arrange the matter. Heretofore, he had always had an understanding with San Pedro Line men that he would alternate with the following train, one train picking up passengers at every other station, the following train taking care of the others; handling this way always saved 8 to 10 minutes delay to both trains.

Disposition: Mr. Davis stated it was a serious matter to pass up passengers and should only be done when it was definitely known a following train was close behind.

By Mr. Murphy, that some serious delays are encountered in leaving 6th and Main Street (Terminal). Today, was held 18 minutes on 9:45 a. m. trip by towerman running Newport 9:55 out ahead.

Disposition: Mr. Davis will look into the situation.

By Mr. Murphy, that local cars on 3d Street, 7th and Redondo Avenue should wait for connections with main line trains when they are close; referred to several cases where local cars pulled out just as Interurban trains stopped.

Disposition: Mr. Williams will arrange for local cars to make proper connections.

By Mr. Hallam, that passenger landings between Willowville and Anaheim Street, inbound, are too short to accommodate 4 and 5-car trains.

Disposition: Referred to Mr. Davis for consideration.

That toilet conveniences at Long Beach station be increased; some fixtures at Morgan Avenue, not needed now, could be used to advantage.

Disposition: The Secretary will take up with Mr. Stuart of the P. E. Club.

Recommended that the ticket office at San Pedro be kept open two hours later on Sundays, as so many passengers board San Pedro-Long Beach trains, conductor does not have time to issue tickets required.

Disposition: Mr. Davis will look into the matter and take proper action.

That dash signs in use on many of the local lines are misleading as to routes, especially to strangers.

Disposition: Mr. Williams stated that side signs showing lines, are being arranged for, which will help the situation materially.

That spring catch on signal cans should be changed so trainmen can get hold of it.

Disposition: Referred to Mechanical Department with recommendation that the present catch be redesigned to afford easier manipulation.

By Mr. Murphy, that several extra men complained to him that they were being discriminated against in marking up runs.

Disposition: Mr. Williams stated if any one felt he was being overlooked, to see him and he would straighten it out.

By Mr. Mulligan, that in order to lift all hat checks before passengers left cars, they be lifted inbound, after passing Watts, and outbound, after passing Los Cerritos.

Disposition: Referred to Passenger Traffic Department for consideration.

That much difficulty is being encountered in unlocking new type of switch locks; keys do not always turn in the lock.

Disposition: Referred to Maintenance of Way Department for attention.

There being no further business before the meeting, adjourned at 9:45 p. m.

G. H. GRACE,
Secretary.

SAN BERNARDINO MEETING

The Northern Division, Eastern Lines, trainmen, held their regular monthly meeting on January 23rd, at San Bernardino, Chairman D. J. Finley calling the meeting to order at 7:30 p. m. with approximately thirty men in attendance. The minutes of the previous meeting were read and approved.

Recommending that trolley catchers be lowered.

Disposition: This will be done as fast as Mechanical Department can get to them.

Trimming trees on Magnolia Avenue.

Disposition: Now up with city authorities for permission.

Curtains on end doors to eliminate glare on motorman's window.

Disposition: Details being worked out by Mechanical Department.

Sanding rails on Corona line.

Disposition: Referred to Central Safety Committee, which recommended

that rails be sanded, and so referred to Maintenance of Day Department.

Train indicators out of repair.

Disposition: Mechanical Department will endeavor to keep them in working order. It will not be practicable to install indicators on 400 class cars.

Cleaning seat cushions and backs, 1200 class cars and other equipment.

Disposition: Vacuum cleaner has been ordered to take care of this work.

Illuminated hood signs out of order.

Disposition: Mechanical Department will endeavor to keep in shape, pending proposed changes now under consideration.

Replacing single bar gates on 400 class cars.

Disposition: Authority will be requested to change to pantagraph type, which will remedy the trouble.

Connecting up heaters on 350 class cars.

Disposition: Now up to General Officers for authority.

Heavier gongs on 350 class cars.

Disposition: Referred to Central Safety Committee, which recommended full investigation and necessary action.

Repainting "car stop" signs, Brockton Avenue.

Disposition: This is now being done.

Repainting derrails at various points.

Disposition: This is being done.

Removal of derail on cut off track, Market Street.

Disposition: Now up with Southern Pacific Company for permission.

Providing a two-car spur track at Highland Avenue and B Street, Arrowhead line.

Disposition: Management considers expense of installation too great, considering the benefit to be derived.

Toilet conveniences at Highland Avenue and B Street, Arrowhead line.

Disposition: This has been done.

Free transportation on household goods when men are bumped off runs at outside points.

Disposition: This will be allowed.

Providing a trainmen's room and recreation features at San Bernardino.

Disposition: Under consideration by the management.

Elimination of delay and inconvenience due to lack of track room at San Bernardino.

Disposition: Maintenance of Way Department requested to connect up the stub end of express track, making a siding thereof instead of a spur track.

Trainmen's room and recreation features at Riverside.

Disposition: Now under consideration by the management.

Window cleaners for 1200 class cars and other cars used in high speed service.

Disposition: Referred to Central Safety Committee, which recommended that the matter be investigated and reported on.

Headlights on 500 class cars out of order.

Disposition: Mechanical Department will put in shape and check up from time to time.

Grading up yard, First and Main Streets, Riverside.

Disposition: Maintenance of Way Department will prepare work order to cover expense and submit for authority.

Printed instructions on the use of telephones.

Disposition: Mr. Anderson recommends that the subject be included in the next issue of the book of rules.

Notifying substation operators when heavy load in sight, that machines may be put on.

Disposition: Mr. Anderson advised that this information would be welcome. Dispatchers should call up Central Station, which in turn will notify the substation involved.

Keeping Rialto substation on the line at night until all trains or cars are in to clear.

Disposition: Mr. Anderson has issued the necessary instructions.

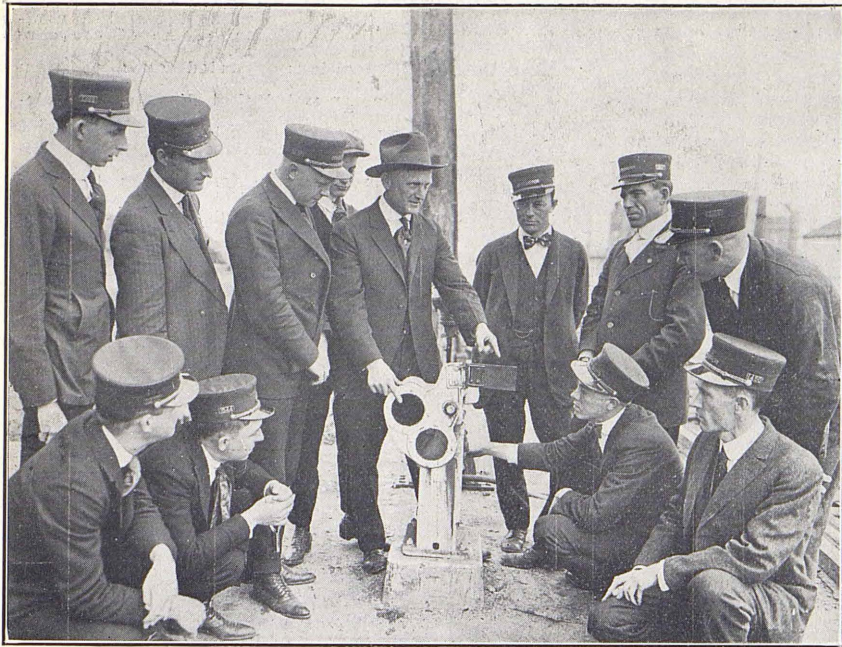
Delays at Bloomington interlocker.

Disposition: Has been referred to Signal Department to take action.

Shelters at phone and train register booths.

Disposition: Referred to Maintenance of Way Department to provide.

By Mr. Spellane, that much delay to service between Rialto and Riverside



Signals Are Not All "High Balls." This "Dwarf" on the Ground Will Tell You a Lot If You Watch

is occasioned by low voltage between Bloomington and Rialto, feed wire only extends to Poole and none between Poole and Crestmore.

Disposition: Referred to Electrical Department for its information and attention.

By Mr. Smith, that Ohmer fare registers do not in all cases register according to the indicator; recent case indicator showed round trip sold, but when cord was pulled the register showed \$1.50.

Disposition: Referred to Supt. Bradley to take up with the Ohmer people.

By Mr. Scott, that bill boards at corner of Mill and E Streets are so located as to make it impossible for motormen or auto drivers to see the highway or track; very dangerous.

Disposition: Referred to Maintenance of Way Department with recommendation that the boards be relocated if possible.

By Mr. Nywenning, that curtains are missing from many cars on Colton line; suggested that on account of heavy winds an additional strip be placed on each side of the curtain guides, to prevent the curtain slats from coming out of the guides.

Disposition: Referred to Mechanical Department for attention.

By Mr. Hunker, that too many switch locks are being damaged, particularly at derails; cause apparently due to placing the lock on tie when throwing derail, and the derail thrown over on lock, smashing it.

Disposition: Mr. Peachey will bulletin the matter, instructing that more care be used.

By Mr. Smith, that most of the switches in the yard are hard to throw. Suggested that trouble is doubtless due to their being run through so often.

Disposition: Referred to Maintenance of Way Department.

By Mr. Smith, that trolley chains are missing from trolley catchers, causing inconvenience and delay.

Disposition: Referred to Mechanical Department.

By Mr. Smith, that the new trolley catchers have no guide to keep rope in place.

Disposition: Referred to Mechanical Department.

By Mr. Severance, that a palm tree opposite freight house on Highland line strikes headlight on car; should be trimmed.

Disposition: Referred to Maintenance of Way Department.

By Mr. Mee, that some delays could be avoided in the case of meets by relaying a few rails up the Avenue

at Junction, Magnolia and Brockton Avenues, Corona line.

Disposition: Referred to Mr. Bradley for whatever action is consistent.

By Mr. Jones, that more smoking compartment cars be provided, that Riverside passengers may have smoking privileges.

Disposition: Referred to Mr. Bradley for consistent action.

By Mr. Wilson, that more light be provided at top of Mt. Vernon hill; much trouble account poor light and poor headlights.

Disposition: Mr. Peachey will look into the matter.

By Mr. McPherson, that trees south of Bloomington tower be trimmed to enable towerman to see approaching trains from Riverside.

Disposition: Referred to Maintenance of Way Department.

By Mr. McPherson, that motormen on inbound trains approaching Lone Hill cannot readily distinguish switch lights account other lights all in line.

Disposition: Recommended that the canopy lights and those at staff and phone booths be shielded; referred to Electrical and Maintenance of Way Departments.

By Mr. Van Fleet, that oil now being furnished for lanterns, is of poor quality, lights frequently going out.

Disposition: Referred to Store Department for its information and attention.

By Mr. Spellane, that necessary repairs be made to track on Market Street, between 1st and 5th Streets.

Disposition: Referred to Maintenance of Way Department.

By Mr. Spellane, that injustice will be done men at outside terminals by including such terminals in general shake-up. That he, with some others came to these outside points during the trouble and worked under disagreeable conditions, and now that the unpleasant conditions have been eliminated, it does not seem fair to have to leave and make a home somewhere else; would like outside terminals left out of general shake-up.

Disposition: Referred to Mr. Bradley for consideration.

By Mr. Finley, that prior to general shake-up a list of all runs on the division be available for men at Riverside and San Bernardino.

Disposition: Mr. Peachey stated he would arrange for this.

By Mr. Smith, that existing "Cars Stop Here" signs be made definite by giving street or station name; new men have no way of knowing names of streets, etc., and lack of such in-

formation is annoying to passengers, particularly if strangers.

Disposition: Referred to Mr. Bradley for consideration.

By Mr. Spellance, that 500 class cars be provided with same type headlights as on 550 class.

Disposition: Referred to Mr. Bradley for consideration and whatever action may be necessary.

By Mr. Rockhold, that much damage is done to train indication signs by rough handling; many trainmen manipulate the indicator by pulling the sign fabric, resulting in fabric being torn or binding in the holder.

Disposition: Mr. Peachey will bulletin the necessity for greater care.

By Mr. Reynolds, that switch at Mill Street and Colton Avenue is out of order and should be repaired.

Disposition: Referred to Maintenance of Way Department for necessary attention.

By Mr. Mattler, that station lights at Magnolia Junction be put in order; have been out all winter.

Disposition: Referred to Electrical Department for attention.

There being no further business before the meeting, adjourned at 9:30 p. m., to meet at Riverside Tuesday, February 10th, 1920.

G. H. GRACE,
Secretary.

WESTERN DIVISION TRANSPORTATION MEETING

Retiring Chairman Jenks called the meeting to order on January 20th at the Club Committee Room and immediately surrendered the chair to Chairman-elect Bert Shengle.

Upon motion of Mr. Clayton, a unanimous vote of thanks was given retiring Chairman Jenks.

In accepting the chair Mr. Shengle thanked the boys for the honor which he felt had been given him, and asked the hearty co-operation of them in making his administration as successful as his predecessor's.

Safety gates in the Glendale Line:

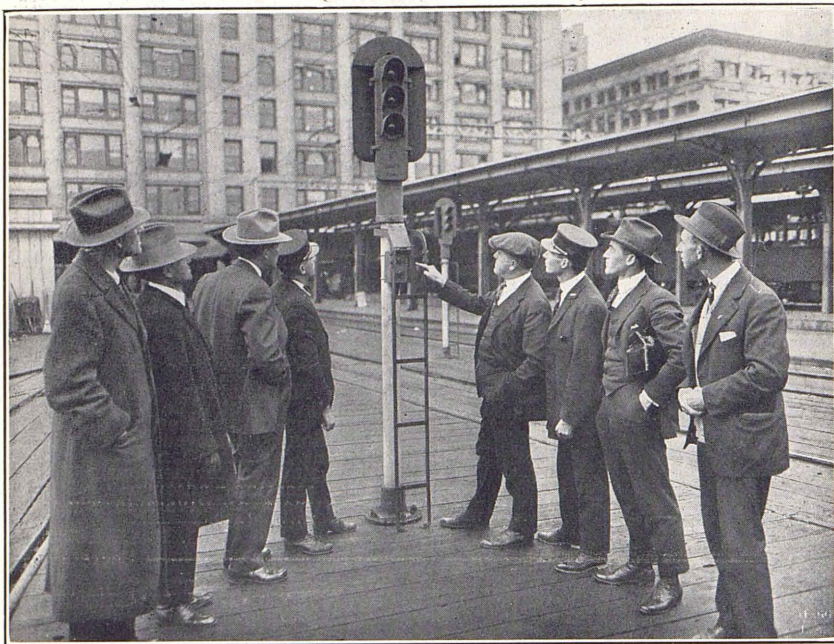
Mr. White stated that the matter was up before the Central Safety Committee at the present time, and had been referred to the Mechanical Department for a report; that he expected to be able to say something further on this at the next meeting.

Mr. Shengle: He felt that these meetings were not given enough publicity, that while notice of the meetings was published in the Magazine, the Magazine was not out until the 10th of the month, and that he thought some added publicity should be given, something like a bulletin posted on the bulletin boards. Mr. White stated that he thought this was a good idea and would look into it.

Mr. Shengle: Stated that he thought that an article should be published in the Magazine giving some information as to the mileage of the Pacific Electric, the number of cars in service, the number of men employed and other facts; that this would be interesting and instructive, especially on account of the large number of new men who are not familiar with the Pacific Electric. Mr. White stated that it was a good suggestion and would take it up with the Editor of Magazine, and would make a report at the next meeting.

Mr. Jenks: That arrangements for toilet facilities be made at Highland and Santa Monica Blvd., also at Owensmouth. Mr. White stated that he would take the matter up with the Engineering Department, and would make a report on same at the next meeting.

Mr. Converse: Stated that he felt that Western Division crews should be considered in the assignment of runs on the Air Line; that he understood there were two Southern Division crews doing work there at the present time. He also felt that Western Division men should be given some consideration in the assignment of switching crews at 8th and Hemlock Yard, also in the assignment of line car crews on the Glendale Line, and Redondo switch engine, etc. Mr. White stated that the switching crews on the Air Line, in the 8th Street Yard, also at Redondo, were considered under the jurisdiction of the Southern Division; that he would



The Fastest Working Inter-Locking Plant of the World is at Main Street Terminal. Don't Blame Delays to This Machine. It can't Be Done

look into the assignment of crews for the Glendale Line-car.

Mr. Jenks: That arrangements be made with the Engineering Department to sand the tracks following the weed burner, stating that the burning of weeds left the rail in a very slippery condition, and from a safety standpoint he thought the above should be done. Mr. White stated that he would take the matter up with the Engineering Department and believed it could be corrected.

Mr. Shengle: The gates on the 200-class P. A. Y. E. cars were hard to operate on account of the lack of care, stating that he did not feel that it was entirely the fault of the Mechanical Department, that if train crews would report troubles of this kind when registering their car in, he felt that the Mechanical Department would look after the matter. Mr. White stated that he had had some reports of crews failing to register their B. O. cars and that he would have the matter followed up with the Mechanical Department with regard to the operation of the gates in question.

Mr. Pierce: He thought that the 1 hour and 15 minutes which was the allotted time for the Trainmen's meeting was too short and that it was impossible to take up very many subjects and discuss them to a conclusion. Chairman Shengle agreed with him and appointed a committee of three, consisting of Messrs. Pearce, Jenks and Converse, to draft resolutions to be submitted to the management, with the view of holding the Trainmen's Meeting and Trainmen's Entertainment on two separate nights.

There being no further business, the meeting adjourned at 9:15 p. m.

PE

SOUTHERN DIVISION TRANSPORTATION MEETING

The regular monthly meeting of the Southern Division Trainmen was held on January 20, in the Auditorium, Pacific Electric Club, Chairman Tolle calling the meeting to order at 8:00 p. m. Attendance numbered about 40, including Superintendent O. P. Davis.

The reading of the minutes of the previous meeting was waived. The minutes of the local meeting at Long Beach were read.

Recommendation that motormen be permitted to wear overalls.

Disposition: Mr. Davis stated that after due consideration it was not considered practicable to allow this. If all equipment were cab cars, there might

be some excuse, but where most of the cars permitted the passengers to come in contact with the trainmen, it was a duty to the public for trainmen to appear in neat uniforms.

Recommended that sun shades or small awnings be provided on motorman's window on all equipment, similar to those on some of the 1000 class cars.

Disposition: Referred to Central Safety Committee for consideration.

Recommended that small mirrors be provided on motorman's end of cars, to enable him to watch rear step.

Disposition: Chairman Tolle stated that it was his experience that the motorman should run the front end and the conductor the rear, without dividing the responsibility; and if both would attend strictly to business there would be no trouble.

Recommended that before the rainy season commences, the 1000 class cars be gone over and the transoms fixed up to keep out the rain; cars 1003, 1005, 1009, 1018, 1024, and 1037 are in bad shape in this respect.

Mr. Green, of the Mechanical Department, stated the difficulty could be easily remedied by applying a small beading around the transom.

Disposition: Referred to Mechanical Department for consideration.

Recommended that more attention be given the matter of keeping oil in tail lights and lanterns; complaint made that oil gives out during the night account lack of proper attention.

Mr. Green stated the trouble lay mostly with the trainmen themselves, as they are in the habit of putting their cars away, leaving lanterns and markers lighted; should endeavor to help the situation by seeing that all lights are out when leaving cars at terminal.

Disposition: Referred to Mechanical Department for consideration.

By Mr. Green, that the Mechanical Department is badly handicapped in its work by lack of proper co-operation.

Particular attention called to practice of trainmen to fail to sign their cars off when tying them up at terminals.

Fully 25 per cent of the equipment turned in is not entered on the sign off sheet; many of these cars have defects or are bad order and no mention made of it.

The signing off is a small matter to trainmen but is of much importance to the inspectors and is the only method of keeping track of failures.

Disposition: Referred to Mr. McPherson to have instructions reissued as to signing off at end of runs.

Recommended that the open sections

of all interurban cars be provided with drop windows, making them more comfortable in winter. Some of the cars have been fixed up.

Disposition: Carried over to next meeting.

Recommended that dispatchers' telephone lines be fixed up. Lines very noisy and frequently much difficulty experienced in raising dispatcher's office.

Disposition: Carried over to next meeting.

The Chairman announced the expiration of his term of office, and requested nominations for chairman to serve for next three months.

Messrs. Bennett, Kreider, Tolle, Mulligan and Denne were nominated. Bennett, Kreider and Tolle withdrew.

Ballot being taken, Denne received 6 votes and Mulligan 21. Mr. Mulligan was elected.

There being no further business before the meeting, adjourned at 9:10 p. m.

G. H. GRACE, Secretary.

NORTHERN DIVISION TRANSPORTATION MEETING

The regular monthly meeting of the Northern Division trainmen was held on January 20 at the P. E. Club, meeting being called to order at 8 p. m. by Chairman Polk.

There were present about 30 trainmen and in addition the Northern Division Staff and General Passenger Agent O. A. Smith.

The minutes of the previous meeting, and of the district meetings at Pomona and San Bernardino, were read and approved.

From San Bernardino meeting. Requested that remaining 1200 class coaches be made over with smoking compartment added.

Disposition: Mr. Bradley will take this matter up with the management.

From San Bernardino. That on Eastern Lines station stops should be named, and do away with the car stop sign; this for the benefit of new men not knowing the names.

Disposition: Mr. Smith stated he was preparing a list for trainmen showing each station on each line, and this would be out shortly. Signs to be left as at present.

Mr. Mr. A. P. Smith, that on account of heavy travel on Mt. Lowe Line, congestion exists at Rubio and Echo by passengers boarding Incline car. He recommended that an enclosure be built at each place so that conductor could start at gate and let only a certain number through at one time.

Disposition: It was agreed this would be a good feature, and Mr. Bradley was requested to take up with Mr. McPherson to see if this can be done.

By Mr. A. P. Smith, that the circuit breaker at Newkirk, Mt. Lowe line, be taken out and placed at Rubio; this to give more power between Rubio and Alpine. At present voltage very low between Rubio and Alpine. At present voltage very low between these places.

Disposition: Mr. Bradley will take this up with Mr. Anderson to see if same can be arranged.

By Mr. H. K. Riordan, that we do away with the cab cars on 700 class equipment, on account of the slant in glass in front of motorman, also the poor view he obtains from side of this class of equipment.

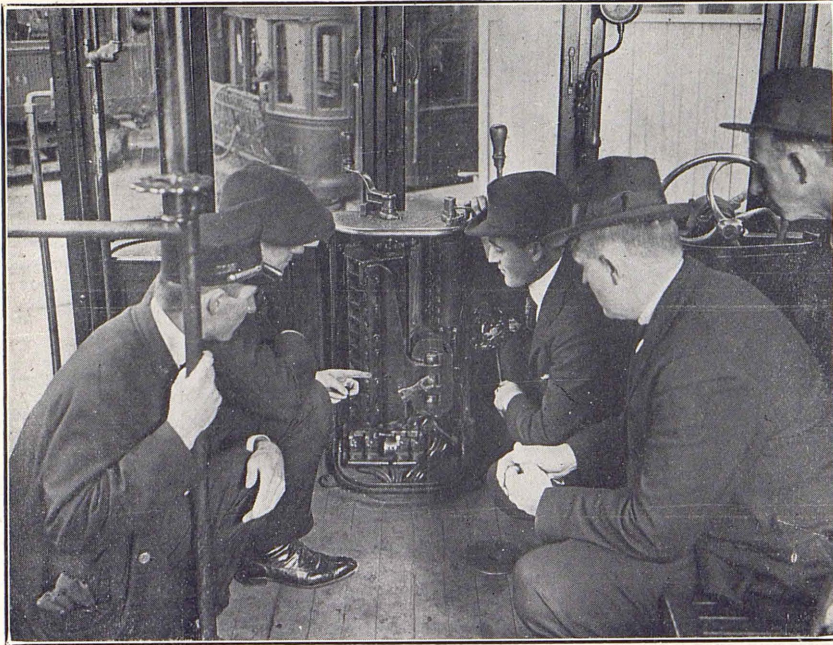
Disposition: Mr. Bradley stated that bulkheads instead of cabs were being installed as cars went through the shops.

By Mr. Riordan: That men were leaving torpedoes and fuses on platform of cars instead of putting them away.

Disposition: Mr. Bradley will bulletin this and see that men are instructed to discontinue the practice.

By Mr. F. O. Evans: That motormen working on 1000 and 1200 class equipment be allowed to wear some kind of standard overall uniform on account of having to do so much temporary repairing to these classes of equipment when any trouble develops.

Disposition: Mr. Bradley will take this matter up with management.



A "Controller" is a Vital Part of a Car. Some Men Do Not Possess One in Their Own Personality

By Mr. L. A. Polk: That the flag signals for trains going by and entering the station on Main Street have been changed, and suggested a general bulletin to cover.

Disposition: Mr. Bradley will take same up with Mr. Davis and Mr. White and issue same as a general bulletin.

There being no further business, meeting adjourned at 9:05 p. m.

C. H. BELT, Secretary.

PE

AGENTS' ASSN. MEETING

the question of seniority, and I would Jan. 10, 1920

Meeting is called to order by P. H. Mann, T. F. A., Chairman, at 8 p. m.

Roll called and absentees noted by Secretary Legrand.

Agent Anderson, Long Beach, proposes that the names of R. W. McDougall and A. H. Stillson, also employed at the Long Beach station, be added to the list of members of the Freight Agents Association.

Minutes of last meeting read and approved.

The Chairman announces membership of the following committees: Attendance Committee; A. C. Bradley; O. P. Davis; W. C. White, Program Committee; O. A. Smith; H. L. Legrand; P. H. Mann.

The Chairman asks for remarks on the following questions from members whose names are given below:

Q. Whether or not agents are entitled to a bonus the same as that paid the trainmen.

Mr. Smith, Azusa: I have nothing to say.

Mr. Anderson, Long Beach: I don't really think I have anything to say on that.

Mr. Mann, Chairman: Shall we drop it or take it up further?

Mr. Anderson: In order to get the expression of the agents, I make a motion that the communication be filed.

Motion is seconded and carried.

Question Box

Q. Should we not include those second in charge—cashiers, clerks, warehouse men, who are really assistant agents and are therefore entitled to the benefit they might receive from attending the meetings?

Mr. Mann: Men such as clerks or cashiers, who act as assistant agents and those who act in the agent's absence should be included.

Mr. Anderson: I think that those who take my place should be entitled to come to this Association and have the benefits of it.

Mr. Johnson, San Pedro: The meet-

ing is just as much an advantage to the assistant agent as to the agent. One man and the agent should represent the station and any other employee should be welcomed.

Mr. Bonser, San Bernardino: I agree with Mr. Johnson and would like to put before the house a resolution that when a man does the duties of agent he be admitted to the association.

Motion is seconded and carried.

Chairman: Mr. Legrand should be notified in writing who the assistants are.

Mr. C. H. Jones: I would like to suggest that our secretary drop a line to all agents asking for the names of assistants.

Chairman: All agents will forward to Mr. Legrand the names of assistant agents, except where the assistant agent is already appointed and carried on the roll with that title.

Chairman: It is in order to discuss the question of seniority, and I would like to hear from the agents on that matter and get their views.

To Mr. Smith of Azusa: Have you anything to say on that?

Mr. Smith: Years ago, when I worked for steam lines the principle of seniority applied to the telegraphers, and the man in service longest, all things considered, got the new job. Employees who have their heart in the business will expect advancement. The condition in the Pacific Electric in the past was that a man's name was sent to the head office and he received an appointment, while the man on the road didn't know anything about it. Most men who have achieved most and zone the highest have begun at the bottom. Suitable seniority rules will work for the best interests of the company, and a man who knows that his seniority counts will go better and be a better man than if he has nothing to expect from that source.

Mr. Steinman, Van Nuys: When I worked for the steam road we had seniority. Seniority is a good thing on steam railroads, but I do not feel that it would work on the Pacific Electric, that is if we handled seniority as we did on the steam roads. There is a danger of a man not filling the higher position and not being able to get back to something else from the extra list. I like the idea but doubt whether it will work with the Pacific Electric. I cannot figure where it is going to help us. If a list is fixed up so that I can go back, if I have to go back, on the extra list and work around as a clerk my family might starve.

Mr. Bedwell, Whittier: We are different from steam lines. We ought to go

cautiously and not take things on the jump.

Mr. Donaldson, El Segundo: Too deep for me.

Mr. Casey, Fullerton: I agree with Mr. Smith absolutely. I was the author of the resolution and you will know my views from that exactly.

Mr. Brehaut, Claremont: As Mr. Steinman says, a man might go back if he could not hold the position.

Mr. May, Sawtelle: I don't know just what has been done at the last meeting. I was not here. I am one of the old timers and seniority wouldn't affect me very much. There is less chance for young men with seniority than without it. If some men in high position now had had to wait for seniority to take them up, it would have taken them years to get to the position that they got to and held much sooner without seniority. The higher officials know who is fitted to take the higher positions and they will shove them along when proper to do so. In my experience, I have seen many men take higher positions which they could not hold and be forced out. There is more inducement for a man to go up without seniority than with it. I have had many young men under me who have gotten higher positions and it would have taken them years to go up if we had had seniority.

Mr. Osborn, Huntington Beach: The word seniority means invariably dissatisfaction. Some fellow has been dissatisfied with his job or else he sees a plum and wants to pick it up; that is not the way for men in the Pacific Electric to feel. You know seniority is a disrupter and a dictator. It surely is a dictator. Suppose we had no unionism and no seniority, the Big Four would be on all fours going about like a lion. Get busy on your job and you will not think about seniority. I don't see why the agents on the Pacific Electric want seniority.

Mr. Bruce, Redondo: I am somewhat like Mr. May; I have had so much seniority that I don't think it interests me. Mr. Steinman made a peculiar expression—he said that it took away the incentive to work. If a Pacific Electric agent is not heavy enough for the work he would not want to use seniority.

Mr. Anderson, Long Beach: I believe this thing should be put in the form of a motion. In order to find out how the Agents stand on the matter, I make a motion that we adopt seniority.

Mr. Bruce: I second the motion.

Mr. Mathews, West Alhambra: I move that we put into effect a seniority system. Any vacancies occurring subsequent to the time that this seniority rule goes into effect (interrupted).

Agent Bruce: I rise to a point of order. There cannot be two motions before the house at the same time.

Mr. Mathews: Not two motions; this is an amendment.

Chairman: Let us have some discussion on the first amendment.

Mr. Anderson, Long Beach: I move as an amendment to my original motion that the Company notify agents of all vacancies and the oldest man be appointed, taking into consideration his suitability and ability for the position.

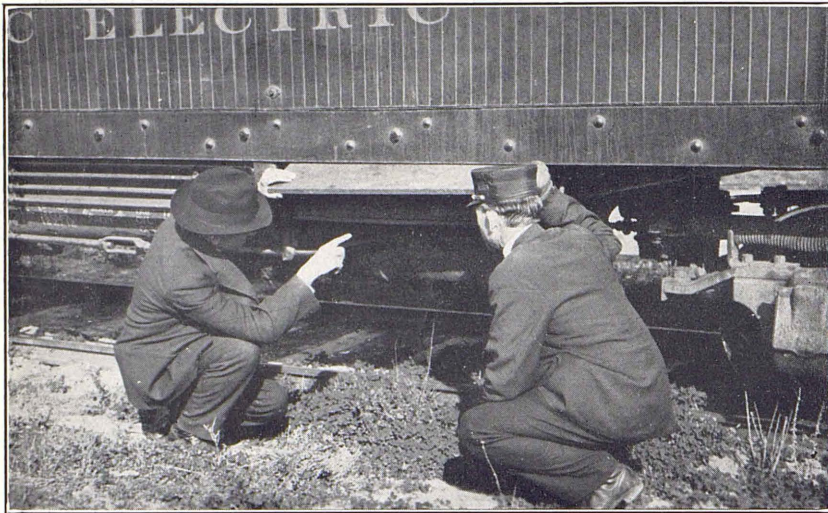
Chairman: Mr. Anderson it is understood that the management would notify each and every agent when a station is open for bid.

Moved, Seconded and Carried that we vote on the amendment.

Agent: Please state what the amendment calls for.

Chairman: The amendment of Mr. Anderson is that the management should notify each and every agent in order when a station is open for a bid. Is that right Mr. Anderson?

Mr. Anderson: That is right. Regular seniority would be different. At the time the position is open the company should notify all the agents. The rule on the Southern Pacific is that if a man is older he may take your position (general murmur of opposition). My motion was that we have some form of seniority whereby the oldest man might have any agency that we might have vacant. To put into effect the seniority in vogue on the Southern Pacific and let the oldest men have a chance to bid on the vacancy if they like. As far as a man's taking a



They Also "Get Out and Get Under" on Electric Cars and It's Well to KNOW What Ails the "Inards"

position from some other man because he is older that is entirely wrong.

Mr. Mathews: There should be some limitation on seniority. Ability should be taken into consideration. A man may feel he has ability when he may not have the ability necessary. If we have straight out seniority, ability would not count.

Mr. Bruce, Redondo Beach: The question before this body is whether or not Pacific Electric agents want seniority. If we do, rules will be put into effect; if we do not, we have said enough about it to stop right now.

Mr. Mathews: I withdraw my amendment.

Mr. Anderson: I put the motion because I wanted the expression of opinion of all the agents. I think it embodied everything needed in such a motion.

Chairman: You have heard the motion and the discussion.

Mr. Anderson, Long Beach: I am not trying to get the agents to adopt seniority; I just want to find out if they want it. The details can be worked out later.

Mr. Hanson, Assistant, Pier A: Under this seniority the oldest Agent would get the job. I don't see where the assistant agents would come in at all. I have a suggestion from a clerk at Pier A which I would like to read before the gathering this evening.

Mr. Jenkins, El Monte: On the Santa Fe and steam lines, the operator would come into the position of agent. He worked only two or three years as assistant agent generally.

Mr. Anderson: I believe the principle of seniority should apply not only to agents but the balance of the clerical force in the office.

Mr. Mathews: If a clerk has the advantage of seniority, he may get a higher position in preference to an agent.

Mr. Studebaker, San Dimas: I do not think that clerks under agents should bid on an agent's job over an agent.

Mr. Osborn, Huntington Beach: Fix it so that a man can go back if he does not give satisfaction in the higher position. Fix it so that it does not cost too much for the company, and not have everybody bidding on jobs.

Mr. Bruce: The question is, do the Pacific Electric agents want seniority, or not.

Chairman: Now we will take a vote. All who are agents, strictly speaking, will vote. All agents in favor will please rise.

Chairman: (After count had been taken). The motion is carried, 19 to 10. (Rising vote.)

Mr. Anderson: Inasmuch as they want seniority, I would suggest that the chairman—I would make a motion that the chairman appoint a committee to work out the details and submit the results at the next agents' meeting.

Mr. T. F. Mason, Pier A: I second the motion.

Motion is carried (oral vote).

Chairman: I will announce the names of the committee a little later.

Mr. Anderson: Don't put me on that committee, because I am not exactly in favor of it.

Chairman: Are there any matters other than seniority to be brought up by any agents?

Chairman: Mr. Day, we would like to hear a few remarks from you this evening?

Mr. T. J. Day, G. F. A.: I should like to know if any one has anything held over due to delay in interchange at Los Angeles. There is a new demurrage tariff. The rule, I think it is rule E, states that you must notify the consignor. If you don't notify the consignor, you can't collect. Sometimes the consignor's name is not shown, so the agents in that case will have to wire you. The same thing applies on less than carload shipments. If you don't notify the consignor, you can't collect storage. The storage item and the demurrage item are very necessary if complete collections are to be made in the freight business. (This refers to unclaimed or refused shipments, LCL or Car Load.)

Mr. Anderson: The rock men cannot get cars.

Mr. Day: There is a surplus of gondolas. You have an industry on the Salt Lake and we do not furnish our equipment to foreign lines, unless we can do it without hurting ourselves, which we do not feel we can do now.

Chairman: Mr. (O. A.) Smith, is there anything you would like to say to the agents?

Mr. Smith: I think we should have remarks from Mr. Jones, formerly agent at Riverside, who has succeeded Mr. Sharp.

Mr. Jones: I think the business in the Eastern Division will make a good showing.

Mr. McPherson: I think it is generally understood that seniority is to apply among agents. It is my opinion and I am sure it is the opinion and the feeling of our Vice-President that the agents be all treated fairly. I think that the agent who is most capable—his work speaks for itself. Sometimes it is hard to make a man of this kind know that he is not being discriminated against. If a man fails to get a position it may be explained to him why he did not get it. Although that same man may have years of seniority, it is just possible he may not be able to fill a position and if he is not able to fill it it can be easily explained and there will be no trouble.

Agent, San Dimas: The man who is competent, he receives the position.

Mr. McPherson: If one is just as capable as another, why should I pick out anybody but the oldest. (Applause.)

Mr. White, Supt. Western Div.: I don't believe I have anything to say.

Mr. O. P. Davis: I want to thank the Agents for the help given new men who have been handling freight runs.

Mr. Bradley, Supt. No. Div.: Mr. White is appointed as head of the attendance committee.

(Several agents are called upon by Mr. Mann, Chairman, to make brief remarks about the work of their stations.)

Mr. Bruce, Redondo Beach: The business at Redondo I guess is getting along all right. I have been away 12 days. You may call on Mr. McKee. I think from the remarks of Mr. Wiebers he would make an excellent member of the seniority committee.

Motion is made and seconded that meeting be adjourned.

Mr. Chairman: Mr. Legrand, Wn. Division; Mr. Bruce, (Redondo Beach) Southern Division; Mr. C. L. Smith (Azusa), Northern Division, will try to get together between now and the next meeting and draw up some form of Seniority Rules to be presented and passed on at next meeting.

Mr. Bruce: I would not care to serve. I have too much work to do.

Chairman: I will have the other two men come down to Redondo Beach.

Mr. Bruce: I think Mr. Wiebers—

Chairman: I want you to represent the Southern Division.

Chairman: Adjourned.

PE

NEXT TRANSPORTATION MEETING

The Transportation Department Meeting of the Northern, Southern and Western Electric Divisions to be held at the Pacific Electric Club on Tuesday evening, February 17th, at 8:00 p. m. The following programme has been provided:

A Bray Pictograph Comedy, "Bobby Bumps."

Poetry and Nature, "Voice of Gladness."

Mack Sennett Comedy, "His Wife's Friend."

Baritone Solo by Motorman Wrights, of Southern Division, Long Beach.

Rube Act by J. H. Jordan, of the Northern Division, Pomona.

A plate luncheon will be served after the entertainment.

PE

TRANSPORTATION DEPARTMENT CHANGES

A shifting of Assistant Superintendents for divisional work was made by the management early in the present month, as follows:

Ora Taylor, formerly Passenger Car Service Distributor, appointed Asst. Superintendent, Southern Division.

S. E. Wilson, Asst. Superintendent, Southern Division, transferred to Asst. Superintendent, Western Division.

Edwin Clark, Asst. Superintendent, Western Division, assigned with same title to handle all freight movements of system with headquarters at 8th and Hemlock Streets.

The most notable feature in changes made is that of placing freight operation under Asst. Superintendent Clark, this detail having previously been handled by each division separately—the management hoping by this change to better coordinate the work and with a view to greater efficiency in handling.



No, Gentle Reader, He is Not Showing a Gopher Hole, But a Lit-tle, Gen-tle De-rail, That Will Stop a Car and Start a Cussin'

PACIFIC ELECTRIC CLUB AFFAIRS

C. M. STUART, ASSOCIATE EDITOR

During the month of January 136 visitors were introduced into the Club and enjoyed its privileges.

PE

The management of the Club announces that the last "movie" show was the best attended of any previous shows, there being only a few vacant seats in the large auditorium.

PE

The Pacific Electric Band will play at the San Bernardino Orange Show, Sunday, February 15th, instead of Sunday, February 22nd, as published in the last Magazine.

PE

Mr. Thomas Hurley, from Peoria, Ill., who is taking care of the office during the day at the P. E. Club, is making many friends by his willingness to see that all the wants of the members while in the Club rooms are properly taken care of.

PE

At the last Executive Committee meeting of the Pacific Electric Club there was passed an amendment to the constitution discontinuing the bi-monthly dues and making all dues over the entire system 25 cents per month.

PE

There has been installed in the Club's office a direct telephone with outside service, and the management suggests to all of the members and friends that have occasion to call the Club on social business, that they call 11324 instead of asking for Main 8800. This new 'phone has been of great service to the members of the Club who find it necessary to do their 'phoning while down town, eliminating delay that often occurs by having to call through two exchanges.

CLUB DANCES

The masquerade ball held last month at the Club was one of the big successes of the month. Many original and clever costumes were worn. Miss Shafer received the price for the best dressed lady and Miss Meyer for the best lady sustained character; Mr. Metcalf for the best dressed gentleman and Dr. Dunn for the best gentleman sustained character. The following served as judges: Mr. Geo. B. Barclay, Mr. Lee Clark, Mr. H. E. Miller, Mrs. Geo. B. Barclay and Miss Pryor.

PE

In connection with the campaign for the saving of old newspapers which was started the first of January, the management wishes to advise the employes that it will be necessary that these papers be sent to the Pacific Electric Club in order that same may be received and credited to the Employes' Emergency Relief Fund. To those employes at outside points, if they will tag these bundles of papers for the Pacific Electric Club and deliver to any agent along the lines he will receive them and forward by company freight to Mr. Paul Mann, who is Terminal Freight Agent at Eighth and Hemlock Streets, Los Angeles. In this connection, Mr. Mann has volunteered to have these papers stored in his warehouse until a sufficient number has been accumulated to be disposed of.

The terminals at Hill Street Station, Macy Street and Sixth and Los Angeles will notify the Club of any collection which they may have of these newspapers and the management will see that they are properly stored.

CLUB POOL TOURNAMENT

The Third Annual Pool Tournament held under the auspices of the Pacific Electric Club for the established championship of Class "A" and Class "B" will open for enrollment February 15th and close on March 5th, and the names enrolled will be published in the next issue of Magazine, also the dates for the playing of the Tournaments. All enrollments for these Tournaments must be made in writing and mailed to the Pacific Electric Club not later than March 5th, stating Class to be enrolled in, also name and department in which employed.

The Class "B" Amateur Tournament cup is held by Mr. Frank L. Ford, who is a dispatcher on the Western Division, and he will have charge of the Class "B" Tournament and will defend his title against the winner.

The Class "A" Semi-Professional Tournament cup is held by Mr. L. H. Covell, who is a dispatcher on the Southern Division. He will have charge of the Class "A" Tournament and will defend his title against the winner.

PE

The following departments now have 100% membership in the Pacific Electric Club:

- General Superintendent's Office.
- General Freight Office.
- General Passenger Office.
- Treasury Department.
- Claim Department.
- Efficiency Bureau.
- Western Division Superintendent's Office.
- Southern Division Superintendent's Office.
- Uniform Department.
- Car Service Agents' Department.
- Superintendent of Employment's Department.
- Purchasing Department.
- Legal Department.
- Train Service Instruction Department.
- Southern Division Terminals.
- Western Division Terminals.
- Northern Division Terminals.
- Electrical Department's Office.
- Hill Street Ticket Office.

PE

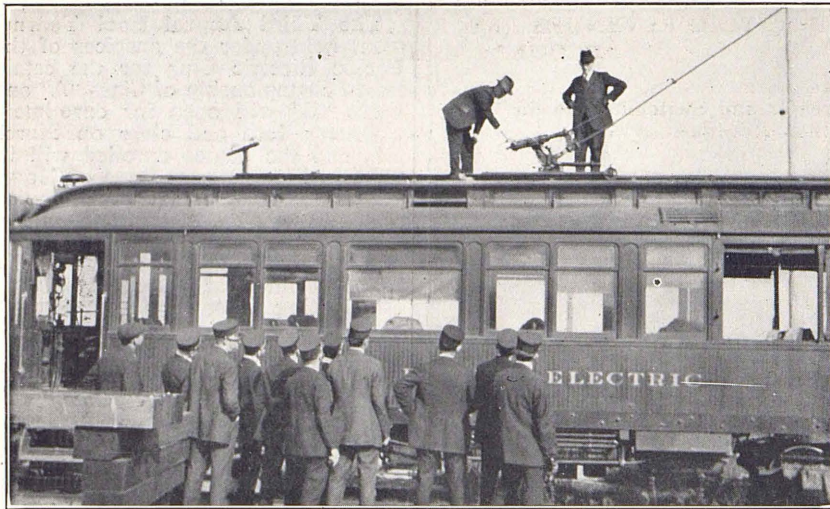
At the last Transportation Department Meeting held on January 20th, the members of all departments were entertained by the following programme:

Mr. Arthur Hawes of the Mechanical Department, Long Beach, sang two beautiful tenor ballads, (a) "Sunrise and You." (b) "Until," accompanied by Mrs. Friara.

Miss Dollie Groftholdt, daughter of M. P. Groftholdt, former Superintendent of the Eastern Division, gave a beautiful interpretation of one of the old Folk Dances.

PE

Mr. Earl Moyer, who has been connected with the Pacific Electric Railway band for the past six or seven years and has proved himself one of the loyal members, was appointed assistant manager of the band, to succeed Mr. Frank E. Johnson, whose resignation was accepted.



A "Dry" Trolley is Like a "Wet" Trainman, Both Make Trouble and Get in Late and Bad

P. E. CLUB BASE BALL TEAM

The Pacific Electric Club is going to have a base ball team, which is, according to the plans of the management, to be one of the best amateur base ball teams in the south, and intends to play the different teams of Southern California on Sunday afternoons.

The management of the Club will receive the uniforms and base ball equipment that were the property of the Transportation Department's team, which was managed by Mr. R. C. May.

Any ball players in any department of the Pacific Electric Railway who can give their Sundays and would like to enroll for a try-out on this team, may write or telephone the management of the Club at their earliest convenience, that their names may be enrolled and given careful consideration. The team is to be composed of not more than 14 men, and the enrollment of these men will be continued until March 5th, and the names selected to represent the Pacific Electric Club will be published in the March number of Magazine.

Mr. Chas. P. Hill, who has been active in the past in heartily co-operating with the Transportation Department's Base Ball Team, has been appointed by the management of the Club as Assistant Manager and Secretary of the Pacific Electric Club Base Ball Team, and will take an active part in seeing that the Club secures the best ball players possible for this team.

PE

ENROLLMENT, 3000

It is with great pleasure and pride that the management of the Club can report that the Club has now enrolled over 3,000 regular members, which was the goal to be reached in the campaign which started November 1st; and the management hopes to report in the next issue of the Magazine a still larger enrollment. At this time the management wishes to thank the heads of all departments for their most hearty co-operation.

EXECUTIVE COMMITTEE MEETING

New Committee In Session for First Time, Jan. 27th

Meeting called to order at 2:15 p. m. Roll call showed all members present with the exception of the following: F. C. Roberts, C. J. But-ton, L. H. Covell, F. L. McCulley, A. D. Tolle, John Whitley, F. F. Small, and S. H. Anderson.

Minutes of last meeting (held August 6th, 1919) read and approved.

Manager's report as follows: Membership: 1,642 new members enrolled since October 1st, 1919, making the total membership 2,571, which is 479 more members than were enrolled on August 15th, 1919, and the largest membership since the organization of the Club.

Club funds:
Bal. on hand Nov. 30, 1919. \$ 513.94
Receipts 508.55

Total \$1022.44
Bills and expenses paid..... 494.75

Balance on hand Dec. 31, 1919 527.69
Relief Fund:
Balance on hand Nov. 30, 1919 576.43
Receipts 33.75

Total \$ 610.18
Paid out in relief..... 50.00

Balance on hand Dec. 31, 1919 \$ 560.18

Mr. Stuart spoke at length on campaign for new members, outlining procedure which had effected quite an increase in Club's membership and recommended that same be carried on, asking the co-operation of entire Committee towards reaching a membership of 3,000.

In connection with the Employees' Emergency Relief Fund, Mr. Stuart stated that he made prompt investigation of distress case reported at the meeting, but found that the information which had been received had no foundation. Manager received that

there had been reported no cases of charity since the last meeting; only a few cases of parties desiring loans, and these were referred to the Morris Plan concern.

Manager stated that after the drive for membership in the Club is well under way, he would then ask the Committee to co-operate with him in enrolling members for the Mortuary Fund, giving the same secondary consideration, as this Fund would practically take care of itself. Reported that the Mortuary Fund had already reached \$472.00.

Manager also pointed out the necessity and duty of all members of the Committee to be present at all meetings.

President Bishop made a short talk to Committee, outlining their duties, etc., and commended the management for the excellent showing that has been made, pointing out that the Club and Relief Fund are in the best shape in every particular since the organization of the club.

There was no unfinished business to take up.

New business: Mr. Thomas made motion that the Constitution of the Club be amended, cancelling Article V, Section 3, and changing Article V, Section 2, to read "Each Member of the Club shall pay monthly dues of 25 cents," thereby making the dues of all members heretofore under Classifications 2 and 3, 25 cents per month. The motion was carried, to be effective as of January 7th, 1920.

Mr. Thomas called attention to the current month's magazine being a Pacific Electric Club number, and suggested that an extra number of copies be ordered for distribution in connection with the Club's membership campaign. The editor was asked to order one thousand additional copies for this purpose.

Mr. Spencer called attention to the fact that he had received several inquiries in connection with new cards for "dependent" members, which, as explained by Mr. Stuart, have not been re-issued since the organization of the Club. Mr. Thomas made motion that all outstanding "dependent" membership cards be cancelled and new ones issued, but after discussion of the Committee, Mr. Thomas withdrew his motion, and Manager said that he would see that the proper publicity regarding old "dependent" cards remaining in effect, would again be given in next month's magazine.

Mr. Stuart stated that old newspapers are now worth \$1.00 per hundred pounds, and recommended that the old campaign for gathering up these newspapers be resumed. Also called attention to the four pages in magazine being donated to the Relief Fund by the Company for advertising purposes, the amounts secured therefrom to be credited to the Relief Fund.

Election of officers for year was as follows: S. A. Bishop, President; Carl A. Mills, Treasurer. Governing Board: S. H. Anderson, F. F. Small, J. C. McPherson, E. C. Thomas, W. A. McCammond, Carl A. Mills, George B. Barclay, L. H. Appel, H.

L. Wiggam, L. H. Covell and H. W. Edmunds. H. W. Edmunds and W. L. Jenks both received nomination for Western Division, and on motion from Mr. McPherson, ballots were used before deciding who should serve. Mr. Edmunds was elected by a majority of sixteen votes.

There being no further business, the meeting adjourned at 4:00 p. m.

PE

FEBRUARY CLUB MEETING

The Executive Committee of the Pacific Electric Club met in regular session in the Committee Room of the Club Wednesday, February 4th, 1920. The meeting was called to order at 2:00 o'clock and roll call showed the following absentees: H. L. Wiggam, F. C. Roberts, J. McMillan, John Whitley, Fred F. Small, J. C. McPherson and E. C. Thomas. The minutes of the last meeting were read and approved.

Report of Manager:

Membership: Mr. Stuart reported that the membership as of January 15th was 2,568, since which time 432 new applications had been received and approved, together with approximately 100 more on his desk awaiting O. K., making the total membership as of February 4th, 1920, approximately 3,100.

P. E. Club Fund

Balance on hand Dec. 31st, 1919	\$ 527.69
Receipts	556.20
Total	\$1,083.89
Bills and Expenses paid	840.63
Balance on hand Jan. 31st,	

1920	\$ 243.26
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Relief Fund

Balance on hand Dec. 31st, 1919	\$ 560.18
Receipts	71.60
Total	\$ 631.78
Paid out in Relief	77.14
Balance on hand Jan. 31st,	

1920	\$ 554.64
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In connection with the employees' emergency relief work, Mr. Stuart cited two cases of relief given since the last meeting of the Executive Committee, one an employe at Riverside and the other an employe at Redondo. He stated that the outlook for a lot of sickness during the next few months was apparently bad, and asked the Committee to co-operate with him as much as possible, more particularly in the direction of seeing that he receives the proper information when any relief case develops, so that he may be in a position to give same his prompt attention.

Mr. Stuart thanked the Committee for their hearty co-operation in connection with the present membership campaign, and asked them for their continued support in this direction, stating that he would furnish each Committee-man within a few days a list of all of the employes in his department who have not as yet joined the Club, so that he may solicit such employes for membership. Mr. Stuart

PACIFIC ELECTRIC RAILWAY COMPANY OPERATING REVENUES AND EXPENSES, TAXES AND INCOME ACCOUNTS—DECEMBER, 1919

Passenger Revenues	\$ 751,237.88
Freight and Switching Revenues	269,452.57
Other Revenues	49,480.66

Total Railway Operating Income\$1,070,171.11

Operating Expenses

Way and Structures:		
Wages	\$ 58,481.89	
Material, Supplies, etc.	68,990.91	\$127,472.80
Equipment:		
Wages	92,674.93	
Material, Supplies, etc.	56,059.89	\$148,734.82
Power:		
Wages	21,264.24	
Material, Supplies, Power Purchased, etc.	101,231.79	\$122,496.03
Conducting Transportation:		
Wages	319,521.28	
Material, Supplies, etc.	70,879.22	\$390,400.50
Traffic:		
Wages	5,323.91	
Advertising and Material, Supplies, etc.	14,580.16	\$ 19,904.07
General and Miscellaneous:		
Wages	44,469.62	
Injuries and Damages, Material, Supplies, etc.	49,797.07	\$ 94,266.69
Total Railway Operating Expenses:		
Wages as above	541,735.87	
Other Charges as above	361,539.04	\$903,274.91

Transportation for Investment—Credit	\$ 3,176.73	\$ 900,098.18
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Revenue Less Operating Expenses.....\$ 170,072.93

Depreciation	\$ 22,458.33
Taxes Assignable to Railway Operations	26,594.28

Total Depreciation and Taxes.....\$ 49,052.61

Revenue less Operating Expenses, Dep. and Taxes	\$ 121,020.32
Non-Operating Revenues	4,352.89

Total Revenue\$ 116,667.43

Interest on Bonds and Other Debt	\$291,822.34
Rents and Miscellaneous Income Deductions	44,700.71

Total Deductions\$ 336,523.05

Net Loss\$ 219,855.62

Net Loss—Twelve months ended December 31, 1919.....\$2,600,963.39

H. A. CULLODEN, Auditor.

Los Angeles, California, January 21, 1920.

reported that since the last meeting of the Committee four more departments had reached the 100% mark.

There was no unfinished business for the Committee to take up.

Mr. Stuart asked the Committee to make a ruling as to who should be entitled to "dependent" membership cards, and after quite a lengthy discussion it was motioned and carried by the Committee that Mr. Stuart as Manager of the Club should use his own discretion in the issuing of these "dependent" cards, acting in each case on its merits.

In the matter of gathering up old

newspapers and selling them, the amount derived therefrom to be credited to the Relief Fund, Mr. Stuart stated that the main reason for the discontinuance of this practice several months ago was the fact that the price secured for old papers had gone down to 20 cents per hundred pounds at that time, and that the cost of labor furnished in gathering up same by the different departments had amounted to more than the Relief Fund was securing for them; but now that the price for these old papers had increase to \$1.00 per hundred pounds, he recommended that

the previous campaign be re-inaugurated for gathering up old newspapers, as well as old junk and bottles, which are now bringing a fair price. Mr. Mann stated that he would be glad to take care of the storing of these papers if they could be sent to his warehouse. It was suggested that these papers could be accumulated at the different terminals where cars are stored and be picked up by the supply car on certain days in the week and taken to the freight house, where Mr. Mann could have some one take care of them. Mr. Parker suggested that the Manager take up with Mr. Small the matter of having his forces at the various places gather up and save these newspapers for the purpose of turning them into the Relief Fund. The Manager stated that he would take up the matter as indicated.

Mr. Green brought up the question of employes who were temporarily in need of funds securing loans from the Relief Fund. Mr. Stuart explained that the Employee Emergency Relief Fund was for the relief of employes who were in dire need, stating that employes who were simply seeking loans temporarily should be referred to the Morris Plan firm. However, he stated he would be glad to look into such cases that may arise and would give proper relief if it was deemed necessary after thorough investigation has been made.

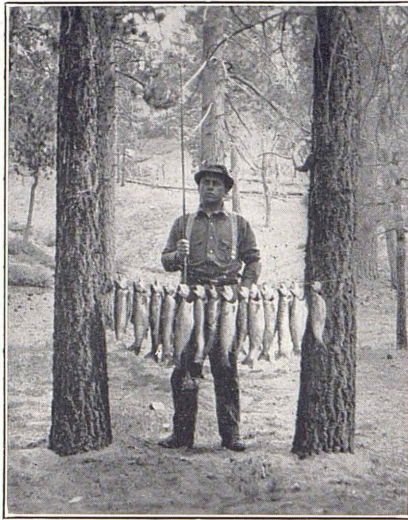
Mr. Jenks asked the Manager for some information relative to the Company's plan of building houses for its employes at Torrance. He was referred to Mr. Hadley, of Mr. Burnett's office, who has full charge of this matter.

In connection with the Company's ward at Crocker Street Hospital, Mr. Edmunds cited a case reported to him where a motorman had been injured and was not admitted into the Company's ward until they had received authority from the Chief Surgeon, stating that he thought that an employe should be admitted at once, particularly if he was in uniform at the time, without waiting for special authority from the Medical Department.

In the matter of different trainmen's rooms coming under the head of the Pacific Electric Club, Mr. Stuart explained to the Committee that these places were known as auxiliaries of the Club, and that the management of the Club had been asked by the officials of the Company to assist the different Terminal Foremen at the various places to help maintain these branches up to the standard; that it was the desire of the management of the Company that the Club be in charge of all welfare work and to look after the maintenance of all places where the employes congregate, when on duty as well as when they are off duty, and asked the Committee to report to him all cases where there is shown any slackness in this connection.

No further business appearing, the meeting adjourned at 3:45 p. m.

ROD AND GUN CLUB NOTES



A Past Piscatorial Vision and a Future Promise

The Pacific Electric Rod & Gun Club, which has been holding its regular meeting once every month at the Pacific Electric Club, is coming into its own, the beginning of this year and has outlined a very extensive and attractive program, by which it hopes to create a greater enthusiasm among the employes of the Pacific Electric Railway, who care for hunting, fishing or rifle practice.

B. H. Dyas & Co. has extended to the Pacific Electric Rod & Gun Club the use of its indoor rifle range, which is the finest of its kind in the city, and the Club will give notice to its members in advance of a big celebration which is to be held at B. H. Dyas & Co.'s range at some future date.

On February 1st a big campaign started for the enrollment of one hundred new members, and the Club feels assured that out of the great number of employes it will have no difficulty in reaching this number. The Club Rooms, which are located in the Pacific Electric Club at 431 South Hill Street, are comfortable and contain many fine trophies of the hunter and fisherman. Some of the latest sporting magazines are available at all times, and special interesting data for hunting and fishing during the seasons of certain game is furnished.

The Club is now making arrangements for the chartering of a large boat, which will accommodate all its members, for fishing excursions to Santa Barbara, Santa Clemente and Santa Catalina Islands the coming season, also planning for trips to Catalina Island Harbor and the Isthmus for clam bakes and barbecues. In the past these trips have been greatly enjoyed by those members who have had opportunity to avail themselves of same, and believe that there are many other employes who

would like to take a part in these outings, which are taken on Saturday afternoons and Sundays.

The Club offers many very attractive prizes to its members for the largest fish of the different kinds caught during the season.

At the regular monthly meeting held on the night of February 4th, the following officers were elected to serve during the year 1920.

President, Mort Stuart.
1st Vice President, B. Geissinger.
2nd Vice President, H. L. Wiggam.
Secretary & Treasurer, L. M. Kohler.
Ex. Committee, J. McLeod, J. M. Geopfert, D. A. Terry.
Field Captain Gun Section, L. R. Spafford.
Field Captain Rod Section, J. M. Geopfert.

The above are, we believe, well known to a large majority of employes of the Company, being connected with several different departments, and without doubt we can safely leave in their hands the management of the Rod and Gun Club during the present year.

A smoker will be given by the Rod and Gun Club on the night of Wednesday, March 10th, at the Pacific Electric Club Rooms, at which all Rod and Gun Club members are urged to be present. Invitation is also extended to all other employes, who are interested in hunting or fishing. In addition to an abundance of "smokes" light refreshments will be served and also a short program of music and other numbers will be rendered. It will cost you nothing to attend this smoker, but we will cheerfully refund your money if you fail to have a good time.

PE

CLUB DONATIONS

The Club is very grateful for the receipt of four fine Victor records from Messrs. Merrill Cross and Chas. P. Hill, entitled: "I Want a Daddy Who Will Rock Me to Sleep," "All the Quakers are Shoulder Shakers," "Patches" and "I Might Be Your Once-in-a-While," all medley fox trots.

PE

IMPORTANT

The Club is receiving every day inquiries relative to new "dependent" cards for 1920. All "dependent" cards that have been issued since the organization of the Club are still in effect and good for the year 1920. Notice to this effect has been published in the last issues of Magazine.

PE

The Club is indeed grateful to Mr. M. S. Wade, assistant treasurer of the company, for the donation of 15 volumes of Dicken's works, and 28 volumes by other noted authors. This makes a wonderfully interesting addition to our library and will be much appreciated by our many readers.

PE

Have You Read Yours?

"Is your house insured against fire?"

"I don't know. I've just been reading over the insurance policy."

**PACIFIC ELECTRIC CLUB
CALENDAR**

February 10 to March 10

- Thursday, Feb. 12—**
Holiday. Club open, but no dance in Auditorium.
- Saturday, Feb. 14—**
Agents' Association Meeting 8:00 p. m.
- Monday, Feb. 16—**
Northern Division Safety Committee Meeting 2:00 p. m.
- Tuesday, Feb. 17—**
Transportation Department Meeting of Northern, Southern and Western Divisions 8:00 p. m. Entertainment and luncheon in Auditorium after business meeting.
- Thursday, Feb. 19—**
Leap Year Dance in Auditorium 8:30 p. m.
- Friday, Feb. 20—**
General Staff Meeting of all Departments 10:00 a. m.
- Monday, Feb. 23—**
P. E. Band Rehearsal in Auditorium 8:15 p. m.
- Thursday, Feb. 26—**
Jazz Novelty Dance in Auditorium 8:30 p. m.
- Monday, March 1—**
P. E. Band Rehearsal in Auditorium 8:15 p. m.
- Tuesday, March 2—**
Moving Picture Show in Auditorium 8:15 p. m., for all members and their families.
- Wednesday, March 3—**
Pacific Electric Club Executive Committee Meeting 2:00 p. m.
- Thursday, March 4—**
Southern Division Safety Committee Meeting 2:00 p. m.
Moonlight Dance in Auditorium 8:30 p. m.
- Friday, March 5—**
Western Division Safety Committee Meeting 2:00 p. m.
Enrollment for P. E. Club Base Ball Team closes.
Enrollment for Class "A" and Class "B" Pool Tournaments closes.
- Monday, March 8—**
P. E. Band Rehearsal in Auditorium 8:15 p. m.
- Wednesday, March 10—**
P. E. Rod and Gun Club Smoker, for all members of the Rod and Gun Club, and all employes of the P. E. Ry. interested in hunting and fishing. Smokes, Entertainment and Refreshments.

THE CLUB "MOVIE" NIGHT

The next big movie show at the Pacific Electric Club is to be held in the Club Auditorium 8:15 p. m., Tuesday evening, March 2nd. The management of the Club promises one of the best moving picture shows that has ever been given at the Club, and has secured for this show the best pictures that were available from the Famous-Players Studios.

The programme is as follows:
Bray Pictograph Comedy, "Bobby Bumps."
Arbuckle Comedy, "The Cook."
Poetry and Nature Pictures, "Come Watch Passing Night."
Mary Pickford in main feature, "M'Liss."

The Story of "M'Liss"

In this charming story, Mary Pickford has another characteristic vehicle which doubtless will add to her popularity as an Artcraft star. "M'Liss" is a wild harum-scarum child of the mines in the days of the gold rush in California, the daughter of an inebriate father known as "Bummer" Smith. Charles Gray, a handsome school teacher, comes to Red Gulch and M'Liss becomes his pupil. Smith's brother in the East, at his death, leaves his estate to M'Liss' father and Jim Peterson, accompanied by Clara Parker, both trusted servants in the employ of the decedent, come to Red Gulch in search of the heir. Peterson plots to secure the inheritance for himself, with the Parker woman as his accomplice. Peterson causes Smith to be murdered by Mexican Joe, and when the body is found, suspicion rests upon Gray, who had been seen to leave Smith's cabin a few minutes previously by Parson Beam.

When M'Liss is informed by Yuba Bill, the stage driver of her father's death and the well defined suspicion that Gray is the murderer, she hastens to Red Gulch, with the design of saving Gray, in whose innocence she has absolute confidence, from harm. Meanwhile, Gray is placed on trial, with Peterson as foreman of the jury. Clara Parker testifies that she is "Bummer" Smith's wife, and she is publicly repudiated by M'Liss. The jury, dominated by Peterson, renders a verdict of "guilty," and Judge McSnagley sentences him to twenty years imprisonment. Peterson is dissatisfied with this verdict and plots to have Gray lynched. Yuba Bill, on discovering the conspiracy, informs M'Liss and the two succeed in effecting his escape. Peterson who fears that his complicity in the murder will be revealed, makes his escape and is pursued by the Sheriff's posse in the belief that he is the escaped prisoner. In a gun battle which ensues, he is mortally wounded and he then reveals the secret of the murder, his confession being supported by the admission of guilt by Mexican Joe. M'Liss and Gray are thereupon united and all ends happily.

The Story of "The Cook"

The boss of the kitchen of a beach cafe with his bull terrier "Luke" as his assistant, Roscoe Arbuckle is the cook. He handles the short orders which are shouted from the cafe by the pest waiter. Arbuckle is a genius at the cuisine game.

Arbuckle and Keaton are rivals for the hand of Alice Lake, the charming cashier. There is a colored jazz orchestra and an Oriental dancer, and one day Arbuckle makes a ludicrous imitation of the snake dancer. Then comes Al St. John, the disturber. He falls in love with the cashier, and with real cave-man ideas he proceeds with his courtship. When Arbuckle protests, the disturber becomes violent, whereupon Arbuckle sets his terrier "Luke" upon the tough guy.

When the disturber is driven forth,

EXECUTIVE COMMITTEE P. E. CLUB

General Offices

Geo. H. Payne
Transportation Department
General Superintendent's Department
Chas. P. Hill

Northern Division

L. H. Wilson
P. H. Riordan
H. L. Wiggam

D. J. Finley
F. C. Roberts

J. McMillan

Southern Division

S. E. Wilson
C. J. Button
L. H. Covell
F. L. McCulley
A. D. Tolle

Western Division

O. L. McKee
W. L. Jenks
H. W. Edmunds

Station Agents

J. W. Anderson
Los Angeles Freight House
Paul H. Mann

Mechanical Department

Los Angeles and Torrence Shops

Carl Mills
Geo. S. Green
Wm. Blackmur
H. Preston

Northern Division Repair Shops

I. F. Parker

Southern Division Repair Shops

K. Oefinger
A. D. Phillips

**Western Division Car Repair—
Special Work Shop**

M. P. Spencer
**Los Angeles and Redondo Freight
Repair Shops**

John Whitley
Accounting Department
Earle Moyer

Electrical Department

L. H. Appel
Thos. H. Euers
A. B. McLeod

Engineering Department

A. J. Guercio
H. Brenneman
Geo. B. Barclay
Purchasing and Store Department
O. L. Howard

**Real Estate, Taxes and Resorts
Department**

W. A. McCammond

peace reigns for a time in the cafe. Arbuckle's love making methods are resented by the waiter who smashes a huge bass viol over Arbuckle's head. When he recovers, he finds the cashier and waiter have disappeared. He goes fishing with "Luke" and hooks a monster of the deep which he nearly lands.

Meanwhile, the disturber finds the cashier and waiter spooning on the beach. He kidnaps the cashier and a hot chase by the waiter ensues. The disturber and cashier are at the top of a roller coaster and the men engage in mortal combat. The cashier falls into the ocean and Arbuckle and the waiter chase the disturber all over the place. Arbuckle saves the girl and the disturber is driven so far to sea by "Luke," that he is unable to swim back to shore. It is fitting that all ends happily.

No. of Test	KIND	OBSERVANCE
1	Stop, red flag,	} Acknowledge signal (82-h) and come to full stop before reaching signal. If signal is not promptly cleared, be governed by Rule 150.
2	Stop, red lantern,	
3	Stop, red fusee,	} Same as 1 and 2 and be governed by Rule 79-a, whistling out flagman and recalling him when ready to proceed.
4	Stop, one torpedo,	
5	Caution, two torpedoes,	} Acknowledge signal and be governed by Rule 84.
6	Stop, white lantern or any object waved across the track,	
7	Home block signal at stop,	} Same as 1 and 2.
8	Home interlocking signal at stop,	
9	Yellow flag or lantern,	} Call for semaphore; stop. When board clears, acknowledge signal; then recall flagman and proceed.
10	Distant signal at caution,	
11	Light not burning in semaphore signal,	} Reduce speed and proceed under control. (See Rule 101.)
12	Headlight of train on siding or at junction of single and double track displayed,	
13	No marker displayed at night on rear of train on siding,	} Stop as near as practicable to train or car displaying wrong signal; report occurrence to dispatcher.
14	Yard limits, hand signals,	
15	Switch light or target reversed,	} Acknowledge and be governed by Rules 79-a, b and c.
16	Protection of rear of train by conductor or flagman,	
17	Speed,	} Train to stop before reaching switch and proceed as soon as switch is seen to be properly lined up.
18	Railroad crossings,	
19	Brakes,	} Be governed by Rule 150.
20	Crossing Flagmen.	
		} Observation of speed over measured distance, governed by special timetable rules.
		} Be governed by Rule 173.
		} Be governed by Rule 82-a.

SURPRISE SIGNAL TESTS

As one of the means of making proper assurance that the trainmen were familiar with the book of rules and other regulations governing the safe operation of cars and trains, the Pacific Electric Railway in August, 1911, inaugurated the system of making Surprise Signal Tests, along practically the same lines as had been in vogue on the different steam roads. Where any infraction or non-observance of these rules was found, the trainman involved has been assessed discipline or has been dismissed from the service of the company, according made of the operation shown above.

These Surprise Signal Tests are made of the following operation:

During the month of December, 1919 a total of 1,281 Surprise Signal Tests were made over the entire system and 1270 of these tests were properly respected, showing an efficiency of 99.1%.

The 11 failures noted during the month were distributed as follows:

Test No. 11.....	2
Test No. 15.....	5
Test No. 16.....	2
Test No. 17.....	2

The motormen who failed to observe Test No. 11 (light not burning in block or interlocking signal) were assessed 20 demerits each.

The five motormen who failed to properly observe Test No. 15 (switch light or target reversed) were each assessed 15 demerits.

In the case of the two failures to properly protect the rear end of their

trains (Test No. 16), one conductor failed absolutely to protect his train and was dismissed at once from the service, while in the other case the conductor's record was assessed 20 demerits for failing, when whistled out by his motorman, to protect his train until told to do so by his head conductor.

For not observing speed restrictions (Test No. 17) one motorman was taken out of interurban service and restricted to operation on local lines only, while in the other case of failure under this test, motorman's record was assessed 10 demerits, the offense not being considered as serious as in the former case.

Each member of the operating staff is required to make an allotted number of these Surprise Signal Tests per month, covering both day and night operation. Reports of these tests are compiled monthly by divisions, and record of test on each individual conductor and motorman is filed with his personal record papers. There has always been quite a rivalry between the different divisions in the showing made on percentage of tests respected, and up to this time the results have always been just about even on the three divisions.

An Old Curio.

Host: The inn is historic. Almost everything here has its romantic legend.

Guest: Tell me about this curious old ham sandwich. I'm sure it must have a quaint story attached to it.

OUR TRANSPORTATION MEETINGS

Thinking a few words from a fellow employe might stir up a little more enthusiasm for our monthly meetings, and start you to thinking for our mutual interest; and for better service, I am constrained to write a few words for our Pacific Electric Magazine.

Now if I am brave enough to write this, boys, I want you to take time to read it, not that it amounts to much. (or the writer), but because the Magazine is our guide for our betterment and things that are happening on our great system.

I consider the gathering of employes, on a common footing, is the chance of a lifetime for we men, and our families, the public, and officials.

I have given some of my best thought for years for a meeting of this kind, and have in mind many subjects that would benefit us in many ways, make us more contented, more efficient, more interested in one another, in the public, and various other ways too numerous to mention.

In an advertisement for the public library on bill boards recently were these words "Everybody knows more than anyone know." Now if I know a few things our meeting can accomplish, multiply it by a couple of thousand and see what all our co-operation would do for us. Wake up, and if you can't come to the meeting, give us your brains.

At the last meeting I was appointed on a committee to present a resolution at the next meeting which I feel will be for our good. Come and hear it and bring your best ideas with you. Great things have sprung from small beginnings. MOT. "DAD" PEIRCE.

MRS. WILSON INJURED

We regret very much to learn of injury to Mrs. S. E. Wilson, wife of Asst. Superintendent Wilson, who sustained a badly broken limb on Dec. 26th, the knowledge of the injury coming to us only a few days ago. Mrs. Wilson is still confined to a wheelchair and indications are that it will be some time yet before she will be able to walk and again mingle among her friends.

Mrs. Wilson is very favorably known to a large number of our employes in every department, due to strenuous work done by herself and other ladies in our Red Cross Auxiliary last year and they will be more than pleased to hear of her quick recovery.

EXPIRED TRANSFERS

Conductor to elderly lady: "This transfer is no good."

Elderly lady: "Why not, what's the matter with it?"

Conductor: "It has expired."

Elderly lady: "It's a wonder we all haven't expired in this car. Why don't you open some ventilators?"

Moral: Conductors should see that cars are properly ventilated at all times.

This should be regulated according to condition of weather and number of passengers on car.

MECHANICAL DEPARTMENT NOTES

C. A. MILLS, ASSOCIATE EDITOR

Mr. Frank T. Taylor, a former employe of the Mechanical Department, has returned to the fold to assume the duties of Asst. Chief Draftsman. Mr. Taylor was formerly employed in the Mech. Dept. Drafting Room, and his many friends are glad to welcome him back to the big family and to the new home at Torrance which we will some day inhabit.

PE

Mrs. ⁹² Brown, the wife of Peter Brown, employed as blacksmith at Redondo Beach, passed away at their home in Redondo on January 26th, 1920, and was buried at the Evergreen Cemetery, Los Angeles, on January 29th. Mr. Brown is one of our oldest employes in point of service, having been in the employ since February 1st, 1891, and has the sympathy of all of us in his bereavement.

I am taking the liberty of making an announcement for Mr. Carl L. Hyde of the Winding Room, he being a little bashful about telling why the pleased expression on his face. Our old friend the stork called at his home Tuesday morning, the 19th day of January, and left him a ten pound girl, both mother and daughter are getting along lovely and to say it is a happy family, well, just ask Carl.

PE

The writer has had occasion to notice a large number of applications going through for membership to the Pacific Electric Club. Keep it up fellows for the other departments are going strong and the Mechanical Dept. never took a back seat for any of them. Go up and take a look at the Club and see if you ever saw a place where you can get so much for so little money.

ENGINEERING DEPARTMENT NOTES

M. L. RODDA, ASSOCIATE EDITOR

B. F. Manley has stopped drinking coffee for lunch, his reason given and overheard at "Joe's and Edith's" recently was, "keeps me awake in the afternoon."

The paper shortage account for your not receiving, individually, an announcement of H. A. Askew's marriage, but if you didn't get the usual "cabbage" just ask for one when you extend your congratulations.

S. E. Medland, having answered the "knock of opportunity," is now in position to better display his trick collars. He is acting as Pay Roll Clerk during the absence of B. C. Attrill.

A return from the Army which proved to be only a too short visit leaves us regretting the loss, from our immediate family, of Major John Lansdale. He has answered the call of bigger work and is now headquartered at Houston, Texas, as Valuation Engineer of the Galveston, Harrisburg and San Antonio Railroad.

An abrupt end to the efficient and loyal services of Joe Brady came when he died the night of February 5th at his home; an attack of rheumatism from which he had been ailing for some time having reached his heart. He had been an employe of this company for eighteen years, serving as Extra Gang Foreman and Subforeman and had answered for duty the day of his death. Mr. Brady was born in Italy, March 21, 1862.

The path leading homeward has developed into a "Radiant Way" for Edward Wilcut of the Bridge and Building Department, for he is now the father of an eight pound boy. Mother and boy reported in excellent health and father well but said to have developed abnormal expansion.

Alphonso Cleard, Sub-foreman on Bonding Car, showed his contempt for the "High Cost of Living" recently by taking unto himself a wife. His bravery in the face of present conditions is deserving of some reward but as yet the committee on awards has acted on neither the Secretary's nor Admiral's recommendation.

Wm. S. "Bill" Allott, after serving eleven years in the Maintenance of Way and Engineering Departments in charge of surveying parties and recently as Estimator in the Valuation Bureau, has severed his connections with the Pacific Electric to assume new duties with the Foundation Company, a contracting firm of national prominence.

PE

Patient John

John and Mary had been sharing one chair all evening. John sat on the chair, and Mary sat on John.

After about three hours of this, Mary suddenly exclaimed:

"Oh, John, aren't you tired?"

John smiled a brave, patient smile.

"Not now," he said, gently. "No; now. I was about an hour ago, but now I'm only paralyzed."—Dallas News.

GENERAL FREIGHT DEPARTMENT NOTES

Mr. S. E. Cooper, Traveling Freight Agent, is confined in the Crocker Street Hospital after undergoing a serious operation. His many friends will be pleased to learn that his condition is improving rapidly.

Frank Hewson left this Department to accept the position as Traffic Manager of the Union Tool Company, at Torrance, Calif. While we miss Frank exceedingly, we wish him all the success in the world. Mr. F. F. Willey, formerly of the Accounting Department has, succeed Mr. Hewson in this office.

Mr. Squires is on a vacation "again."

There's Cooper and Henshaw,

And Hoefener and Squires;

And Willey is also

One of the live wires.

But you will find,

If e're you should seek,

That we have a "Payne"

Every "Day" in the "Weeks."

And Peregoy, we'll "Grant,"

Is running up "Hill,"

And if it wasn't for Albert

He'd be going up still.

And last, but not least,

There are Brannon and James,

And now, By Golly,

You have all of our names.

PE

Lucid Testimony.

"The average individual," said a Scotland Yard official, "can't give a detective simple, plain, straightforward information. Questioned by a detective, he becomes as involved and difficult as the office boy. A detective asked an office boy if it was Mr. Jones or his partner who reached the office first as a rule.

"Well," said the boy, turning very red, 'Mr. Jones at first was always last, but later he began to get earlier, till at last he was first, though before he had always been behind. He soon got later again, though of late he has been sooner, and at last he got behind as before. But I expect he'll be getting earlier sooner or later."

PE

Doctors' Orders.

Late one night an old colored uncle was found in the preacher's barnyard.

"Why, Uncle Rastus," said the preacher sternly, "it can't be good for your rheumatism to be prowling around here in the rain and cold."

"Doctor's orders, sah," the old man answered.

"Doctor's orders?" said the preacher. "Did he tell you to go prowling around all night?"

"No, sah, not exactly, sah," said Uncle Rastus; "but he done ordered me chicken broth."

PE

Thoughtful William—"William," snapped the dear lady, viciously, "didn't I hear the clock strike two as you came in?" "You did, my dear. It started to strike ten, but I stopped it to keep it from waking you up."—Tit-Bits.

PURCHASING AND STORES NOTES

Miss JOSEPHINE FLETCHER, & & &
ASSOCIATE EDITOR

Since moving to Torrance a second supply car has been put in operation. This is now in charge of Mr. J. Langan. With this additional service the Store Department now has two supply cars and two auto delivery trucks in operation between the Torrance Store and all outside points.

Last report furnished an exposé of Cupid's manoeuvres but he has evidently passed by our door without knocking. The only excitement in recent weeks being the promotion of William A. Lyon from File Clerk to Junior Clerk. Position of File Clerk is now being filled by N. E. Mather, who, in addition to having the honor of being the brother of the best informed lady in Los Angeles, is not new to the Pacific Electric Family.

Our readers will be glad to learn that Anton Bejger, who has been employed in this department for the last seventeen years, is now at his home again able to work after nearly three months spent at the Crocker Street Hospital where he was taken when seriously injured while at work at Los Angeles. Everyone is anxiously waiting for "Tony's" complete recovery and his return to work.

The clerks in the General Storekeeper's office are becoming somewhat doubtful of the permanency of their positions since the arrival of a new stenographer at the home of Mr. and Mrs. Guy Minyard. The new arrival is none other than Miss Ida Elizabeth Minyard, who greeted her new parents for the first time on Sunday, December 28th, tipping the scales at seven pounds. "Daddy" Minyard has already confessed that Miss "Betty" is the commandant of his heart as well as his nights.

The Editor is calling wildly for "pep" and yet more "pep" in the Magazine. The Purchasing Department is not prepared to furnish except on properly approved requisition from Heads of Departments. We do not buy in the open market and unless competitive bids can be obtained, chances for obtaining are very slim. Each individual in this department is required to furnish his own; it is the only item the company does not furnish. Suggestion is made that we start a "Pep Campaign." We might install a coasting clock in each department and in the place of saving power, reverse the action and use every ounce obtainable.

The Store Department is now located in its new home at Torrance and with the exception of one or two small details the main building is completed. The entire organization claim that the Torrance Store is one of the latest words in storekeeping and one which we would take a great deal of pleasure in showing to the

friends and others interested in this department.

On the top floor is stored the motor parts and miscellaneous electrical supplies, which material is under the jurisdiction of Mr. J. Jackson. This floor also has all of the air brake, switch group and control material under the jurisdiction of Mr. F. Gill. The material cases on this floor are all six feet high, of the open type, and are painted black and white. Material on each bulkhead can be clearly seen without the use of step ladders or boxes and is all piled in a neat, orderly manner so that the monthly inventory is accurately and promptly taken.

On the main floor is located the bolts, hardware, and miscellaneous supplies, which items are looked out for by Messrs. Confer and Van Orden. As this floor also has the offices it was impossible to hold the cases to a six-foot height and they were increased to eight and one-half feet to the ledge and six feet above. They, however, are of the open type, also painted black and white, so that all the material is available for stock taking, prompt shipment, and other purposes.

The basement of the main store houses the material used in the Electrical Department, both for line construction and maintenance, and substitution parts. This is looked after by Mr. Tom DeCoursey assisted by Mr. Zinc.

Storekeeper McCall is retaining his reputation for the neatness and cleanliness of the entire building. Much of the success of the storeroom is due to the perseverance and earnest efforts of Mr. C. J. Tenny, who worked out the entire detail of the new structure and the various outside operations in connection with it. The entire organization feel that with the arrangement at Torrance the store will, through the service that can now be rendered, make all departments boosters for this type and class of construction in the future.

PE

CARBON PAPER—ITS USE AND MISUSE

One of the greatest troubles we have with carbon paper is wrinkling or "treeing." This is caused in many cases by careless insertion in the machine and wrong adjustment in the feed rolls on the machine. If carbon is fed into the paper with a margin at the top, it will be possible to strip the carbons with one motion. If the carbon has a tendency to stick to the paper, by shaking a little, the carbon can be stripped out altogether. It is also advisable to clip the corners of the carbon paper, as it can be much more easily removed.

Difficulties in obtaining a great number of copies may be traced to either too soft a cylinder or too hard grade carbon. The harder coated

carbons make clearer impressions while the softer coated make stronger color impressions. The lighter touch a stenographer has, the softer coated carbon they will have to use to produce good copies. It is also a common mistake to use light weight carbon paper for making a few copies. The standard weight sheet is much easier to handle and will wear much longer than the lighter sheets, and should be used for from one to six copies. Light weights should never be used when standard weight will do the work. The reason for this is that carbon tissue is coated in proportion to its weight; the light weight will carry much less "dope" than the standard weight, consequently the standard weight will wear from two to three times as long as the light weight. The standard weight sheet also has less tendency to curl or "tree." Naturally, the lighter the carbon is, the more tendency it has to curl, and the affects of atmosphere and humidity are as follows: The wax coating is expanded by heat and contracted by cold. The tissue is expanded by dampness and contracted by dryness, consequently, in a cold, damp atmosphere carbon would curl with the coated side in, whereas, on a hot, dry day, it would curl with the paper side in. It might be well to note that carbon should always be kept flat with face down.

It has in past years been the contention of Purchasing Agents for large railroads and corporations that stenographers were so careless with carbon paper that it was not economy to buy the best grades; the idea being that they would use a sheet a few times and throw it away, but if stenographers would use proper care and get the ultimate wear from high grade carbon paper, it would be much more economical, but this rests entirely with the stenographer, and if they would take interest in gaining the ultimate wear from each sheet, good results would be obtained.

In the interest of economy, suggestion is made that wherever possible stenographers use carbon paper 8½ inches by 11 inches instead of 8½ inches by 13 inches and thus avoid waste. Carbon paper is sold by the square inch and on every one hundred sheets, quite a saving would be effected if this practice is followed. Another feature is carbon paper boxes; they should be saved in the place of throwing away a box each time one hundred sheets is ordered. These boxes cost from ten to fifteen cents each and on a recent order for a year's supply, a saving of \$53.00 was effected by ordering wrapped in place of boxed.

No Enemy Aliens.

"Who was the first man, Bobby?" asked the teacher.

"George Washington," answered the young American promptly.

"Why, no, Bobby. You ought to know better than that. It was Adam."

"Oh, well," said Bobby, determined to prove himself right, "I wasn't counting foreigners."



THROUGH THE CAR WINDOW

Little Observations by "The Man" Who Rides Often

We often wonder if the parties who "spit" all over the platform and steps also "spit" on the floor at home.

It takes two thousand nickles to cash one paycheck for one hundred dollars and it takes three million to cash fifteen hundred such checks. Estimating conservatively we cannot afford to miss a nickle. How about it?

Unsold Scenario: Hollywood-Venice car passes up woman trying frantically to catch car; Motorman snorts disdainfully that local cars are running; woman catches next Beach car, arrives at Santa Monica and finds her mother's eyes just closed in death.

"Let George do it!" And George was certainly doing it that morning on car 269 of the West Sixteenth St. Line. Twice women with children got off the car and he stepped down and assisted them. Good for you, George—it makes people respect the P. E. Uniform and the men that wear it.

"H. K.," you are "there," all right, with the ladies from the other side of the Rockies. One of them said to another, while riding on an Oak Knoll car "He is exceptionally good calling the streets and assisting passengers; they are better here about directing passengers than back home; such a man gives a good impression to the public." Yes; sure enough; she said it—not I.

I wonder who that person that wore man's clothes was that stood up on the plush seat with both feet to get his suit case off the rack? It gets my goat to see a conductor try to keep his car clean and the litter off the floor only to have some he-person wipe his boots on the plush. Seems as if they might at least place a newspaper under their feet.

PE

Making Certain

Little Esther was saying her bedtime prayers, and in conclusion asked: "Please, dear God, make San Francisco the capital of California."

"Why did you ask that, Esther," interrogated her mother.

"Because I wrote it on my examination paper that way."

SOME OF THE CAUSES OF TROLLEY BREAKS.

A. Herskind, Southern Division Line Foreman.

The record for the twelve months of 1916 shows that there were 306 trolley breaks on the entire system. Up until that time material had not been so very hard to get, and the lines were in good condition and steadily improving, but improvement had to be curtailed to a certain extent on account of material being hard to obtain on account of the war, with the resultant increase of trolley trouble to 362 breaks for the year 1917, and an addition increase to 410 for the year 1918. However as soon as it was possible to get material again the breaks decreased immediately, the result being that the number of breaks dropped to 298 for the twelve months (1919) just ended, and we hope, or at least intend that the decrease must continue so far as eliminating weakened wire will make it possible.

However, I doubt very much that there is any other Electric Railway system in existence that can claim a good deal less than one break per day on 1,100 miles of trolley wire, especially when we take into consideration the number of cars run and high speed in heavy trains that are necessarily maintained for the benefit of public service. There is no intention of boasting however, because nothing here is allowed to be just as good as the other fellows, it must be better when possible to make it so, and that being the case, then it is merely in the line of duty when we accomplish results that is bound to get us part of the credit the public in general will consider due a great transportation system, whose aim is safe operating conditions above everything.

Of the 298 breaks during the year just ended, 91 were due to being burned or pulled down by cars, eleven by outside sources, nineteen to worn or weak wire; faulty splices, ten; and crystallization, one hundred and sixty-seven. This shows conclusively that crystallization is the main cause of most trolley breaks, and it is one of the causes that is hardest to overcome, it being very hard even on close inspection to see the spider-thread-like crack that usually is one of the first signs of crystallization. Nevertheless, basing opinion on past experience, it is safe to assume that at least 40 per cent of such places in the trolley wire are found and cut out before it breaks.

There are several different causes that will produce this effect of crystallization in the trolley wire, but the one we find in excess of any other is the continued hammering effect produced by trolley wheel hitting a rigid or uneven place on the trolley wire. Thus most of the breaks occur at the hangers and trolley splices because here we lack the flexibility that is found in the middle of the span or away from the point of support. Also the swaying motion of the car is of course transmitted to the trolley pole and wheel and further to the trolley wire, causing the wire to swing with a sidewise motion and stopping sud-

denly at the point or ends of the trolley clamping ear where supported on the span wire. Bad track condition as well as slack trolley wire will augment this swaying motion, while the trolley wheel passes the rigid place at hanger or splice at a speed of, say about one foot in the mere fraction of a second; the tension that holds the trolley pole to the wire raises the wire slightly, between supports above the under-run of the hanger ear, and the result is a severe blow at the hanger ear, which sets up and subjects the wire to a continued vibration in addition to the swaying motion, and eventually affects the cohesive power of the crystalline structure of the metal used in the wire, causing formation of crystals that will in a short time result in a break.

In handling the wire great care is observed to avoid kinks, bends, scratches or cuts, and the careful man who understands the ultimate result of such will consider it almost criminal to see any one using a tool that will scar, or to do anything that will in any way injure it however slightly, for he knows that eventually there will be a break at such a place due to crystallization. There have, however, been men, in the past, who failed to understand why called to task for marking the trolley wire with a pair of pliers, the mark being merely for locating a hanger or a switch and only skin deep, but nevertheless one of the original causes of crystallization.

PE

NEW YEAR'S DAY POWER LOAD

The heavy traffic created by the "Tournament of Roses" carnival at Pasadena on New Year's day always throws an exceedingly heavy power load on the lines and substations furnishing the electrical energy for the Pasadena lines, and January 1, 1920, was a record breaker as to attendance. 35,200 persons were carried to Pasadena by the Pacific Electric Railway, and counting round trips. 280 three car trains, making a total car mileage of 19518, were handled between 6:00 A. M. and 12 midnight, without serious delay or interruption due to any cause.

The concentrated nature of the load involves the problem of transmitting and distributing approximately 60 per cent of the total system power load for the day to the substations in the vicinity of and feeding the Pasadena lines, which ordinarily require and carry but from 15 to 20 per cent of the total system load.

To aid in adequately handling the load certain temporary rearrangements of some of the feeder connections were made, and three portable substations with a combined rated capacity of 1,800 kilowatts were connected to the line, two being placed at Sierra Vista and the other at Sierra Park. This helped to relieve and distribute the heavy current swings on the substation apparatus and maintain full D. C. voltage at the trolley. And further, the even distribution of the trains, which prevented bunching, contributed to and played no small share in keeping down the heavy current swings.

RESORT DEPARTMENT "SQUIBS"

ALPINE NOTES

Probably the greatest attraction at the Tavern is the dancing. We are furnished with excellent music every week-end, and they dance until they can't dance any longer.

Frankly all of this stop-over business comes from but one source, and that is the hospitality of our Manager, N. B. Vickrey. This is a home in the mountains, assuredly. The writer is not a lady, so he is safe in boasting the "boss."

Somebody remarked that Mount Lowe should be called Mount High. Lets all have a good laugh. The remark was made to me and I said that I should commune with Professor Lowe, and with his consent we would change the name.

The last Saturday of January brought three hundred pupils of the Hollywood High up. The first car rolled in about eight bells, and the last rolled out about nine bells. We know the kids had a wonderful time, for they showed it. We also must say that Hollywood has some charming young school girls.

Alpine Tavern has been doing an unusual amount of business this year, even though the year is yet young. Travel was extraordinarily heavy in January. It is amazing the hundreds of folk who come to Mt. Lowe, not knowing what wonderful accommodations may be had. The hotel office is an information bureau, and all questions are cheerfully answered.

The Sierra Club had an outing on Mt. Lowe some time ago. Eighty of its members stopped over night. Most of them hiked in and went back the same way. They slept well that night after their short walks. The dance was a stupendous success, for it lasted well into the morning. Alpine is the happy hunting grounds for their Club, and they are always assured of a great time.

S. J. Yerkes, who, for the past number of years has been with the P. E. and who acted in the capacity of clerk at Alpine Tavern, has gone north to Mt. Tamalpias to take charge of the Hotels at that resort. Mrs. Yerkes, who fulfilled the duties of Hostess at the Tavern, we presume, will be Hostess at Tamalpias. Mr. Yerkes has a golden opportunity thrust upon him, and it is the wish of the staff at Alpine that he make a rip-roaring success of that resort.

Week ends are the cake takers. Invariably on a Saturday we have to disappoint many people who have come up to have a good time. But what else could we do. People look at us with the most bewildered look on their face. "Well, we'll stay if we

have to sleep in the chairs all night. Our chart, at times, is a game of chess. Manager Vickrey is to be seen shifting reservations and nine time out of ten we can take care of those who can't get back to the city.

PE

If any of our employes wish any instruction in trapping wild game we advise them to get in touch with Conductor Ed Kohler, of the Alpine Division. Not many days ago Mr. Kohler, whose chief hobby is trapping, secured in one of his snares a splendid specimen of that famous and nearly ex-stinked) species, spilogale phenax. Being somewhat unfamiliar with the handling of these ferocious beasts, he approached the trap brazenly but the skunk commenced hostilities, forcing Kohler to beat a hasty retreat. After the engagement was over and peace declared Kohler made the startling discovery that he was alone in the Wide, Wild World minus any friends. Trying to overcome the odoriferous fumes which made him not wanted he added a bottle of perfume to his raiment. Finding this of no avail in overcoming the scent, he was forced to dig a grave and bury his uniform under several feet of Mother Earth. Since that time he has been wearing his "Civies", and has given the ferocious animals a wide berth.

PE

We are forced to introduce a new character. This person isn't at all new to us, for we have known him for some time. He isn't a general or a mayor or a politician of any sort, he's just a hard working, sincere boy. We don't know how many of you readers are acquainted with him, but we want you to know him like we do. He has a plain name, to wit, David Dimont. He is the "bell hop" of Ye Alpine. He is more than the bell hop, for he is Handy Andy about the place. His high brow title is "Buffet-Man." We all must have titles to be a success, even the President. Dave has been at Alpine for a long, long time, and soon will have his Annual. Those who come to Alpine often know Dave and appreciate his wit. He is a part of Alpine. He's part of the atmosphere. I like to give publicity to the deserving, and here's one boy who deserves a lot of things. Dave was recently enrolled as a member of the P. E. Club, but has not yet visited the place, for he doesn't know a soul, with the exception of Mr. Stuart and Mr. Stukey. If we tie a tag on Dave and send him down rush pronto I'm sure you will want him to come often. He plays pool exceptionally well, but the only dancing he does is the Russian Ballad Dance. Come to Alpine and meet Dave. He will greet you first.

PE

While driving the famed Mt. Lowe Water Wagon through the wild and uncivilized slopes of the Sierra Madre Range, Conductor Pat Ream and his noble assistant, Jim Bernard, recently saw two mountain lions climbing

the rocky hills alongside the track. The lions set forth to attack the crew of aforementioned car, and our heroic friends found themselves in an exceedingly precarious situation lacking any means of protecting themselves. Motorman Bernard, being nearest to the lion immediately took refuge in the shelter of the water tank. And praying incoherently "Oh! Lord, if you don't help me please don't held that lion." Conductor Ream, taking the situation in hand grabbed the controllers and started the car full speed ahead to the Tavern, where he knew there would be help awaiting him, and arriving at the Tavern, he rushed frantically up the steps and through the lobby to the desk, where he was met by Manager Vickrey and his corps of able assistants. A party was organized, and under the leadership of Mr. Ream, armed with a 32 calibre revolver, and Neal B. Vickrey, manager, with his historic Alpine walking stick, as a weep-on, and wearing his rag hat to protect his rosy complexion, also his tortoise shell glasses, to enable him to better discover the lions, ventured forth and scoured the jungles of the wild range, but returned weary and foot-sore after many hours of fruitless searching, finding only the footprints of the lions. Conductor Ream returning to his car, found his faithful motorman still ensconced in the water tank awaiting the inevitable end. With the assistance of bystanders Conductor Ream rescued the admirable and courageous Bernard from what might have been a watery grave. Jim admitted he needed the bath anyway.

(The editor refuses to vouch for the above and agrees fully with the late Mr. Roosevelt.)

PE

REDONDO BEACH RESORT NOTES

The Dance Pavilion has become more popular than ever this winter and Manager Clark has a busy time taking care of the big crowds which attend the dances every Wednesday Saturday and Sunday evenings and Sunday afternoons. Miller's orchestra is sure making them step lively.

Redondo Beach is fortunate in securing the services of Ted Combs as swimming instructor at the bath house. Ted comes from Ocean Park and has to his credit a long string of swimmers who can testify as to his ability as teacher. He gives particular attention to children and nervous beginners and it is astonishing how quickly, even the most timid, will learn to swim under his able instruction.

The Bath House is receiving its full share of patronage from the tourists this winter, new faces are seen every day, and it is a pleasure to watch the expression of delight appearing on the faces of the patrons, young and old, as they sport themselves in the big plunge.

Have you seen the latest amusement feature at Redondo Beach? Well, I'll not say what it is, but the next time you visit the beach look it up.

URBITA SPRINGS NOTES

Urbita Springs Park will be changed into a veritable fairy-land next week when the Big Orange Show, which is to be held in the park, opens its Tenth Annual Show on February 13th.

The spectacle of a million of California's choicest oranges and the numerous exhibits in addition to the continuous entertainments and carnival together with the natural beauties of the park will combine to make this year's show the greatest ever.

Talking of Urbita reminds me that the monkey house has been the center of attraction recently. Lou Somers sent up papa, mama and baby monkey from Redondo to make their home in the park. The home monkeys had a great time receiving and entertaining these new arrivals. Finally they got to squabbling and Manager Froude assisted by Cad Lamb, at the peril of their lives, had to force their way into the monkey house and separate them. Now the monkeys are enjoying the seclusion of their own little rooms with wire screen in between and all they can do now is to smile and growl at each other through the wires.

PE

TREASURY DEPARTMENT YE OFFICE GOSSIP

With Apologies to K. C. B.

TODAY I received a letter FROM THE Vice President OF THE Pacific Electric Railway MR. TITCOMB and he said BUCK UP and help the editor OF THE magazine TO GET some live stuff FOR PUBLICATION. HE SAID you know SOME MEN in your department WHO CAN get up INTERESTING ARTICLES AND I wonder if he knew THERE ARE only six men AND ONE woman IN THIS department AND THAT none of us SMELL LIKE Journalists TO A news hound. BUT ANYWAY I looked around AT THE other five men AND ONE woman NOT THE one woman BECAUSE MY wife would have SOMETHING TO say about that SO I thought best TO EXPLAIN right now. WELL I went first to BILL SHERLOCK the cashier BILL HAD his hat off AND WAS matching bald heads WITH WALT Scott the Supt. OF EMPLOYMENT AND I asked him TO WRITE something FOR THE magazine BUT HE said he never GOT FURTHER than "I'm glad YOU'RE well" in a personal letter. SO I went to JOE SMALE the Paymaster JOE HAS been a sailor AND I thought

HE COULD spin a yarn BUT HE said HE COULDN'T spin even a top. SO I went to HARRY MANVILLE the assistant paymaster HARRY IS a student AND READS French and Spanish BOOKS AND magazines AND YOU ought to see SOME OF the illustrations IN THOSE French magazines BUT HARRY said he could read BUT HE couldn't write. SO I went to MISS JACKSON who has charge of THE LIBERTY bonds and asked her TO WRITE something AND SHE wanted to know if it was COMPOSITION DAY and said she HADN'T GOT her algebra yet. SO I went to ARTHUR McELHINNEY the BOOKKEEPER and stenographer BUT MACK said HE COULDN'T write unless he let HIS HAIR grow longer AND THAT it would take A MONTH to grow. SO I went to BILL BISHOP the clerk WHO DOFS most everything AROUND THE office AND ASKED him BUT BILL said HE HAD rheumatism in his right arm. AND THEN there wasn't anybody else TO GO to SO I sat down AND WROTE this MYSELF I THANK you.

M. S. WADE.

PE

When You Motor in Boston.

The motorist was a stranger in Boston's streets. It was evening. A man approached. "Sir," said he, "your beacon has ceased to function." "What?" gasped the astonished driver. "Your illuminator, I say, is shrouded in unmitigated oblivion." "I don't quite—" "The effulgence of your irradiator has evanesced." "My dear fellow, I—" "The transversal ether oscillations in your incandenser have been discontinued." Just then a little newsboy came over and said: "Say, mister, yer lamp's out."

PE

Did You Ever?

A furrier was selling a coat to a woman customer. "Yes, ma'am," he said, "I guarantee this to be genuine skunk fur that will wear for years." "But suppose I get it wet in the rain," asked the woman. "What effect will the water have on it. What will happen to it then? Won't it spoil?" "Madam," answered the furrier, "I have only one answer: Did you ever hear of a skunk carrying an umbrella?"

OBITUARY

C. R. MARTIN

It is with much regret the announcement is made this month of the death of Mr. C. R. Martin, who for a long time has been this Company's Agent at Cavina, his demise being due to tuberculosis, the illness extending over quite a long period. Mr. Martin was well and favorably known to a large number of our employees, especially the older members of our family, who many times were entertained by him at the Club's musical events. The sympathy of all is extended to his bereaved family.

ERNEST COULTER

The loss of Ernest Coulter to the P. E. family comes as a personal shock to a great many of us who had familiarly known him as "Pop" for many years. His death occurred at Monrovia on January 13th, at 7:20 a. m., quite suddenly while he was preparing to go to the office to assume his daily duties.

Mr. Coulter became a member of the P. E. family in 1912, at which time he took a position at the local freight office, being transferred October 19th to General Freight Office where he remained until January, 1915, going to San Bernardino at that time to take charge of our freight agency at that point.

By his wonderful personality and sincerity Mr. Coulter proved himself at all times a valued representative of this Company, making good in every post to which he was assigned and he will be greatly missed, not only personally by many who knew him, but as a business asset by the Company he served. It would be difficult to enumerate the many, many friends possessed by him or to compute the value at which his friendship was esteemed by all.

Mr. Coulter's remains were conveyed to his old home at Humboldt, Tennessee for interment and were accompanied by his beloved wife, who has our most heartfelt sympathy in her bereavement.

SAMUEL E. TOLES

One of the oldest trainmen of the service passed to his rest and haven beyond at his home in Santa Monica on February 2nd, after a lingering illness extending over the past two years and news of his demise will be received with much regret by his fellow workers, as well as with much thankfulness that they knew Ed. Toles in life, because of the fact that during his earthly days, despite trial and suffering, he carried with him for the benefit of all with whom he came in contact a cheerful smile, a word of courage and a spirit of devotion to the welfare and comfort of others and left to these friends as a legacy the memory of a "man of sunshine" and courage. Dispatch from Santa Monica under date of his demise sets forth the knowledge that to his former patrons and to the press of his

city he represented the "sunshine man" of the system. The dispatch follows:

"Samuel E. Toles, the 'sunshine man' of Santa Monica, and for seventeen years a conductor and dispatcher for the Pacific Electric Railroad Company, died late last night at his home at 1138 Eleventh street, Santa Monica. Though Toles was 53 years of age, and for some time during the past had been suffering, he was beloved for his cheery words and energy. He was a prominent member of the Odd Fellows' lodge.

Prior to his seventeen years of work with the Pacific Electric, he was an employee of railway companies in the East, and Mrs. Mary E. Toles, his wife, has received letters of condolence from friends in many parts of the country. He wore three gold stars and two gold stripes for faithful service with the Pacific Electric company.

Funeral services will be held Thursday at 2 p. m. from the chapel of J. W. Todd, Santa Monica, Rev. C. H. Sutherland and the Odd Fellows' lodge will officiate. Interment will be at Woodlawn Cemetery.

HOMER JOHNSON

Through a letter received by Superintendent Davis we are advised of the death of Homer Johnson, which occurred at the home of his parents at Waterford, Canada, on Monday, January 12th, 1920, after an illness of approximately three years.

Mr. Johnson was a motorman of the Southern Division for a number of years and was stricken with tuberculosis about three years ago and after a residence of twenty-four months at Monrovia it was seen that the end was not far off and he was sent to his former home in Canada to pass his remaining days. A more cheerful sufferer, nor a more hopeful one will seldom be seen, his courage remaining with him even until the last.

The following is taken from his home paper and relates the final chapter of this useful life:

"Mr. Homer Johnson peacefully passed away at the home of his parents, Mr. and Mrs. Joseph Johnson, Waterford, on Monday, January 12th, 1920. Homer was in his 44th year and was born in Jarvis, Jan., 1876. He came to Waterford with his parents about 30 years ago. About seven years ago his health failing him he went to California, where he consulted the best physicians but of no avail. He steadily became worse and last May returned home, where all that loving hands could do for him was done. Homer's cheerfulness of mind and the great patience with which he bore his sickness will not soon be forgotten by those who knew him. He appreciated so much the calls and kind words of Revs. Anderson and Wilkins. It being impossible for Mr. Anderson to be here, the Rev. Mr. Wilkins will conduct the funeral service at the home of his parents, College St., Thursday, Jan. 15, at 2 o'clock. Besides his sorrowing parents he leaves one sister, Mrs. C. E. Shearer, Ohio.

"DON'T"

Some don'ts for passenger conductors, from the General Passenger Department:

Don't fail to have your tariff file in your possession while on duty.

Don't guess at the amount of fare to be collected, if you do not know look it up in your tariff file and find out.

Don't fail to collect war tax on all fares of 43 cents or over.

Don't guess at amount of war tax to be collected. It is all figured out in Bulletin P. D. 1165-F, which is located in your tariff file.

Don't punch amount of war tax in triplex tickets or indicate amount of war tax on one way cash fare receipts, Form P. C. R. Only actual amount of fare should be shown.

Don't give passenger wrong portion of ticket when selling round trips. Remember that all return tickets should read "Return Trip." Watch your tickets closely.

Don't accept a ticket without looking at the destination shown thereon. It may not be good on your line.

Don't fail to issue proper transfer or exchange check when it is necessary for passenger to change cars, and are entitled to same.

Don't punch transfers "Emergency" when actual transfer point is shown thereon. Transfer points are shown for the purpose of punching same and in the direction indicated by letter above such punch mark. Punching transfers "Emergency" is practically the same as giving passenger a return ticket for five cents.

Don't punch out letters N. S. E. or W. on transfers. Punch out point at which passenger is to take other car, and directly under letter designating direction which passenger desires to travel.

Don't fail to call distinctly, all transfer points or junctions at which passengers may desire to change cars. Many strangers are not thoroughly familiar with our entire system, and will appreciate this information.

Don't fail, if you have not already done so, to cultivate the all important necessity of being courteous and obliging in your dealings with the traveling public.

Don't frown while performing your various duties if you can possibly smile. A happy smile will make you and your passengers feel more comfortable. Try it.

Don't forget to read the "Don'ts" in next month's issue of this magazine.

J. A. BIRMINGHAM, T. P. A.

—PE—

A high speed camera has been developed for scientific purposes which is capable of taking pictures at the rate of 3,000 per second, which in comparison with the numbers to high speed work makes the moving camera seem very slow. Fifteen to 35 exposures to second are inadequate when the whole phenomena is over in 0.01 seconds. The camera will be very valuable to obtain data on electrical phenomena such as flashes on generators and rotary converters, etc.

BUSINESS IS BUSINESS

By Berton Braley
Reprinted from 'The Nation's Business'

"Business is Business," the Little Man said,

"A battle where 'everything goes,'
Where the only gospel is 'get ahead,'
And never spare friends or foes,
'Slay or be slain,' is the slogan cold,
You must struggle and slash and tear
For Business is Business, a fight for gold,
Where all that you do is fair!"

"Business is Business," the Big Man said,

"A battle to make of earth
A place to yield us more wine and bread,

More pleasure and joy and mirth;
There are still some bandits and buccaneers

Who are jungle-bred beasts of trade,
But their number dwindles with passing years

And dead is the code they made!

"Business is Business," the Big Man said,

"But it's something that's more, far more;

For it makes sweet gardens of deserts dead,

And cities it built now roar
Where once the deer and the gray wolf ran

From the pioneer's swift advance;
Business is Magic that toils for man,
Business is True Romance.

"And those who make it a ruthless fight
Have only themselves to blame
If they feel no whit of the keen delight
In playing the Bigger Game,

The game that calls on the heart and head,
The best of man's strength and nerve;
"Business is Business," the Big Man said,

"And that Business is to Serve!"

—PE—

"TEN COMMENTMENTS" OF THE BOSS

Here are the conclusions of one successful concern on what makes for its success and that of an employe:

1. Don't lie. It wastes my time and yours. I am sure to catch you in the end, and that is the wrong end.

2. Watch your work, not the clock. A long day's work makes a long day short, and a short day's work makes my face long.

3. Give me more than I expect, and I will give you more than you expect. I can afford to increase your pay if you increase my profits.

4. You owe so much to yourself you cannot afford to owe anybody else. Keep out of debt or keep out of my shop.

5. Dishonesty is never an accident. Good men, like good women, never see temptation when they meet it.

6. Mind your own business, and in time you will have a business of your own to mind.

7. Don't do anything here which hurts your self respect. An employe who is willing to steal for me is willing to steal from me.

8. It is none of my business what you do at night. But if dissipation affects what you do the next day, and you do half as much as I demand, you'll last half as long as you hoped.

9. Don't tell me what I'd like to hear, but what I ought to hear. I don't want a valet to my vanity, but one for my dollars.

10. Don't kick if I kick. If you're worth while correcting, you're worth while keeping. I don't waste time cutting specks out of rotten apples.

—Bamberger Electric.

SELLING ELECTRIC SERVICE

Nine times out of ten, when you go into a store to shop you are served by some employee, not by the owner. Yet, if that employee holds his job in a smart establishment he uses all his faculty of salesmanship upon you. He points out the qualities of the goods. He is courteous he will sell more goods. But they aren't his goods. They belong to his employer. That's quite true, but the employee is looking after his employer's interests.

Did you ever realize that electric services—railway, light and power—were commodities sold to the public just as much as articles sold in stores? The salesmanship idea is now accepted throughout the industry by platform employees, office employees, construction men, and in that everybody from the smallest office boy to the highest official.

The man who comes in to pay his bill can be sold an appreciation of the company's courtesy and service. The resident making an application for light or power can be won over to the ranks of the company boosters by the proper kind of salesmanship. On the cars, the car rider can be sold more rides by making them pleasanter and more convenient.

Even car rides are not all the same. Sometimes they are made in packed cars, sometimes in empty cars. Sometimes the car starts with a jerk and stops with a jerk. Sometimes the brakes won't work right and the waiting passenger has to run for the car. A passenger may have a totally different opinion of the company than what he has harbored by a courteous word from a conductor.

All that is salesmanship—making the public like to buy the company's service. The more they like to ride on the cars, the more they will ride. These days of automobiles, thousands are picked up every morning on their way downtown, while they crowd into the cars in the evening rush hours just the same. The right kind of salesmanship could retain many of these passengers for the company. Maintaining a regular service, free from gaps, will help.

There isn't a branch of the company's service which cannot use the salesmanship idea to advantage. By constantly thinking of ways to aid the public, increase the convenience and utility of the service, we can increase the company's revenue and prosperity and wipe out prejudices and antagonisms that cost money to overcome.

Let's all be salesmen of street car rides, light, power and gas service.—
B. C. Electric.

PE

The world's most powerful hydroelectric unit was installed during the latter part of December in the plant of the Niagara Falls Power Co. The water wheel is rated 37,500 HP, under 214 ft. head. The generator is rated 32,500 ZVA at 150 RPM and designed for 12,000 volt 3 phase 25 cycle current.



Sixty Million Dollars to 500,000 Borrowers

THAT is the record of 104 Morris Plan Companies. All these people have been freed from debt or otherwise assisted by reason of

Good Character and Earning Capacity

The Los Angeles Morris Plan Company was organized and is operating for the same purpose at

725 SOUTH SPRING STREET
LOS ANGELES

The Death Rate.

Statistically inclined tourist: What is the death rate here?

Native: Same as it is everywhere else—one death for every inhabitant.

PE

"Watch your step miss," cautioned the conductor on one of the higher up cars.

"It isn't necessary," snapped the incoming passenger, "that bunch of sapheads on the curb is doing that for me."

PE

Bank Clerk—"You wish to open a joint account for yourself and wife?"

Mrs. Whittler—"What does he mean by a joint account?"

Whittler—"Well(I keep putting the money in and you keep drawing it out."

PE

"Oh," exclaimed the suffragette fervently, "if the Lord had only made me a man."

"Perhaps he did, dear," said the widow soothingly, "but you just have not found him yet."

PE

Teacher—"Now, Johnny, can you tell me what became of Noah, and the ark?"

Johnny—"The baby sucked all the paint off'n Noah and pa stepped on the ask and smashed it."

PE

Sam: "Ah done heerd dat dey fin' Columbus's bones."

Ezra: "G'wan! Ah never knew that he wuz a gamblin' man."

ARTHUR S. JOHNSON

Recently head of the Pay-roll Bureau, has acquired an interest in the

Pioneer Nursery

(Opposite Santa Fe Station)

MONROVIA

Main 421

Everything in Trees and Plants

and would be very pleased to see any of his old friends at the above location.

SPECIAL ATTENTION TO
MAIL ORDERS

May—"How d'you happen to your train?"

Blanche—"Oh, the horrid old thing was right on time."

PE

We have just discovered a bigger fool than the man who knows it all. He is the fellow who will argue with him.

PE

Some men spend so much time trying to get ahead of the other fellow they can't keep up with themselves.

THE
**RAILROAD
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Cleanliness—Courtesy

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Fine Watches Accurately Timed and Adjusted for Railroad Service.

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**American Drug
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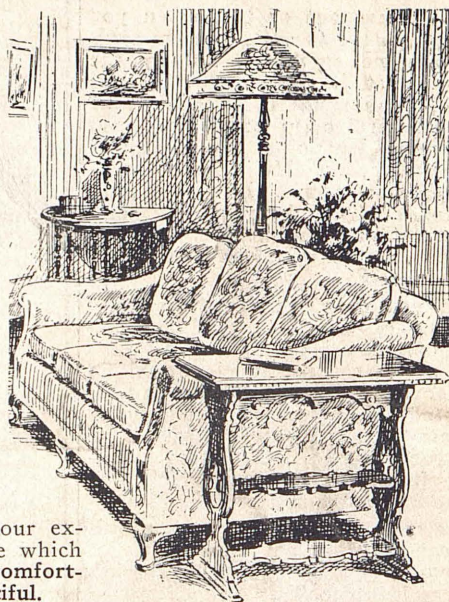
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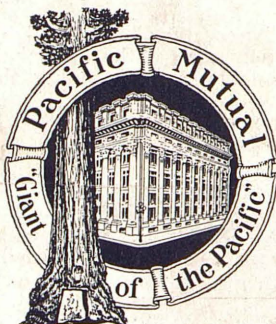


and enriches the atmosphere of homes which it becomes the part of. The kind of furniture best adapted to your needs and the size of your home—whether permanent or temporary—may be appropriately selected from our extensive display of furniture which makes the Real Home Comfortable, Convenient and Beautiful.

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