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Skyward via Mt. Lowe Incline

If We Only Understood

COULD we but draw back the curtains
That surround each other's lives,
See the naked heart and spirit
Know what spur the action gives;
Often we should find it better,
Purer than we judge we should;
We should love each other better,
If we only understood.

Could we judge all deeds by motives,
See the good and bad within,
Often we should love the sinner
All the while we loathe the sin;
Could we know the powers working
To overthrow integrity,
We should love each other's errors
With more patient charity.

If we knew the cares and trials,
Knew the efforts all in vain,
And the bitter disappointment,
Understood the loss and gain—
Would the grim eternal roughness
Seem—I wonder—just the same?
Should we help where now we hinder,
Should we pity where now we blame?

Ah, we judge each other harshly,
Knowing not life's hidden force
Knowing not the fount of action
Is less turbid at its source—
Seeing not amid the evil
All the golden grain of good;
We would love each other better
If we only understood.

—RUDYARD KIPLING.

Joint Problems of Railway and Industry

Difficulties Confronting Carriers in Extending Lines, Making Rates and Giving Service to Community and Shipper

By PAUL SHOUP,
President, Pacific Electric Railway

The accompanying article by Mr. Shoup appeared in the March issue of the California Journal of Development, and while dealing with the problems of steam railroads particularly, the points raised are also, in the main, applicable to our own line of transportation.

THE question of the relation of transportation to the development and expansion of industry can be divided into three general items. The first of these we may call the expansion of facilities; the second, the making of rates; and, third, the question of service.

When referring to the expansion of facilities, we think of that as the extension of railroad tracks, the building of branch lines so that some industry may be created or expanded. That, of course, involves a great many problems and some of them are quite far-reaching.

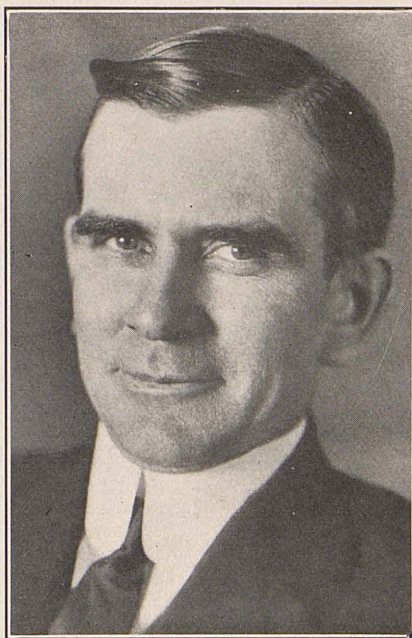
As an example, I am an officer of the Iron Chief Mining Company, which is a subsidiary of the Southern Pacific Company, and which owns the largest body of iron ore, I suppose, west of the Missouri River. This property is located out in Riverside County beyond the San Bernardino range, and while it is lying there dormant it is merely a question of time until the progress of the Coast brings about one of those changes in our industrial life which will result in that deposit being mined. Such consideration as we have given it involves some of these same problems that would affect anyone having a natural resource that could be developed only by the extension of a railroad.

Construction Costs

The first of these, in this particular instance, is the construction of a railroad forty or fifty miles long. This involves, at present-day costs, an expenditure of somewhere around \$3,000,000 or more, independent of equipment. Then, the next questions facing us in the operation of that railroad are: Is there a water supply? Can it be operated economically? What are the possible grades? And, finally, if this line is built depending upon this one industry, will that industry function in such a way as to furnish a tonnage year in and year out, that will give an adequate revenue?

We can't amortize our investment; we can't possibly expect to get rates that will result in retiring this investment in any reasonable time, and perhaps never; whereas, the industry itself may, through a few fortunate years, be able to write off of its books a large part of the capital invested.

The Interstate Commerce Commission tells us that upon the nineteen billions of dollars worth of railroad investments in this country, based on



Mr. Paul Shoup

the theory of original cost, that we can expect, and ought to be satisfied with, a return of $5\frac{3}{4}$ per cent. And if, perchance, any single railroad in any locality earns more than 6 per cent on the value given to it by the Interstate Commerce Commission, then one-half of that goes to the government, the purpose being to aid weaker railroads, perhaps competitors of this same line, and the other half impounded under such conditions that the likelihood of its being used by that railroad is more or less remote. So, here is a theory of government under which we are presumed to do business on a maximum of 6 per cent upon our investment and with no guarantee of any kind. It is proper to say that so far the railroads have not been able to reach that 6 per cent in very many individual cases, and have not been able to reach the $5\frac{3}{4}$ per cent mark as a whole. So, when it takes one, two or three million dollars to build an extension of a railroad, we have to figure upon this situation. In order to make this a financial possibility we must be able to secure money at less than 6 per cent or at least 6 per cent as a maximum. Until very recently at least, this has been a very difficult task with the railroads.

The money market is now a little better and I think that it accounts for this expansion that is going on, more or less, in many sections of the United States in railroad facilities. The Southern Pacific will spend considerable sums. This activity during the coming year is going to be reflected

in practically every industry. We are going ahead in the faith that these very large investments in this growing country are going to give us a return that will, at least, enable us to live.

The second question that we face is one of making of rates. Every time the rate structure in connection with any industry is disturbed in one section of that structure, it is apt to pass like an earthquake tremor throughout the entire structure.

The greatest danger that we face today in connection with rate-making is one of red tape. It takes too long to make rates. The Interstate Commerce Commission and the State Railroad Commissions must find some way to remedy that situation. Rates must be made promptly; they must be responsive to the changing conditions to the establishment of the new industries and to the other changes with which we are all familiar. This problem can well engage the attention of business men.

Canal Competition

We thoroughly appreciate the great value of our transcontinental traffic and the great help it has been, and is today, in maintaining the railroads of this country. It is, nevertheless, our view that the natural resources along our lines are entitled to a fair showing in their development. It seems to me quite obvious, from a purely selfish viewpoint of any railroad, that it would want to be located in the center of a thickly populated, prosperous country where there is a great local traffic; where the dollar, to a considerable extent, is kept at home and is aiding everybody in their enterprise by working around through these various channels of trade after it is once started on its way. It seems it is better to be a New York Central System in the great State of New York, or a Pennsylvania System in the great State of Pennsylvania, with all of the local traffic that may be developed, than it is to depend upon a transcontinental traffic and upon carrying long freight trains through arid and undeveloped countries. That is especially true now that the Panama Canal—and that applies more to the steel industry than any other—has come into being and has taken away from us a great deal of this traffic.

The Panama Canal has been of great benefit to California in some ways, but I am not so sure of its benefits in other ways. I know, for example, that taking the Pacific Coast as a whole it entails some serious problems for other transportation systems necessary to industry and quite necessary to the expansion of the industry. This question of competition with the Panama Canal is another one of the difficulties that we have to face. As many

of you know, we have actually been called to make local rates up and down the State of California to meet the competition of the Panama Canal, something not thought within the realm of probabilities twenty years ago.

Aside from any question of that kind of competition, there can be no doubt in our minds that the sound prosperity of this country, and the sound prosperity of the railroads dependent upon it, must in a very large measure depend upon the development of the resources of this country. And so, our whole rate-making theory is based upon the idea that the territory which we serve must be developed.

That brings me to this last question of service. Service is, of course, essential in the development of industry, whether it is agriculture, manufacturing, mining or what not. There is no reduction in freight rates that can possibly atone, you might say, in any way for a lack of service. If you can't get the car when you want it, your market is lost if the man to whom you are shipping the goods can't sell them when he has a market, when his shelves are empty. No reduction of freight rates can offset that loss.

Reduction in freight rates is a very small matter compared with the service that is essential. This service involves us in many problems that we didn't have a few years ago, in the same degree. A locomotive today costs us \$80,000, and it is mostly all steel that goes into that locomotive. We are now building steel cars instead of wooden cars and many of them cost us around \$2300 or \$2400. A few years ago we bought them for \$800. Passenger cars now cost us three or four times what they used to cost. Steel rails have gone up at least 50 per cent in cost during the past ten years. Ties have doubled in value and for the maintenance of our railroad alone it takes 3,000,000 or 4,000,000 ties per year to replace those that are worn out. Therefore, we have to face this problem of giving service by constant investment of new capital in the new equipment that is necessary to take care of the great expansion of this Pacific Coast, and also to replace, at much greater cost, equipment that is worn out.

With all of these conditions that the railroads have to face, we feel that here on the Pacific Coast—simply because of the very great resources, the spirit of enterprise along this coast and in California particularly—the railroads are on a pretty safe foundation, while in some sections of the United States that is not true.

The greatest asset that these railroads in California have is the great growth of business in this territory: the great spirit of enterprise that has promoted and created that growth and is more than anything else the reason why we are able to get capital to carry on our work of expansion.

Watchman: "Heavens, man, didn't you see this 'stop' sign?"

Motorist: "Sure, but I thought it was meant for the engineer."—Cap- per's Weekly.

Company Launches Large Advertising Campaign

WHAT promises to be one of the largest advertising campaigns ever carried on by a public utility in California through the medium of newspapers was announced last month by Vice President & General Manager, D. W. Pontius.

Commencing the week March 16th, the first of a series of advertisements appeared in the daily papers of Los Angeles and all cities located on the lines of the company. Subsequent weekly advertisements were run and will appear over a period of approximately six months. The appropriation made to cover this special campaign is in addition to the regular yearly expenditure of the Company's newspaper advertising, which amounts to approximately \$50,000.

"We hope to show that the serving railway facility of any community is an integral link to the welfare and prosperity of the district served," commented Mr. Pontius in publicly announcing the campaign, "and have selected the newspapers as the most affective medium in which to tell our story." The advertisements will sketch briefly the history and development stages of the company, the service performed, pay roll, taxes, extent and value of properties and other facts incident to the Pacific Electric's service and its contribution to the civic progress and material growth of Southern California.

"While the privately owned automobile and paralleling competition have had a most depressing effect upon our revenues in recent years," continued Mr. Pontius, "we are still unshaken in the belief that this district needs our service quite as much as we need its support. Last year we spent more than \$10,000,000 in improving and extending our facilities and if future expansion funds are to be forthcoming, increase in our revenues must be made to justify additional outlays."

SAN GABRIEL PLAYHOUSE TO STAGE LA GOLONDRINA

La Golondrina, by John Steven McGroarty, an inspiring drama in three acts and founded on the historical romance of the golden era of California, will open at the Mission Playhouse in San Gabriel on April 12th, 1925.

Performances will be held every afternoon at 2:15 p.m., except Monday, and on Wednesday and Saturday evenings at 8:15 p.m. Pacific Electric trains leave the Main Street Station every half hour and helpful publicity can be given the play by employees mentioning it to their friends.

WESTWOOD IS SELECTED AS SITE FOR NEW UNIVERSITY

The selection of the Beverly Hills-Westwood site as the future home of the Southern Branch of the University of California was announced last month and as the proposed location is adjacent to our lines will have the effect of developing a considerable volume of traffic.

The site comprises a total of 375 acres fronting on Beverly Boulevard, and lies between Santa Monica and Beverly Hills. It is about four miles from the ocean and is located on our Santa Monica via Sawtelle line about one mile from the present Wolfskill stop.

It was reported that the land would be delivered to the State clear and free under guarantee of the Chambers of Commerce of Los Angeles, Hollywood, Santa Monica, Ocean Park, Venice, Beverly Hills, Sawtelle and Culver City. The sale price, under written by these bodies, is reported to be approximately \$2000 per acre.

The structures to be erected contemplate the expenditure of \$10,000,000, bond issues to raise which will have to be authorized by the State Legislature and voted upon at the State election in November. Plans are being made to ultimately care for 10,000 students; at the present time 2,600 are enrolled.

Many sites were offered the University regents and ranged from Ventura to San Diego county, but more recently the choice narrowed down to the site selected, Burbank, Palos Verdes and Fullerton. The selection was made on the basis of being best situated for future growth, transportation facilities, availability to greatest number of students, climate and topography.

INCREASED STORAGE PLANNED FOR STATE STREET YARDS

Reconstruction of trackage and the addition of 3500 lineal feet of track at the State Street yards, involving an expenditure of \$36,000, will be shortly begun following approval of the work announced last month.

The reconstruction of trackage is brought about by the building of the new State Street bridge by the City and the necessity of increased yardage facilities at this point. Our growing rock business on the Northern Division and the switching use by the Southern Pacific directly into this yard through the Elliott Street transfer has made it necessary to handle as many as 500 cars daily through this section. Some difficulty has been experienced in keeping track clear in these yards owing to the limited storage capacity.

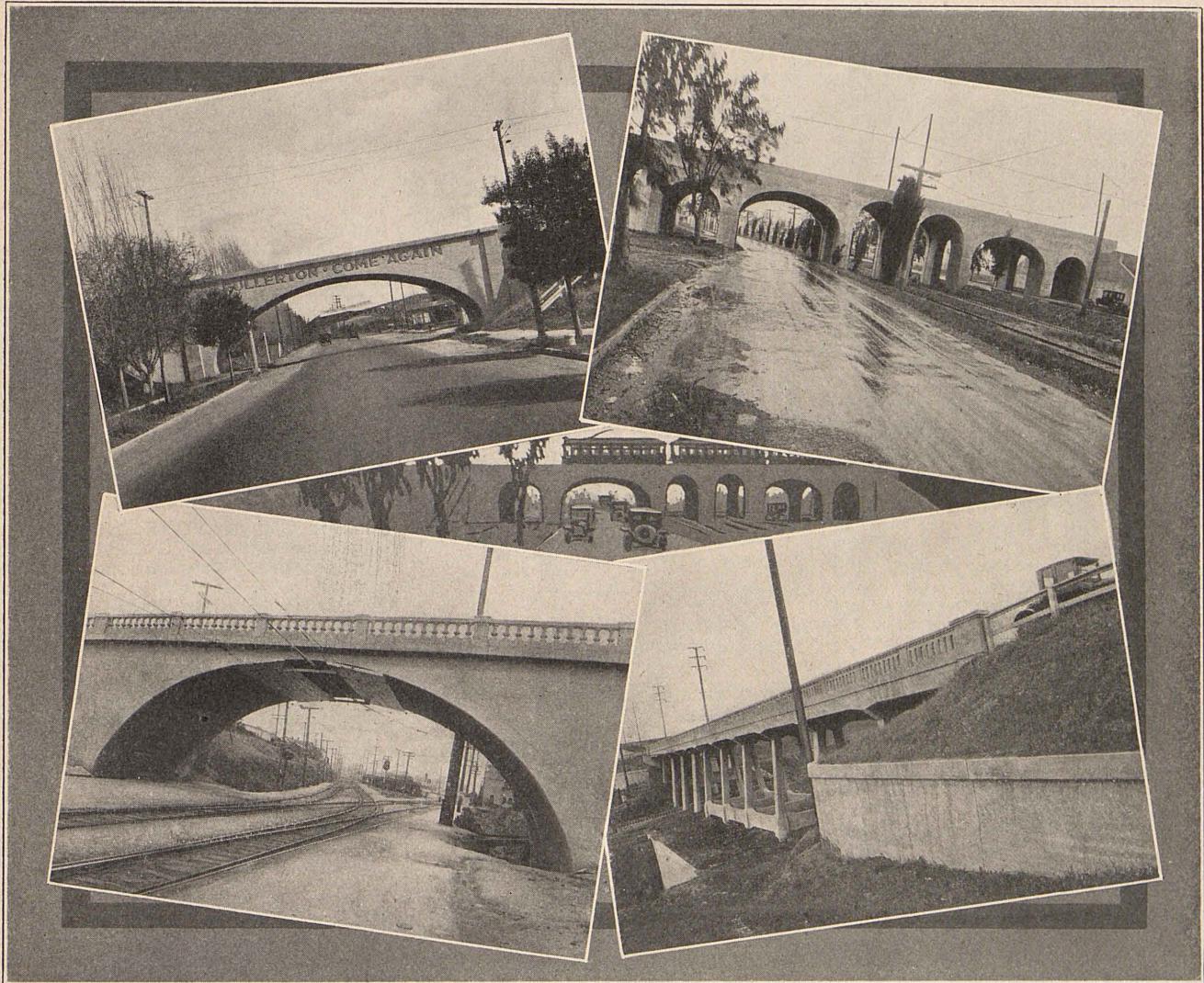
The increased trackage will care for storage of 41 additional cars, bringing the capacity of the yard to approximately 190 cars.

Mother Safe

"How this would shock mother!" she gasped after he had just kissed her by brute strength.

"We-e-ell, never mind," he tried to console her. "It won't happen to mother."—Am. Legion Weekly.

CO-OPERATION VITAL TO GRADE SEPARATION



Would you believe that on the Pacific Electric system there is now a total of sixty grade crossing separations? The above are typical of the many fine structures in service throughout the system.

By CHARLES K. BOWEN, Asst. Engineer

ALL grade crossings are dangerous.

A safe crossing is one where the grades are separated.

The answer is easy and obvious:

ALL grade crossings should be abolished and be replaced by a separation of grades of highway and railway.

This separation may be accomplished in any one of the following six different ways:

First: Leave the railway on the surface and—

(a) elevate the highway over railway.

Second: Reverse the above and permit the highway to remain on the surface and—

(a) elevate the railway over the highway.

Third: Effect a compromise of any of the above by—

(a) raising railway part way and depressing highway part way.

(b) depressing railway way and raising highway part way.

There you have the whole grade crossing problem, its solution and the physical methods for accomplishing the solution, all in a nut-shell with a hard shell. All that is needed is a nut-cracker, and one is available. It consists of two strong lever arms hinged together, and one of these arms is labeled Co-operation and the other Money. These arms are co-equal in value and—to steal a line from Hiawatha's songs—"useless each without the other."

Dropping the abstract for the concrete—as being more substantial—let's return to the conclusion that follows my opening statement, namely "All grade crossings should be abolished," and see how it is likely to affect our lever arm labeled "Money."

I won't even attempt to say how

many grade crossings there are on our lines alone: They are being added to weekly—and the end is not yet. Suffice to say there are many hundreds such. Somehow, the statement has been broadcasted that it costs fifty thousand dollars to effect a separation of grades under average conditions. From the studies we of the Engineering staff of the Pacific Electric Railway have made of important crossings affecting our lines, and from the estimates of costs which have been deducted therefrom, we may only conclude that there are no **average** crossings on the lines of our system; and here's **why**—

Since the organization of the Los Angeles County Grade Crossing Committee, more than a year ago, and working closely with that Committee, we have made detailed studies, plans and estimates of the costs to separate crossings at eighteen or twenty of the

more important grade-crossing points on our system. The lowest cost for a permanent structure at any one point was one hundred twenty-five thousand dollars; the highest, one million fifty thousand dollars—and I'll defy the efforts of any expert juggler of figures extant to fix an average cost for even those eighteen.

To be brutally frank, there isn't any such thing as an average grade crossing separation. Each case is a law unto itself and must be considered on its own merits.

If our estimates are correct—and, as estimates go, they are reasonably accurate—it can be readily seen that to separate all existing grade crossings on our lines would call for an investment of new capital not very much less than the money already invested in our entire physical plant; maybe more, for all I know, or for all any one else knows.

The thing is just naturally impossible of accomplishment; all we can hope to do, in reason, is to meet each problem as it becomes acute, get together with State, County, City or Community interests involved; study it from all angles in a helpful spirit of co-operation, having in mind the greatest good to the greatest number, and then settle upon what must be done, how to do it, how to pay for it and just how much each interested party should pay.

We are all so apt to think that this matter of grade crossing elimination is something new, and this, in turn, implies that only of late have we come to the placing of a proper value upon human life and to the acceptance of a very definite responsibility for the proper safeguarding thereof.

Nothing could be further from the real facts.

Number on System?

Prior to the activities of the Los Angeles County Grade Crossing Committee, the Pacific Electric had already constructed and in use—well, guess how many points on its lines there were where the public highways were carried either under or over its tracks. Five? Ten? A dozen? I believe that even the most cheerfully optimistic among us would venture to guess not higher than twenty. Wrong, all wrong. Wouldn't you be astonished to know we had **thirty** such crossings? Wouldn't you be doubly astonished to know you would be exactly right were you to just double the latter figure? That's correct. There were **sixty** points of separated grades. Some of them were constructed 'way back yonder when Jim McPherson used to handle the controller over the hurricane deck of old Maud—four-legged hybrid that supplied the motive power for the local line in Pasadena; some of them splendid affairs of steel and concrete of the vintage of nineteen hundred twenty-four.

But all in between, wherever opportunity offered and even when the public need often times did not warrant the first cost, the Pacific Electric was building structures that would permit the highway users to cross un-

Allot \$17,000 More For P. E. Camp Betterments

JUST as the Magazine went to press announcement was made that an additional \$17,000 worth of improvements and additions to the employees' Camp in the San Bernardino Mountains has been approved by the management.

Work will shortly be commenced on the construction of two large and eight small cottages; improvement of social hall and laying of new floor; construction of new trails, new roads, nooks and fence; shelter for automobiles and launch, purchase of five new rowboats and repairs to motor launch.

Work will be commenced at once in contemplation of the Camp's opening on May 1st and full details of the plan to further improve and provide comforts and pleasures there will appear in the Magazine next month, along with full information concerning rates, transportation, etc.

der or over its tracks in safety, and always, mind you, entirely at its own cost.

Surely, in view of the above, it cannot be said that the Pacific Electric has in the past lagged behind in this very important work of grade crossing elimination. Nor is it lagging now. Mr. Pontius is a member of the Los Angeles County Grade Crossing Committee and has given emphatic assurance of the desire and intent of our Company to aid the work of such Committee. The writer was detailed to assist the Engineers of the Committee in preparing plans and estimates of almost a score of major grade crossing elimination plans. This work was under the supervision of our Chief Engineer, Mr. Johnson, who has assigned field engineers to make necessary surveys, and draftsmen to prepare detailed plans and estimates. In addition, scores of traffic checks have been prepared for use in determining points most deserving of immediate consideration.

Keeping in mind the hopelessness of abolishing all grade crossings now in existence but emphasizes the necessity of holding the establishment of new grade crossings to an irreducible minimum, and this is by no means the least important work in connection with this problem of grade crossing elimination.

Not a week passes but we are petitioned to consent to the opening of new highways over our tracks at grade. Each request is given careful consideration. More often than not an inspection is made on the ground; residents in the vicinity of the proposed crossing are interviewed, and finally the matter is passed along to the Grade Crossing Committee with any suggestions which we believe would

aid it in reaching a decision in the premises.

A Necessary Evil

In a locality which is developing as rapidly as is the one contiguous to our lines, it is to be expected that additional grade crossings will be requested and even required. While we are very reluctant to acquiesce in the establishment of these new crossings, we realize that our tracks cannot act as a river to separate the community into two parts without providing an occasional bridge for use in passing from one side to the other. But we do ask the public to help us meet the problem on a plane of mutual and sympathetic understanding and to see that the interests of all the people are best protected by making use of streets, wherever possible, that already cross our tracks, and to seek to open new ones **only** where it can be clearly demonstrated that they are imperatively needed and serve not only a local convenience, but meet a real general necessity as well.

For we must not lose sight of the fact that a large part of our population depends entirely upon the service given by the big red cars to transport it hither and yon, to and from work-shop, store and office, all over Southern California. In round numbers this part totals 300,000 daily.

Entirely aside from the very real hazard to life, limb and property introduced with each additional grade crossing, there is also a slowing up of our running time; not much when just one crossing is considered, it's true, but vastly important where every second counts. And seconds are expensive when you try to have them. Taking the cost of the Hollywood-Glen-dale-San Fernando Valley Subway as a criterion, we are spending some four million dollars to save some four hundred seconds. Ten thousand dollars per second!

As we see it, this problem of grade crossing elimination must be met and dealt with about as follows:

First: We must all, public utilities, political bodies and individuals, recognize and admit that only by assuming responsibility for existing conditions can we hope to bring about any betterment thereof.

Second: We must manifest a very real and sincere desire to co-operate with each other and with such State, County and City regulatory bodies as have jurisdiction, to the end that selfish interests may be largely subordinated to the general good in any solution put forward for consideration.

Third: Each separate crossing must be considered solely on its merits, and immediate, rather than anticipated, needs should govern any recommendation calling for a large expenditure of money.

Fourth: That while continuous track elevation, or depression, may be the ultimate solution of the problem either would be an enormously expensive undertaking not to be generally considered at this time, nor, perhaps, for many years to come.

Fifth: That Southern California should encourage industries of all kinds to locate where they can best obtain cheap transportation of both

raw and finished products. This can most economically be brought about by allowing the railways to remain at grade and raise or depress streets where necessary to cross railways.

Company's Co-operation

It should not be understood that the Pacific Electric is opposed, in theory, to a general plan for grade crossing elimination such as has been advocated by others. It is a fine thing to have an idea, have it reduced to a comprehensive plan for future development and then to proceed to put such plan into effect as occasion demands.

We of the Pacific Electric have long worked along those same lines. But the value thereof lies in the ability of the planners to accurately forecast and to correctly anticipate actual requirements long before they become necessities. In our own case we are able to do this very closely. We have facts and records and precedents available that makes it possible for us to design and lay out such an improvement as our Torrance Shops, for example, in a way that will permit unit after unit to be added as needed and so as to fit into the plan originally prepared.

But who is there brave, or foolish, enough to say what the requirements of the travelling public who use the highways and the red cars, in any specific territory will definitely be in any given term of years, counting from the present? And who so prophetic as to peer into the future and, based on what he sees there, say "This railway, or this highway, from this point to that one must be elevated or depressed now because in ten years the traffic thereover will be so great as to warrant the large amount of money required to do the work now?" Or who shall arrogate to himself the right to say—with assurance that the future will vindicate his judgment—"An entirely new highway from the mountains to the sea is planned for early construction; begin now—even before any actual work has been started—and construct under, or overhead, crossings on all lines of railways which it will cross!"

Economically, we in Southern California are in a state of flux; conditions change overnight. We are growing so rapidly that we are apt to mistake growing pains for something more serious. We love to speak of the congestion of our streets. Five years ago I heard it said by a traffic expert that one of our main streets had reached the "saturation" point. In plain language, he meant it was carrying all the traffic it could carry. Today, with crossing policemen and a system of semaphore signals, it is carrying comfortably three times what it did then. And so on and on.

What I'm trying to get over is that until things settle down a bit and we have a chance to find ourselves it will pay to make haste slowly in this matter of grade crossing elimination calling for the spending of large sums of George's money, till we know the investment is a reasonably safe and permanent one; because after all it is George who has to pay for it. Let's wait till the jelly jells before we seal the jar.

Essentials of A Good Trainman

Ten Fundamentals Cited on Which Good Service and Success in Work Are Based

By F. L. ANNABLE, General Superintendent

THE ten outstanding and essential requirements for a successful trainman are the same qualities that would bring success in any other line of endeavor if properly applied. In other words, the electric railway business does not require freaks or super men.

The General Notice on the first page of the Rules and Regulations of the Transportation Department puts in a nutshell some fundamentals:

"Safety is of the first importance in the discharge of duty.

"Obedience to the rules is essential

MORAL CHARACTER, which includes conscientiousness, honesty, temperance, clean living and self respect, is the result of right thinking and acting through a life time, and is a matter of growth. The successful trainman must have this qualification.

LOYALTY—to employer, to friend, to family, to country—a virtue to be cultivated and a real essential to success in any business.

COURTESY is perhaps more necessary in our business, where so many contacts are made with the public, and customers, than in others. Courtesy implies a desire to be helpful to others combined with politeness, patience and tact. It brings its own reward in the gratitude of others toward whom it is exercised, in friends made for the individual and for the Company and in the inward consciousness of the one who exercises it.

WILLINGNESS TO OBEY THE RULES is expected of every one in the service. The rules in our work are the result of years of experience boiled down into few words. It is necessary that all men in train service understand the rules alike and apply them alike so that there may be no confusion or hazard. One who is not willing to obey the rules has no place here.

GOOD JUDGMENT, in other words, common sense, is mentioned frequently in the rules, and is a necessary qualification. Lack of it causes delays, irritation and trouble. It is a quality which may be cultivated. Mistakes are often made through overconfidence, enthusiasm, or haste. Good judgment might have prevented them but at any rate it will not permit the same mistake to be made again.

GOOD PHYSICAL CONDITION is necessary to comfort. No one can concentrate on his work if he has a toothache and that is one of the simplest ills a man can have. A contented mind cannot inhabit a diseased body. We owe it to ourselves to keep our bodies fit. Correct vision and good sense of hearing are of course included in this.

Company's Representatives

RESPONSIBILITY or trustworthiness, includes carefulness, self-control, accuracy, promptness and a good memory. Trainmen represent the Company to the public and carry much responsibility. To be successful they should be worthy of the confidence bestowed on them.

A PLEASING PERSONALITY helps much in the contacts with the public. Our faces are marked by the thoughts we have. Our manner reflects our life. We give out something of ourselves in every contact with others and that is personality. One does not have to be a genius or a



to safety.

"To enter or remain in the service is an assurance of willingness to obey the rules.

"The service demands the faithful, intelligent and courteous discharge of duty.

"To obtain promotion capacity must be shown for greater responsibility."

In listing the ten outstanding requirements one is confronted with a task of selecting from a greater number the more important ones. The ones chosen herein are not arranged with reference to the order of their importance, nor would I attempt to say that one is more important than any other; rather that all go to the making of a man.

prodigy to achieve success, but a pleasing personality helps much.

EDUCATION is not all secured in the schools. A common school education plus a willingness to learn from life itself is what is needed in train service.

AMBITION means a desire to progress and to get ahead. It involves energy and alertness with a liberal dash of determination and steadfastness. We like to think of the railroad business as one in which all the biggest men started at the bottom and climbed the same ladder we are on. Ambition helped them on their way.

If all these qualities which are necessary or desirable in our business are bound together with a liking for the work, success is sure.

EMPLOYEES IN HOSPITAL

Only five employees are confined at the Pacific Hospital, 1329 So. Grand Ave., as the Magazine went to press, the smallest number for many years. Visiting hours are from 2 to 4 p.m. and 7 to 8 p.m. daily and friends are invited and urged to call.

Those confined on April 1st were: H. E. Miller, Chief Dispatcher; Robert V. McCullough, Motorman; Frank Eckner, Gen'l. Freight Dept.; W. D. Lithgow, Conductor, and Michael Oriza, Elec. Machinist.

"If you must kick about something, kick toward the goal."—Ex.

Employee's Orange Show Exhibit Wins Laurels

TO THE conception, skill and handiwork of I. C. Wood, of the Electrical Department, another most creditable Pacific Electric exhibit appeared and won the approval of judges and the huge throngs attending the recent National Orange Show at San Bernardino.

The exhibit occupied a prominent space near the entrance of the exhibit hall and comprised a hexagon-shaped pedestal of citrus fruits tastefully arranged and trimmed in greenery. Surrounding the pedestal was a statuette of Greacian character holding aloft a torch of progress.

Revolving around the figure were a number of lanterns containing colored transparencies of many beautiful scenes on the lines of the company and at interval points around the outer edge of the pedestal were super-imposed models of our passenger and freight equipment.

The entire exhibit was a feature of great beauty, decorations were most tastefully arranged and together with the prominently displayed placards telling of distinctive features of our railway and its service cannot have failed to have made a deep and favor-

SELECTION OF TRAINMEN FOR SAFETY WORK ANNOUNCED

Official bulletins notifying Trainmen of their appointment on the Division Safety Committee for the months of April, May and June were issued on March 27th by the Superintendent of the three respective divisions. The selections made for each division are as follows:

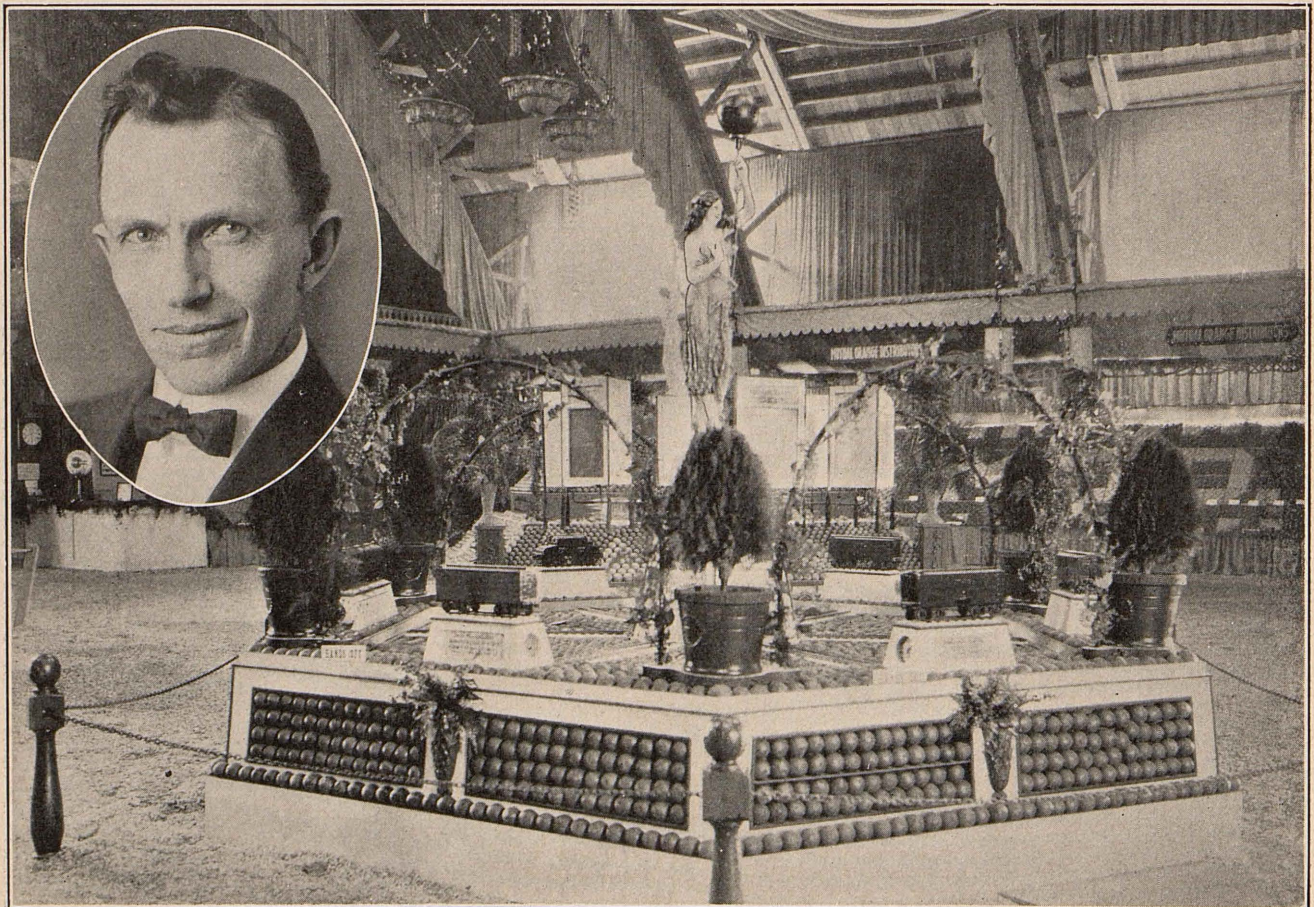
Southern Division: E. W. Anderson, conductor, Long Beach; E. W. Whalen, motorman; H. J. Cameron, conductor; W. H. Otto, motorman, L. A. St. Yard; W. G. Heffner, conductor, 8th and Hemlock; C. A. Kidder, motorman, Pier A.

Northern Division: W. A. Huden, conductor, Pasadena; J. W. McDonald, motorman, Macy St.; J. W. Salisbury, conductor, Macy St.; H. C. Gifford, motorman, Macy St.; G. E. Stephenson, motorman, Pomona; E. Joseph conductor, San Bernardino.

Western Division: S. B. Stowe, conductor, Hill St. Station; G. P. Burkhard, motorman, Sherman; L. M. Moore, conductor, Ocean Park C. H.; J. Ross, motorman, Glendale; H. B. Vansandt, conductor, Sherman; E. L. Converse, motorman, Sherman.

able impression upon the multitudes who saw it.

Mr. Wood is to be congratulated for the excellence of this year's and many preceding exhibits which he has planned and so skillfully designed.



Company's exhibit at recent National Orange Show at San Bernardino. Inset is I. C. Wood of the Electrical Department, who designed this and many other beautiful exhibits in years past.

PACIFIC ELECTRIC CLUB AFFAIRS

N. B. VICKREY, ASSOCIATE EDITOR

EXECUTIVE COMMITTEE MEETING OF P. E. CLUB

The March meeting of the Executive Committee of the Pacific Electric Club was held in the Committee Room of the new quarters at 514 East Eighth Street, March 4, 1925, at 2:00 p.m. The following members were absent: W. T. Orr, H. L. LeGrand, H. E. Foskett, W. M. Brooks, W. H. Lowry, M. T. Spencer, H. R. Grenke, I. J. Williams, W. A. McCammond, S. A. Bishop and L. A. Lovell.

Club Fund

Balance, 1-31-25\$ 985.09
Receipts 1,095.25

Total\$2,080.34
Disbursements 2,152.40

Total\$ 72.06

Relief Fund

Balance, 1-31-25\$ 391.79
Receipts 414.31

Total\$ 806.10
Disbursements 682.50

Total\$ 123.60

Unfinished Business

Mr. Vickrey stated that there is much misunderstanding regarding the disability claims regardless of the fact that Vice-President and General Manager Pontius issued a bulletin regarding this matter. It should be understood that all disability claims should be applied for through the various Heads of Departments who will forward all information regarding the applicant, together with the Insurance Certificate to Auditor Lovell.

The subject of the revision of the Constitution and by-laws which was carried over from the February meeting was gone into very carefully by the Executive Committee. Mr. Thorburn took the floor and read very carefully each article and rule pausing where necessary that a discussion of the subject matter might be indulged in. It was found that only a few corrections were necessary and at the close of the reading and discussion the Executive Committee voted to accept the Constitution and By-laws as corrected.

New Business

Miss Nellie McCabe, the Executive Committee representative from the General Superintendent's Office, announced her intention of withdrawing from the Committee as she expects to sever her connection with the Company. Miss McCabe thanked the Committee for the courtesy and friendliness which has been extended to her while a member of this body. Mr. Schmerhorn immediately made a motion that she be extended the privilege of holding a guest card. This matter was voted and approved by the Committeemen.

Employee's Dental Clinic Wins Instant Approval

THAT the dental branch of our Hospital Department would prove a popular step was presumed, but the response of employees during the first fifteen days far outstripped the most optimistic predictions.

Opening the office on March 16th, twenty-two employees visited Dr. Kaufman and either received treatment or made arrangements therefor. The rush continued unabatingly and instead of procuring another dentist in about two months, as planned, one was added on the third day after the office opened. Dr. T. H. Fink was chosen and comes with a splendid record as a practicing dentist; for the most part he will attend to the laboratory work of the office. Louise Robinson, Nurse also was an early addition to Dr. Kaufman's office.

As indicating the popularity of the service and the desire of employees to take advantage of the low prices at which dental work is now available to them, many from distant points on the system have visited the office. Records of the office reveal that about half of the patients to date reside outside of Los Angeles and several are coming twice weekly from points as far distant as Riverside and San Bernardino.

Those who have visited the office are liberal in their expressions of the treatment received by them and there is every indication that this arrangement for employee's dental service will prove a very popular one.

Mr. Sutherland brought the matter of better ventilation of the Shops at Torrance before the Committee. Mr. Thorburn and Mr. Manley promised to follow up the matter to see what may be done.

The question of a pass for Pacific Electric employees who are members of the National Guards living out of the City who wish to attend drill, was also brought up by Mr. Sutherland. In answer Mr. Vickrey promised to write a letter regarding the same to Mr. Pontius to learn what may be done.

The subject of Trainmen's Room at the various terminals was next discussed. Mr. Annable stated that the name "Trainmen's Room," was placed on the door to keep out the general public and not other employees of the Company, as is thought by some. Em-

P. E. CLUB BULLETIN From April 6 to May 10, 1925

- Monday, April 6:**
P. E. Band rehearsal, 8:00 p.m.
- Tuesday, April 7:**
Southern Division Safety Committee meeting, 2:00 p.m.
- Wednesday, April 8:**
Rod & Gun Club, 8:00 p.m.
- Thursday, April 9:**
Western Division Safety Committee meeting, 2:00 p.m.
Club Dance in Ball Room at the Club, 8:30 p.m.
- Saturday, April 11:**
Agent's Association meeting, 8:00 p.m.
- Monday, April 13:**
P. E. Band rehearsal, 8:00 p.m.
- Tuesday, April 14:**
Masonic Club meeting, 8:00 p.m.
- Wednesday, April 15:**
The Trainmen will meet as follows:
Northern Division, Club Rooms.
Southern Division, Long Beach.
Western Division, Sherman.
Northern Division Safety Committee meeting, 2:00 p.m.
- Thursday, April 16:**
Club Dance in Ball Room at the Club, 8:30 p.m.
- Friday, April 17:**
General Staff Meeting, Club Rooms, 10:00 a.m.
Vaudeville at the Club, 8:00 p.m.
- Monday, April 20:**
P. E. Band rehearsal, 8:00 p.m.
- Thursday, April 23:**
Club Dance in Ball Room at the Club, 8:30 p.m.
- Monday, April 27:**
P. E. Band rehearsal, 8:00 p.m.
- Thursday, April 30:**
Club Dance in Ball Room at the Club, 8:30 p.m.
- Friday, May 1:**
Vaudeville at the Club, 8:00 p.m.
- Monday, May 4:**
P. E. Band rehearsal, 8:00 p.m.
- Wednesday, May 6:**
Executive Committee meeting, 2:00 p.m.
Southern Division Safety Committee meeting, 2:00 p.m.
- Thursday, May 7:**
Club Dance in Ball Room at the Club, 8:30 p.m.
- Friday, May 8:**
Western Division Safety Committee meeting, 2:00 p.m.
- Saturday, May 9:**
Agent's Association meeting at 8:00 p.m.

ployees of the Company may use the Trainmen's Room when desirable. The very nature of the work in which the various men in the Transportation Department are engaged makes it necessary for them to have a place to await their hours of service, hence the name.

Mr. Vickrey stated that beginning with the March issue of the Magazine the Vaudeville Shows will be bulletined and it is hoped that Club members will watch for each and every performance and fill every available seat. As it is planned to give these shows two weeks apart, it is expected that they will become very popular with those of our employees who enjoy this sort of entertainment.

Company's Appeal Plan Assures Justice

Measure Taken for the Assurance of Fair Treatment to Dismissed Employee Still in Effect. Reprinted for New Employees

EFFECTIVE at once cases of dismissal for cause, of employees more than six months in service, will hereafter be governed by the following rules:

1. When any employee is suspended from the service by immediate supervising official, the cause, with all facts available, will be at once stated in writing to the Superintendent. Suspended employees will report within twenty-four hours to the Superintendent or forfeit positions, unless reasons acceptable to Superintendent are given for the delay.

2. The Superintendent will give the suspended employee full hearing within twenty-four hours after he has reported, examining all evidence. If dismissal from service follows or demerits in excess of thirty-five are assessed, the employee may appeal the case under following procedure:

(a) Within twenty-four hours after dismissal employee may file appeal with Superintendent, naming a fellow employee in regular service, possessing the qualifications specified in Section 5, as his aid in making further investigations, who shall make report and recommendations within three days after appointment. The Superintendent will consider carefully and announce his decision promptly.

Appeal Procedure

(b) If the employee is not re-instated he may then appeal (1st) to his foreman or immediate superior; (2nd) to the Superintendent or head of his department; (3rd) to the Vice President and General Manager, and will be given a hearing and time in which to state his case and reasons why he feels he should not be discharged. In such appeal he may be supported by the fellow-employee who has been named by him to aid in the investigation.

(c) If not reinstated through the recommendation of any of the officers named the employee may, not later than one week after decision of Superintendent, on appeal after he has taken his case up with the General Superintendent, General Manager and the President, file further appeal with the Adjustment Commissioner in writing with any statement or data he may have to furnish. All evidence will (by the Superintendent) be placed in the hands of the Adjustment Commissioner, including all reports, stenographic records of hearing, and other available data. The Commissioner may call for any witness he may wish, keeping

record of their testimony (which thereafter will be open for inspection by all concerned).

The Commissioner's findings and decision shall be rendered within ten days after submission of case to him and shall be final, except in cases mentioned in Section 7 hereof, where such findings shall be advisory only. It may cover (1) reinstatement, (2) terms of reinstatement, (3) confirmation of Superintendent's decision.

3. An Adjustment Commissioner is to be named by the Judges of the District Court of the United States for the Southern District of California, such Commissioner to report only to the public authority named. His term of office shall be one year. His remuneration shall be on basis of service

and itemized incidental expenses such as telephone calls, incurred in connection with work undertaken.

Such employees in accepting this employment should feel they are rendering service of high order both to the management and their fellow employees. In making independent thorough and unbiased reports and recommendations, regardless of nature of conclusions reached, the standing of employees so serving will not in any way be injured; rather, they will secure the increased respect of all concerned. No employee is eligible to serve who has not been regularly in service for at least six months, none with net demerits of more than forty standing against him.

6. All employees called as witnesses will be paid full wages for time lost and any necessary expenses they would not otherwise need to bear.

7. When fare irregularities of any kind are the cause of discharge, the case can be appealed only to officers of the company and then direct to the Commissioner, who may, after examination of written records, make recommendation if he choose in connection therewith to the General Superintendent orally or in writing. But in a matter of not properly accounting for the company's property or dishonesty in the handling of company money the final decision will rest with the company.

The foregoing plan marks a radical departure in relationship of employees to tenure of their positions. It can succeed only as the high regard for truth and justice of those concerned help it succeed. It is not a reflection upon the supervising officers, but is to be an aid to them to reach

that impartial justice we are all desirous of attaining. The plan has been adopted as a result of their recommendations. They feel that intelligent and thoughtful help given them in connection with the heavy responsibility of separating a man from his means of living, is very much worth while. The plan will fail if any attempt is made to use it as means to break down discipline or cloak neglect of duty; it will succeed if used in the spirit intended. It has the merit of getting the fullest possible information assembled from different viewpoints in connection with the case concerned, and where doubt might exist of having the final decision rest with a competent and unbiased outsider who will have at his command all the facts and

Management Re-affirms Appeal Rights of Employees

FOR the benefit of new employees and others not fully acquainted with all the details of the "Court of Appeal" plan of the Company dealing with the right of discharged employees, Mr. Pontius requested that the full text of this plan be reprinted in the Magazine.

This method of insuring justice to the occasional employee who commits offense against the basic rules of operation of sufficient character to warrant being relieved from the service, was adopted by the management in August, 1918.

In an industry as large as our own discipline is necessary to keep the organization functioning properly, but to the credit of our management it may be truthfully said that dismissals from the service are rare indeed, considering that 6,500 persons are employed. When such an unfortunate event does occur the Company earnestly desires that there be no doubt that justice was properly administered, which desire was the real object in establishing the "Court of Appeal" plan.

"This plan is still in effect," says Mr. Pontius, "and has become one of the fundamental laws of our industry. The occasional employee who may feel that he is unjustly dealt with, is not only entitled to avail himself of the plan afforded, but is urged to do so."

performed and shall be fixed by the appointing authority.

He must not be (a) an elected public officer (and if a candidate for elective office must resign upon becoming such), (b) an officer of any corporation or company employing labor, (c) a member or employee of any labor union.

4. The time limitations herein are designed to secure prompt and final settlement. For good cause such time limits may be extended by the Superintendent (or higher authority) or by the Commissioner.

5. Employees called to serve as aids to others will be paid their regular wages for time so employed (measured by their average daily wage for ten working days preceding), together with expenditures for meals, car fares

all the time necessary for mature and thorough consideration.

The foregoing, of course, does not apply to dismissals from service through lack of employment due to possible necessity for reduction of forces, and the right to hire and discharge is vested exclusively in the Company, and, except as specifically set forth in the foregoing, during the life of this plan as determined by the Company, is not abridged by anything herein."

ROD & GUN CLUB DOINGS

The important event in the life of Rod & Gun Club sportsmen for the month of April is the Blue Rock competitive shoot with that fine body of sportsmen, the Foothill Gun Club. This event is scheduled for Sunday, April 19th and will be held at the balloon school grounds in Arcadia. Shooting will start at 10:00 a. m. and grounds may be reached by taking Monrovia-Glendora car and getting off at the balloon school grounds; if you come by machine the entrance to grounds may be located on Santa Anita Avenue.

Sportsmen will recall the close and exciting competitive shoot held last year with the Foothill Gun Club, and while the P. E. boys were defeated the final score was so close as to still have in doubt the relative ability of the two teams. We hope to reverse the score this time by a margin that will be convincing.

The next rifle shoot to be held at the Los Cerritos grounds is scheduled for Sunday, May 3rd. Many desirable prizes are to be awarded, so bring along the old 30-30 and get in on the fun.

What the rifle shoot at Los Cerritos on Sunday, March 8th may have lacked in attendance was compensated for by the pleasure derived of those who did attend. One feature of the day was the clever moving target, representing a moving deer, installed by Mr. Nichols. Needless to say it proved a popular, though rather elusive target.

With three ladies regularly attending the various shoots of the Club, it is desired that a least two more be added in order that the ladies may have a full team. Members are urged to bring their wives and daughters and stimulate their interest in the sport.

TARIFF INSPECTION BEGUN

The semi-annual inspection of tariffs is now being made by the Freight Traffic Department and reports from G. P. Billhardt, Tariff Inspector, are that, as a whole, the Agents have recognized the value and importance of maintaining the tariff files in first-class condition.

Young Author—"When I write far into the night I find great difficulty in getting to sleep."

Friend—"Why don't you read over what you have written?"—Princeton Tiger.

Team Work Helps Store Service

Saving Affected and Service Improved by Foresight and Co-Operation with Stores Department

By C. C. FENIMORE, General Storekeeper

SOME material users swear by the Stores Department, other more often swear at it.

There are reasons for both frames of mind. One, the swearing at frame of mind, is largely a heritage of some forty-five years ago, or preceding the establishment of the railroad STORES DEPARTMENT as a separate organization. Prior to this time the using department handled its own materials as a side line. The store was usually an abandoned building which could not be used for any other purpose, or a condemned freight car body (the old freight car idea still persists to this day).

Facilities were few for taking care of materials, and records of material on hand, ordered and disposed of, were fewer. In many cases the entire stocks were charged out upon receipt. If there was anything left over from the job in hand it was thrown into a box under a bench and held for future use. If it could not be found when again needed it was not difficult to obtain more, although the work would frequently be delayed while waiting for stock to arrive.

Of course all this is history, as there are few if any of us who can recall those days, but we have all heard of them, sometimes spoken of as "the good old days." If you doubt this picture just keep it in mind and go on a quiet hunt for its miniature at the present time where the using department has custody over unapplied materials.

It is small wonder then, that the average conception of the Stores Department is one of tolerance as a necessary evil because the railroad managements insist on knowing how approximately thirty cents of each dollar of gross revenue (the amount spent for material) is taken care of.

In the final analysis we are sworn at only because of a lack of understanding of the present day purposes and modern stores organization.

Store Purpose

It is the purpose of the railroad stores department to supply the company's maximum material requirements when needed and where needed with the minimum investment in stocks on hand. Have you ever stood on Main Street between two cars going in opposite directions? If so, you can appreciate the position of Stores Department in trying to accomplish its purpose with maximum material requirements when and where needed on one side and the minimum investment on the other. It is necessary to maintain a steady middle course in such a case.

The average user of material looks to the store to supply him with the greatest quantity for which he may have need, little thought being paid by him to the amount of money it may be necessary to tie up in the value of

stocks on hand in order to always have in stock the article wanted. It is not surprising that the user forgets the investment feature, since he has not been called upon to explain the Material and Supplies balance or the total value of material on hand.

Self-preservation being the first law of nature, Stores Department employees are taught, as soon as they enter the service and are not allowed to long forget, that MATERIAL IS MONEY. When it is known that the investment in material on hand during the calendar year of 1924 averaged \$2,544,988.36, which amount, at six per cent interest, would earn \$152,879.90, it can readily be seen why stores employees are impressed with this idea. If using departments could be impressed with the stupendous amount of money tied up in material lying idle on the shelves there would be closer co-operation to reduce stock and at the same time to have on hand all necessary materials.

Only by the close co-operation between the using departments and Stores Department can the purpose of the Stores Department be accomplished. It is safe to say that 95 per cent of the items stocked are ordered and in stock from records maintained showing past consumption on that item. Having no other information to go by the future consumption can only be judged by the past.

Of the other 5 per cent the quantities on hand are based on known requirements of the user or his statements as to quantities he thinks he requires. There are seldom shortages of stock in the 5 per cent class. Stores employees are instructed to keep in as close touch as possible with the actual material user so that store can have first hand information as to whether the right article is being obtained for the particular purpose, the use which is made of it, the quantities needed, etc. With something over thirty thousand items in stock, however, and one store employee looking after from one to 3000 items, it is manifestly impossible to maintain this contact on all items.

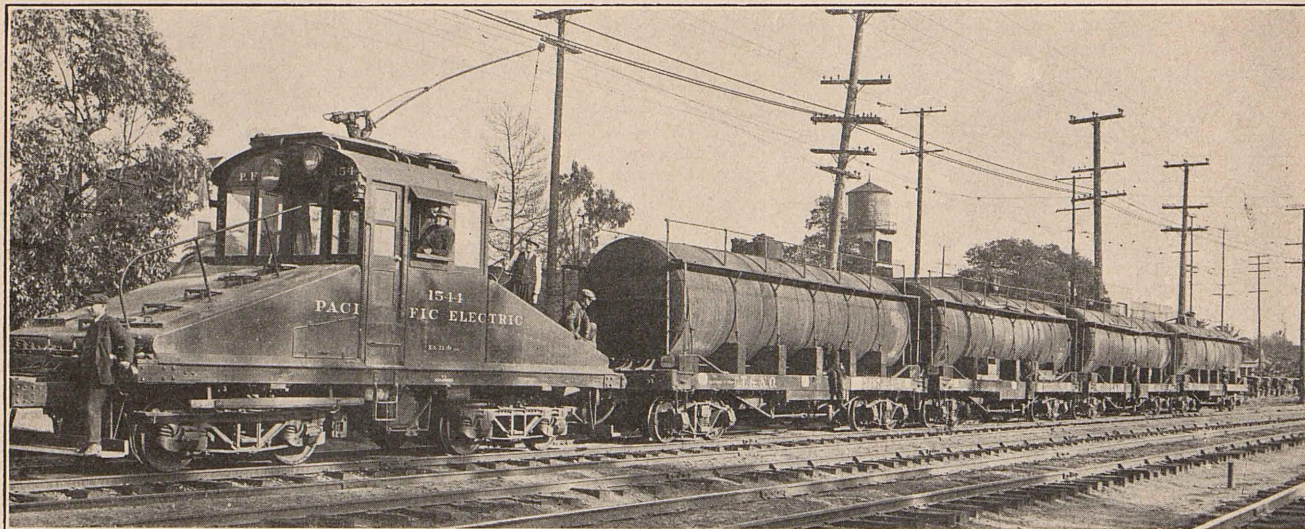
How User Can Help

(1) If the article being furnished by store is not best suited to the particular use to which it is being put, tell your supervisor, to be called to the attention of proper authorities. It is possible that you would continue to get the same article on account of standardizing on one item best suited for the greatest need, but don't be discouraged.

(2) If you know of a job coming up with a need of a particular item which will be much greater than usual, don't fail to tell the storekeeper about it, but give him as definite information

(Continued on Page 20)

SPRAYED POISON OVERCOMES WEED MENACE



The successful killing of weeds by poison has been demonstrated. The photograph shows train and crew; below is seen a close-up of the spraying device in action.

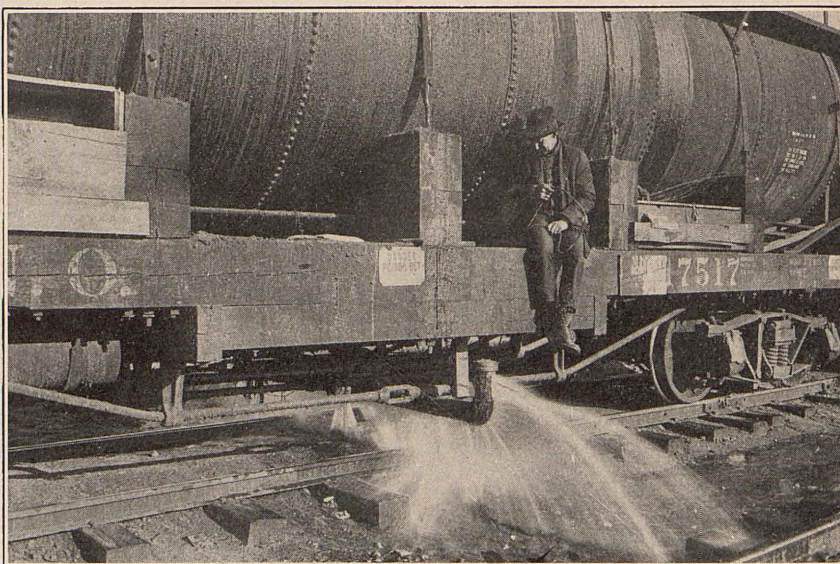
By C. A. ELLIOTT, Cost Engineer

THE Engineering Department in carrying on an extensive program for weed control each season, has, prior to the year 1923 resorted to the use of weed-burning equipment to exterminate the weed growth on its right-of-way. This type of equipment and method of combatting the weed menace was used for some eight years. The mechanical process of so exterminating weeds involved the movement of the weed burner over certain track sections of the system, three or four times each season. The burning of weeds was undertaken immediately following the close of the winter rains. This process, while much less expensive than hand-weeding, did not prove entirely satisfactory from the point of weed extermination and also created a great fire hazard.

It was the practice to start the operation of the weed-burner about the middle of January, in order to stop the growth of the young weeds as much as possible, which work came at a time when section crews were most needed in taking care of track and roadbed sections disturbed by winter rains.

Fire Menace

It was necessary that a large section gang follow the weed-burner in order to extinguish fires occurring to trolley poles, ties, as well as to control the occasional fire started on adjoining property. The period of burning lasted about six months, ending in the latter part of July, and while the weeds were still in evidence at some locations on the system, it was considered too much of a fire hazard to continue the burner's operations for a longer period of time on account of the very dry condition of the weeds and vegetation adjoining the right-of-way. This is due



to the fact that summer rains are rare in Southern California in the four counties in which the Pacific Electric operates; also it must be taken into consideration that the mild Southern California climate practically encourages the year 'round weed growth, making it one of the railway's greatest maintenance problems. While the weed burner kept the growth down to a great extent, the ash remaining after the weeds were burned seem to possess a fertilizing effect upon new weed growth.

During the past three seasons a new method has been employed after considerable experimental work. It consists of the use of a chemical weed killer, known as sodium arsenite, a chemical mixture or weed poison solution which is diluted with a given amount of water, according to the hardness of the vegetation to be destroyed. The method has proved most satisfactory, as all open track lines can be treated in about three months, early

in the year, relieving, at a considerable saving, section gangs and work motors formerly required in handling the weed burner equipment over a six month period.

In undertaking the annual program of spreading the poison the work has been planned with a view of getting the best possible results by having specially designed equipment for efficiently spreading the poison. A force was organized to handle this one particular task, as it has been found from experience that there are many unusual conditions to be met in handling maintenance work of this nature. The cost of the work is a considerable item, it being estimated that for the present season the outlay will be \$51,000. Only 8% of this amount is labor and cost of work train service, while balance of expense represents cost of the poison solution and freight charges thereon.

It was found that the work of spreading the poison could be carried on efficiently without an elaborate

amount of equipment. Four standard 12,000 gallon capacity tank cars and one work motor comprise the essential equipment used. An inexpensive, but highly efficient type of apparatus was developed, which is easily attachable to the tank cars for spreading the weed killer.

The most important feature is a 4-inch quick shutoff valve, which is attached to connection on the bottom of the tank car and to this is attached a 4-inch pipe extending horizontally to each side. To this is fastened a 4-inch ell with an 8-inch nipple extending upward with a cap on same. This pipe, together with the ells and nipples, is slotted with a quarter inch slot extending from end to end.

This quick shutoff valve featured on the apparatus is used to control the flow of poison mixture, enabling the operator to sit on running board of car with a control rope in each hand. A rod is operated on top of the tank car, or in the man hole, and is used as a safety valve only when going to and from job for safety purposes.

Out of 1,115 miles of single track, 800 miles, or 74% of Pacific Electric trackage can be poisoned each season. In order to properly apply the poison, the work motor and four tank cars while spreading the poison, travel at the rate of 15 miles per hour. No measuring meters, valves or air pressure apparatus of any kind are used.

The poison is spread 10 to 12 feet each side of the rail, making the width of right of way poisoned about 30 feet. One car of mixed poison covers five miles, 2500 gallons of mixture per mile being applied. In order to treat the 800 miles of single track infested by weeds it requires 80,000 gallons of the concentrated solution (ten cars) and 200,000 cu. ft. of water.

Two formulae in mixing the killer are used, the one most generally used being 19 parts water and 1 part weed killer, but on the lines where "Johnson" grass or other heavy and obnoxious weed growths flourish a heavier or stronger mixture is prepared, consisting of 12 parts water and 1 part of the poison.

Mixing Solution

Due to the fact that the heavy solution has a tendency to settle it has been found best to mix the poison just prior to going out on line. The agitation brought about by the movement of train is sufficient to keep the mixture intact and for this reason the use of a mechanical agitator has not been found necessary.

The cars, previously having been filled with the correct portion of water, are fed the poison from an adjacent car containing the chemical by the use of a 2-inch centrifugal pump operated by a 5-horsepower D. C. motor, about thirty minutes being required for this operation.

Unlike the weed burning operations, only two operators are carried on the poison train, exclusive of the work motor train crew. One of the operators is stationed on the work motor and one man on the poison car. The operator on the work motor, upon observing the train approaching a bridge or road crossing gives the necessary

Announce P. E. Camp To Open On May 1st

WITH spring having announced itself on all sides our thoughts are beginning to contemplate vacation periods.

Despite the light rainfall in Southern California generally there has not been a dearth of rain in the San Bernardino mountains. In fact it has been several years since the mountains have enjoyed the volume of rainfall they have experienced this winter. Wild flowers and other growth forms of vegetation promises to be luxuriant.

Our mountain vacation camp is already undergoing the usual spring refitting preparatory to the opening of the camp scheduled for May 1st. To find a more pleasant place to spend a vacation will be difficult and the cost is certainly lower than can elsewhere be secured. All who can possibly do so should plan to spend at least a part of their vacation there.

Make reservations early!

signal to the operator on the poison car to shut off the spreading operations. This is one of the great advantages of the quick shutoff valve used.

It has been found that after rains more effective work can be accomplished in spreading the poison, as it penetrates the soil more readily and attacks the roots of weeds. The company also operates considerable mileage near the Pacific Ocean and it has been observed that when followed by heavy fogs, the spreading is somewhat more effective.

It is occasionally necessary to take water tank car train out on line and to water the right of way, which practice results in reapplication of particles of the dried or flaky poison that did not fully strike the weed the first time. The moistening of the first applied poison stimulates the effectiveness on the killing of the weeds.

Legal Requirement

Before spreading the poison on the right of way every precaution possible is taken in compliance with States laws with respect to posting the right-of-way announcing that poison is out. Before going over any line a supply of large cardboard signs, printed in bold red letters are forwarded to the section foreman with explicit instructions as to posting the right-of-way before the poison train arrives.

It has also been observed that for the present season since using this method of weed control for the past two years (1923 and 1924), there is approximately 50% less weed growth on our roadway. Every indication points to a yearly reduction in weed growth and the success of this method of fighting the roadway weed has also been demonstrated by other railways.

While the cost during the first few years is somewhat higher the elimina-

LOS FELIZ AND SILVER LAKE DISTRICTS GET COACH LINE

The rapidly growing Silverlake, San Marino and Ivanhoe districts received further stimulus on the morning of April 1st when the Company began the operation of a motor coach line between Sunset Boulevard at Hollywood Junction and Glendale Boulevard and Fargo Street.

Arrangements were announced late last month by Mr. Pontius, for the operation between these points of modern twenty-five passenger motor coaches. Pending definite establishment of travel requirements a half hour service will be given, which frequency will be increased if sufficient travel develops.

Coaches are being operated over the following routes: Commencing at Sanborn Avenue and Sunset Blvd., along Sanborn to Fountain Avenue; thence to Hyperion Ave., thence to Scotland Street to Childs Avenue to Hyperion Avenue; thence to Rowena Avenue; thence to Glendale Boulevard and south on Glendale Boulevard to Fargo Street. Returning coaches will be operated over same route to Hyperion and Fountain Avenue; thence south on Hyperion to Sunset Boulevard; thence west on Sunset to junction at Sanborn Avenue and Sunset Boulevard.

The fares charged are six cents for one way on coach line; a ten cent one way fare will be charged, including transfer privilege between points on bus line and Pacific Electric inner fare zone, including downtown section. The same one way fare will be charged between points on coach line and the Pacific Electric outer fare zone to the Hollywood district.

P. E. MASONIC CLUB NOTES

"Mechanical Department Night," April 14th.

The next regular meeting will be held April 14, at the Pacific Electric Club 7:30 p.m. sharp. E. H. Pierce will be Chairman of the evening, and is in charge of all arrangements.

The Club has been very busy during the past month, having visited Eagle Rock, Glendale, Golden State, Sunset and Pomona Lodges during this period.

On the evening of April 7, the Club were present at Pentalfa Lodge to witness the opening of the ancient corner stone box recently removed from the old Masonic Temple, the former home of the Pacific Electric Club.

I A. M.

Mother (from upstairs): "Pauline dear!"

Pauline: "Yes, Mother."

Mother: "Don't think of letting Mr. Neverleave go out on a cold morning like this without taking breakfast with us."—Austin Co. News.

tion of fire hazard, yearly reduction in weed growth and other attendant advantages are sufficient to justify the initial additional outlay.

THE PACIFIC ELECTRIC



MAGAZINE



Published Monthly by the Bureau of News (Executive Department) in the interest of Employees of the Pacific Electric Railway.

E. C. THOMAS...Gen'l. Agt. Executive Dept.
PAUL T. PORTER.....Editor

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F. J. Oriva.....Southern Division
E. C. Brown.....Western Division
P. H. Riordan.....Northern Division
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H. C. Bedwell.....Agent, Whittier
L. R. Spafford.....Transportation Dept.
Geo. Perry.....Accounting Dept.

Contributions of Items of Interest by all employees solicited. Address all communication to the Magazine, to Bureau of News, Room 664. Pacific Electric Building, Los Angeles.

How Safe is Your Job?

ELSEWHERE in the Magazine is reprinted in full the "Court of Appeal Plan" adopted by the management in August, 1918, which governs the right and insures justice to employees discharged for cause which they may feel to have been unfair. A review of the plan in effect will be convincing that the Company, in its desire to see that justice is done, has provided an admirable plan that is manifestly fair.

The outstanding features of the method of appeal are as follows:

(a) That every employee who is discharged has the right of appeal and the assistance of a fellow employee in investigating the facts relating to his discharge.

(b) That he may take up his case for re-consideration (1st) with his foreman, or immediate superior; (2nd) with the Superintendent or head of his department; (3rd) with the Vice President and General Manager.

(c) If still unconvinced that justice has not been done, the case may be referred to an impartial tribunal, not named by the Company, and having no responsibility except to do justice.

Aside from the earnest desire of the management that fairness be done in all cases, there is an economic phase to be seriously considered in the discharge of an employee from the service. Every employee of this Company is valuable and valued. From the moment of entering the service he is steadily trained for a part in our work of serving the public. As years are entered to his service record, he should, and of necessity does, become more valuable because of his training and increased knowledge of the work. This training cost time and money—

When Pedestrian Turns Driver Courtesy is Forgotten



OF course there are exceptions to all rules, and, like the Ten Commandments, these scriptures do not apply to you; but have you ever considered the mental change which overcomes a man when he drives an automobile?

When he is walking and accidentally collides with another person he humbly begs pardon. Put him in an automobile and, under the same circumstances, he assumes an air of injured dignity and wants to know "why n'ell don'tcha look where you're going?"

On—the sidewalk he graciously allows women and children to pass before him, but in his car he drives them back to the sidewalk in fear of their lives.

Should he happen to stop on the sidewalk, he will step aside to let other pedestrians pass along unobstructed. Yet he will halt his auto on the crossway and sit like a Bimbo forcing pedestrians to walk around it.

He fumes with impatience at the street car in front of him, but he thinks nothing of blocking the one behind him. Let 'em wait!

Once he considered the motorman as charged with the duty of promptly delivering him and the other 75 passengers to their destination. Now the motorman is only a contender for the right-of-way, and he will fight him for it.

Before he owned a car, the streets belonged to the people, and automobiles were suffered to use them by grace of their permission. But when he bought a flivver on the installment plan he was granted a deed to the public highways.

When he is on the side walk he says "Excuse me," but when he is in a car he shouts "Get out of my way" as if politeness and consideration for others depended upon the possibility of an uppercut.

But behold our friend in a high-powered car. What a mighty man is he! With head erect and chin up, he bids defiance to the laws of God and man. He steps on it until it register 40-40-50-60—open her up, ain't nature grand—and then at the whirr of a rear-approaching motorcycle, a look of terror spreads over his face. He can run from 60 to 30 faster than a sky-rocket coming down. At the sight of a motor cop his lion heart trades places with a chicken's. His brave manhood slumps to meekness and timidity of a jackrabbit. His memory of speed fails him; his countenance grows apoplectic, and his voice trembles with abject respectfulness. So pathetically helpless is he at this juncture that his wife assumes control of the situation when he takes a bawling-out like a school-boy caught cheating in examinations.

Oh yes—the average automobilist is a queer bird indeed.



—Pacific Retail. Adviser.

the time of instructors, supervisors, etc., as well as the employee's own time, and the Company foots the bill.

It is, therefore, plainly evident that the management does not want to lose a single one of its employees and to discharge one without more than reasonably just cause would be a waste of money and a short-sighted policy. Moreover, to discharge an employee unfairly would have a definite effect upon morale of employees that could not be computed in dollars and cents.

Our subject, therefore, "How Safe is Your Job," resolves itself into the answer—just as safe as you yourself make it!

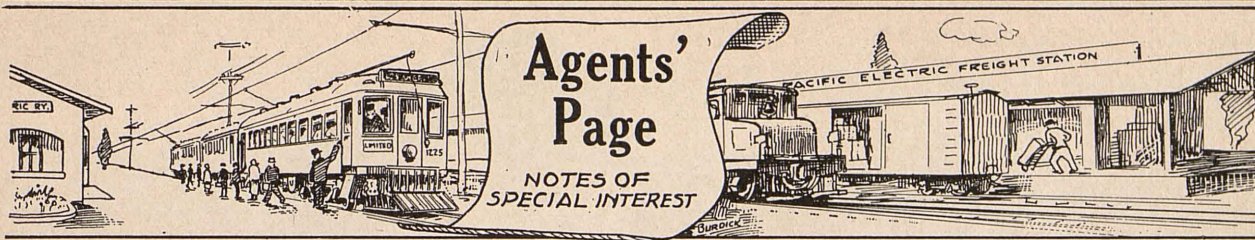
SAID BY MEN WHO KNOW

The greatest need of the world is to work hard and save. This applies not only to the laboring man, but to the man of great means.—Charles M. Schwab.

It's easier to win when you're in the

lead than to catch up when you get behind. Enthusiasm, optimism, self-confidence, inspiration, vision, vigor and vitality are bundled up in a good start. The habit of starting early and starting right is not acquired by sudden resolve; it must be built by careful practice and steady training—by conscientious study and application of the best signals, rules and regulations of the great game of business. Plan your work—work your plan—keep in training—get off with the signal and make every play and every day a definite advance toward the goal.—Roderick G. Stevens.

Nothing worth gaining is ever gained without effort. You can no more have freedom without striving and suffering for it than you could win success as a banker or a lawyer without labor and effort, without self-denial in youth and the display of a ready and alert intelligence in middle age.—Theodore Roosevelt.



Importance of Observing Shipper's Routing

By A. E. NORRBOM
Chief Clerk, Freight Traffic Dept.

THE annual expenditure of money by the railroads of the United States in the solicitation of freight traffic involves many thousands of dollars. Practically all of the larger railroads maintain General Agencies in the principal cities of the United States. Rent, salaries and traveling expenses represent the principal items of expense, and to justify the maintenance of these General Agencies they must necessarily be self-supporting, besides earning a profit for the railroads they represent.

The entire force must devote its energies to obtain business for the company and each pound of freight secured must bear its proportion of the expense of solicitation and it is with this thought in mind that attention is directed to careful observance of the shippers' routing instructions in billing out shipments to destinations beyond the lines of the Pacific Electric Railway.

In the event a railroad is deprived of the haul on a shipment through error on the part of the billing agent, which was routed by the shipper upon solicitation of the line so deprived, that railroad has suffered, not only the loss of revenue which it would have received, but it has actually lost money in soliciting the shipment.

The right of the carrier to enjoy traffic routed via its line is not only one of strong moral obligation upon the other carriers to see that they receive all traffic solicited by them and routed by their lines, but is definitely provided for in Section 15 of the Interstate Commerce Act, which reads as follows:

"Whenever property is diverted or delivered by one carrier to another carrier contrary to routing instructions in the bill of lading, unless such diversion or delivery is in compliance with a lawful order, rule, or regulation of the Commission, such carriers shall, in a suit or action in any court of competent jurisdiction, be jointly and severally liable to the carrier thus deprived of its right to participate in the haul of the property, for the total amount of the rate or charge it would have received had it participated in the haul of the property."

Generally such errors in routing are subsequently brought to light and it then becomes necessary for the carrier at fault to reimburse the carrier from which the traffic was diverted, which is usually accomplished by forwarding an unrouted shipment via the line from which the traffic was diverted.

In considering the duties of all rail-

Agents Respond Well To Magazine Call

RESPONSE of Agents to the first call of Correspondent Agents H. C. Bedwell, H. A. Riley and J. L. Smith, Editors of this page, was very encouraging, practically all items herein being assembled from information furnished by Agents.

Space limitation of the Magazine will not permit us to indulge too freely in personal items on this page. What is particularly desired is information concerning seasonal movements of agricultural and other commodities, prospective crop conditions, new industries located on our lines, special passenger movements, agency personnel changes, and other bits of news of interest to Agents throughout the system. We will endeavor to supplement the foregoing with short discussions of matters relating to the work of Agents.

It is not necessary that contributing to this page shall work a hardship on anyone, but if all will keep it in mind and send in an occasional item to their division Correspondent the material assembled will be both interesting and helpful.

roads to observe shippers' routing instructions, the Pacific Electric Agents will, no doubt, feel the responsibility which rests upon them to see that shippers' routing instructions are fully complied with in waybilling shipments from their stations and when the Agent has knowledge that the Pacific Electric has been deprived of the haul on a shipment, the Freight Traffic Manager should be informed of the facts.

INDUSTRIAL ACTIVITY SEEN THROUGHOUT DISTRICT

That many new industries are steadily being located on or adjacent to Pacific Electric lines was evidenced by the number of projects reported by Agents last month throughout the system. The following are a few which will aid in increasing both our freight and passenger traffic:

The Bartlett New Corporation is constructing an impressive plant in Azusa near Pacific Electric tracks for the manufacture of a concentrated food product and a beverage to be sold at soft drink parlors.

A large silk stocking mill is under

construction at La Verne, which covers about a half block square.

At Santa Ana a good sized cement warehouse is being built by the Santa Ana Lumber Company near the west end of the Artesia Street spur. Also the F. C. Baier Pipe Co. have located in their acre site at the west end of Fifth Street which was purchased from this Company.

On a 50-acre track of the Hook Ranchio at Glendora a girl's collegiate preparatory school, costing about \$250,000, will be completed in the next few months.

Santa Ana district is quite stirred up about the extensive leasing of land for oil well drilling in the Greenville and Paulireno districts. It is reported that some \$300,000 has been paid out for drilling rights by the Standard, Union and Shell oil companies. The Standard Oil Company has already started its first well near Paulireno on the Southern Pacific line; others are scheduled to be started shortly around Greenville, which district is served by our company.

AGENTS' ANNUAL EVENT HELD AT L. A. CITY CLUB

The annual banquet of the Agents' Association occurred at the Los Angeles City Club with an attendance of about 150 persons engaged in that and allied branches of the service. The evening's entertainment reflected most creditably upon H. O. Marler, Asst. Passenger Traffic Manager and his committee who planned and produced the affair.

Entertainment of an unusually high character marked the occasion, and by far the best features of it were contributed by employees and members of their families. Musical numbers were presented by Mrs. R. L. Brainard, a very accomplished pianist, wife of R. L. Brainard, Chief Clerk of the Passenger Traffic Department. In addition to rendering several feature numbers, Mrs. Brainard also accompanied Mrs. Butler, one of the evening's most charming vocalists.

Geo. P. Billhardt, Baritone, of the Freight Traffic Department, was in his usual good voice and delighted the audience with two numbers, Mrs. Fred L. Frazier being his accomplished accompanist.

Addresses were made by D. W. Pontius, Vice President & General Manager; F. L. Annable, General Superintendent; O. A. Smith, Passenger Traffic Manager, and T. J. Day, Freight Traffic Manager; all were unusually well delivered and received.

The oratory of the evening came from Mr. H. A. Nater, Assistant Vice President of the Bank of Italy and carried a message of great import to

all. His subject was "Business Building" and his words were well chosen, most timely and delivered in a most pleasing and convincing manner.

Following the usual practice the division having the best attendance at the meetings of the Association throughout the year were guests of the management, the Agents of the Northern Division being winners of the laurels at this year's banquet.

The entire evening was a most enjoyable one and next year's programme committee will have to exert itself greatly to maintain the standard of last month's programme.

NEW EXPRESS RUNS IMPROVE AND SPEED SERVICE

A material improvement has been made in express service between Los Angeles and Long Beach and points on the Newport Line.

On March 19th the routing of the car serving this district was changed to provide for a trip leaving Los Angeles at 6:30 a.m. arriving Long Beach 7:35 a.m. and leaving Long Beach 8:00 a.m. arriving Los Angeles 9:05 a.m.

A second trip is made from Los Angeles at 12:20 p.m. arriving at Long Beach at 1:25 p.m. and leaving Long Beach at 1:55 p.m. for points on Newport Line. On this trip, the car returns through Long Beach at 5:15 p.m. and reaches Los Angeles at 6:20 p.m.

Before this change, express matter arriving in Los Angeles from eastern points was from 12 to 18 hours longer in reaching consignee due to our car not being scheduled for prompt connections with steam line trains.

A similar change was also made in schedule of express car serving Alhambra and West Alhambra on March 23rd. In this instance the one trip each day was changed to one arriving at Alhambra at 7:20 a.m. and another at 4:10 p.m.

These improvements in service together with the recent reduction in express rates, have already shown a beneficial effect.

MANY SPECIAL EXCURSIONS VISIT FLEET AT HARBOR

Through the active solicitation of the Passenger Traffic Department, with the able assistance of Agents, considerable additional passenger business was created from various points on the system to San Pedro during the visit of the Atlantic-Pacific Fleet.

Under the auspices of the Chamber of Commerce, reduced fare excursions were run on different dates from a number of the larger cities. Special through trains, accompanied by representatives of this Department, handled the parties in both directions and favorable comments were made by many of the passengers for the excellent service rendered.

Figures are not available at this writing to show the number of passengers handled from all the points, but the following tabulation may be of interest.

	Passengers
Ontario-Upland	78
Claremont-Pomona	325
Pasadena	960



He Figured a Saving that would pay for The Great Vacation

For long they had planned to someday take the car and the children, and really go somewhere—drive north, maybe, and stop at the gay places and the good hotels along the way. But it meant three or four hundred dollars for any such vacation—and it just didn't seem possible. Then one night he took pencil and paper and did a little figuring.

THIS man lives near Sawtelle and had been driving to and from his office in Los Angeles each day. His figures showed that this was costing him almost \$50 a month. The alternative was The Red Cars—at nearly \$40 less.

Here are his calculations for one month.

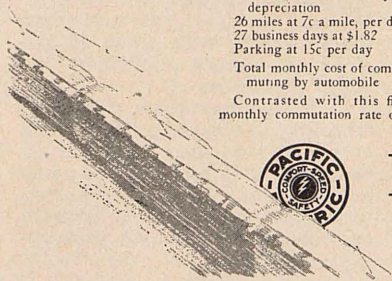
Distance both ways between home and office	26 miles
Gasoline, oil and ordinary depreciation	7c per mile
26 miles at 7c a mile, per day	\$ 1.82
27 business days at \$1.82	49.14
Parking at 15c per day	3.90
Total monthly cost of commuting by automobile	\$53.04
Contrasted with this figure is the monthly commutation rate of The Red	

Cars—in this instance, \$8.11. A saving of \$44.93 a month.

The moral of this story is not for men who can afford to disregard ordinary living costs. Nor is it meant to put the automobile in the light of an extravagance. The contrary is true in so many cases.

The point is that The Red Cars perform a service for commuters that no automobile can possibly rival—from a standpoint of comfort and convenience, as well as economy.

A man saves more than money when he commutes via The Red Cars. He saves mental strain at the beginning and the end of each day. And this means added power for work—a quicker attainment of the goal.



Pacific Electric Railway

Telling the public of the Company's service, problems and value to this district is the aim desired to achieve in the launching of the recent pretentious advertising campaign. The above is a facsimile of one of the early advertisements.

Sierra Madre.....	90
Covina.....	167
Glendora-Azusa-Monrovia	707
Whittier	330
Burbank	136
Alta Loma	54
San Dimas-La Verne	187
Van Nuys	100
Glendale	325
Lankershim	110
Santa Ana	300

HARBOR COTTON SHIPMENTS

Our local harbor is becoming quite a cotton export center, this fact being evidenced by the shipments therefrom during the season just closed. The following information of bales shipped was supplied by Chief Clerk Ockerman of Wilmington Pier A: November, 10,678; December, 18,336; January, 13,981 and February, 7,421, a total of 50,416 bales for the season.

The less of it they have, the more people seem obsessed with the inclination to speak their mind.—Newcastle Courier.

SEASON'S CITRUS SHIPMENTS ABOVE EARLY PREDICTIONS

Despite discouraging reports that this year's citrus product shipments would be very small due to heavy frost experienced early in the winter, the number of cars of Navels shipped turned out to be much larger than pessimistic reports indicated.

Valencia shipments, which usually start about May 1st, give promise of being even more satisfactory, according to reports received by various Agents. The Whittier Select Citrus Association, estimate that they will have 275 cars of oranges and fifty cars of lemons this season. From Rivera it is stated that 200 cars will be marketed. More than 100 cars of Navels and Valencias will be shipped from the Glendora district and other reports are equally promising.

Teacher—"An heirloom is something that has been handed down from father to son."

Bob Reese—"That's a funny name for pants."—Staley Journal.

MT. LOWE SLOGAN REQUEST BRINGS HUNDREDS



Selecting the best from many hundred Mt. Lowe slogans was a difficult task. Here we have the Award Committee (left to right) O. A. Smith, C. H. Burnett and D. W. Pontius, looking them over.

SLOGANS, Slogans, and more Slogans!

Some 1200 "sloganers" from throughout California and many widely scattered states answered the call sent out via radio on Saturday evening, February 28th, for an exploitation slogan best suited to express the lure and charm of our famous scenic line and resort.

After carefully tabulating and considering all slogans submitted the award committee, composed of D. W. Pontius, O. A. Smith and C. H. Burnett, announced their selection of the first and second best slogan, as follows:

"The Sky Above, Southern California Below—That's Mt. Lowe," offered by Mr. Coy W. Furnas, 229 Broad Avenue, Wilmington.

"Earth Has No Finer View to Show," submitted by Mr. George C. Peters, 1028 Clement Street, Los Angeles.

As winner of the first prize Mr. Furnas has been advised that a three day trip to our resort for two persons with all hotel and transportation expense free awaits him; Mr. Peters has

been similarly advised of his having won a two day stay at Mt. Lowe Tavern.

The following is a list of other slogans which were seriously considered and received honorable mention: "The Trip Where Memory Lingers;" "The Golden Trip of the Golden State;" "Up Above the World so High, Mt. Lowe, the Diamond in the Sky;" "The Trip that Fulfills all Promises;" "The Trip You'll Ne'r Regret, Nor its Pleasures Forget;" "A Wonderful Climb to Wonderland;" "All the Southland at Your Feet;" "The Switzerland of America" and "Above the Clouds in Nature's Paradise."

One feature of the contest was the wide expanse of territory from which slogans were received. Seattle, Washington; St. Louis, Missouri; Boise City, Idaho; Topeka, Kansas; Des Moines, Iowa; Sylvia, Kansas and Lima, Ohio, were among the distant cities from which slogans were received. Many of the letters commented upon the excellence of the program rendered, the large number favorable expressions received testified to the popularity of the resort and scenic trip.

Following the success attending the Company's first advertising venture over the radio, a second programme was arranged and rendered on the evening of Thursday, April 2nd. It is hoped and expected that with the favorable reaction from this class of advertising and the \$95,000 expenditure for improvements just completed that traffic to Mt. Lowe will be greater than ever before.

BEAUTY PARADE AT VENICE

Opening the early summer season in Venice-of-America announcement has been made by D. J. Davis, president of the Venice Amusement Men's Association of a First Annual Fashion Parade and Style Revue to be staged at California's popular playground, Easter Sunday, April 12, when the style vogue for the season will be displayed to the public at large. The parade will proceed down the Ocean Front promenade in automobile pageant to the Venice Ballroom on the Kinney Company pier, where the public is invited to witness the march of Southern beauties garbed in creations which will rival New York and Paris.

**STOREKEEPERS AND AIDES
HOLD FIRST MONTHLY MEET**

Correspondent Fred B. Hopkins of the Stores Department, submitted the interesting account below of the first of a series of monthly meetings of storekeepers and assistants:

The evening of March 4th, Inauguration Day, is still fresh in our memory and will long hold a place there as one of the most eventful occasions in the history of the Stores Dept. for it was on that evening that all the storekeepers and their assistants from outside points as well as from the Torrance Store assembled for the first of a series of monthly meetings at the P. E. Club in Los Angeles. The meeting was called to order promptly at 6:30 by General Storekeeper Fenimore and after a few introductory remarks was turned over to Ward McCall, who has seniority of twenty-three years' service with the Company, and who acted as chairman for the evening.

Mr. Locke was first called upon to address the meeting on the subject, "Not in Stock." He explained the purpose of the use of the form "Not in Stock," emphasizing that it should be used only in the case where cars or busses were held out of service for the lack of material being in stock and never to replenish the general store stock, and recited instances where there had been an apparent misinterpretation of its use. This brought response and explanations from Storekeepers George Huntington of 6th & Los Angeles Sts., Francis Clark of San Pedro and A. H. Nichols of Pasadena that were interesting.

Next followed a discourse by John Vander Zee, Foreman of the Stores-Shop-Delivery force, who spoke on "Material Sent in to be Repaired" and pointed out how very necessary it was that it should be properly tagged as to its disposition,—that it should never be put on a supply car by Foreman or members of the Mechanical Dept., but in all cases should be handled through the local storekeepers and should always be covered by a requisition,—Form 4205.

George Quesenbery was the next spokesman and his excellent address on "Obsolete and Surplus Material Turned in From Outside Points" was presented in a very able and effective manner. George, by the way, is at the present time taking a course in the study of law at the University of Southern California and his deliberate and carefully planned attack of his subject convinces us that we are yet to hear of greater things from him. The rapid-fire response from Edwin Rieber, Storekeeper at Sherman, defending his position was exceedingly interesting and was truly characteristic of the "Wildcat" or "Texas Eddie," as we have always known him. The response of D. E. Porter, Storekeeper at Macy St. was equally convincing.

Following this lively discussion we are pleased to remember the splendid speech of V. C. Dillon Sectional Storekeeper of the Castings and Forgings Dept., who made a vigorous appeal for better co-operation from the outside storekeepers in sending in to

**PACIFIC ELECTRIC RAILWAY COMPANY
OPERATING REVENUES AND EXPENSES, TAXES AND INCOME
ACCOUNTS—FEBRUARY, 1925**

Passenger Revenue	\$ 1,001,494.32
Freight & Switching Revenue	419,762.48
Other Revenues	63,630.87
Total Railway Operating Income.....	\$ 1,484,887.67
Total Railway Operating Expenses:	
Wages	\$733,535.40
Other Charges	442,022.07
Transportation for Investment—Credit	2,773.40
.....	1,172,784.07
Revenue Less Operating Expenses	\$ 312,103.60
Depreciation	\$ 52,724.61
Taxes Assignable to Railway Operations.....	97,677.33
Total Depreciation and Taxes.....	\$ 150,401.94
Revenue Less Operating Expenses, Depreciation and Taxes.....	\$ 161,701.66
Non-Operating Income	40,202.76
Net Revenue	\$ 201,904.42
Interest on Bonds and Other Debt.....	\$357,479.22
Rent and Miscellaneous Income Deductions.....	126,189.23
Total Deductions	\$ 483,668.45
Net Loss for month.....	\$ 281,764.03
Net Loss for 2 months.....	\$ 437,197.74
Total outstanding Deficit as of Feb. 28, 1925.....	\$14,491,052.13
Los Angeles, Calif., Mar. 28, 1925.	L. A. LOVELL, Auditor.

the Torrance Store their surplus and obsolete castings. Mr. Dillon urged that surplus material be sent in in more evenly distributed quantities and not allowed to accumulate until it had become burdensome to handle because of the size of the shipment. Then followed some pertinent remarks from William Kitto and Track Storekeeper Charles Stock.

And last, but not at all the least, was the address delivered by our Purchasing Agent and President of the Club, C. Thorburn. In fact, this speech, sparkling with humor as it was, and delivered in his inimitable manner will be remembered as the outstanding feature of a most pleasant evening. Opening with the allusion to the first known use of electricity having been when Noah made the ark light on the mountain top, Mr. Thorburn at once won the hearts and ready attention of his hearers. When he commented upon the earnestness and zeal of the speakers preceding him we were impressed with the mutual spirit of relationship that had predominated the meeting and those present, and made to feel that our efforts had not been in vain. Taking it all in all,—it was a delightful evening, profitably spent and it is to be hoped there will be many more such occasions in the future, especially when we remember the excellent lunch that immediately followed.

The following week, on the evenings of Thursday and Friday, March 12th and 13th, the classes were conducted by Chief Clerk Earl McCall of the Stores Dept., who explained the office routine, touching upon the ordering and receiving of material. Stores Accountant E. A. Bonner conducted the classes on the evenings of March 19th and 20th, explaining the use of the different forms in connection with the accounting features. On Thursday and Friday evenings, March 26th and 27th, the subject discussed was "Fire Pre-

vention." Mr. Dick Sutton of the Sherman Store, a senior member of the department was present and explained the cause of spontaneous combustion, reciting several fires that had resulted from that origin and told how they might be avoided. His talk was very interesting, instructive and was well received. Leslie Bolen, Traveling Storekeeper also delivered an address on the same subject.

**MOTOR COACH REPAIR SHOPS
PLANNED FOR TORRANCE**

The erection of a modern motor coach repair shop building at the Torrance yards is shortly to be begun, approval of the expenditure by the management having been announced late last month.

The new repair shop is to be located directly west of the unoccupied space adjacent to the Blacksmith Shop, is to be 87x110 feet and entails an expenditure of \$42,500. It will be equipped with every modern facility for expediting and efficiently carrying on automobile repair work.

The company is now operating 112 motor coaches and twenty-five automobile and trucks in sundry other service. Complete overhaul of motor coaches is now becoming necessary with increasing frequency on account of the large number added to service in the recent past and within the next ninety days it is estimated that 33 coaches will require complete servicing.

Gentle Speech

Two men were becoming abusive in the course of a political quarrel.

"I think," cried one of them, "that there is just one thing that saves you from being a barefaced liar!"

"What's that?" asked the other.

"Your whiskers," was the reply.—Tit-Bits (London).

DEPARTMENTAL NOTES

ACCOUNTING DEPT. NOTES By George Perry

After five years' service with the company, Grace Ehlers of the Stenographic Bureau has left us. March 23rd was her last day and on departure she was presented with a monogrammed suit-case, which will be of much use, as she has made a successful stage debut. The week of March 30th to April 5th she appeared at the Pantage's Theatre with Harry Girard's California Musical Ensemble.

The vacationees seem to be getting an early start this year, with Ester Craig and Emily Walters of the Conductors' Accounts Bureau having taken theirs and returned to work. Also Mildred Carr, Signe Nilsson and Mrs. Gladys Busnell of the same Bureau spent theirs at home.

William (Bill) Hamilton of the Road & Equipment Bureau has now the Ford Coupe we have been hearing so much about. It is adorned with all the accessories Bill could think of (and then some) it is surely some "boat"—get Bill to tell you about it. (P. S. not during office hours, you'll miss lunch.)

There has been a change in personnel in the Conductors Accounts Bureau, Miss Jessie Tyler leaving and Mrs. Romaine Davis and Miss Ester Jacobson being added to the staff of earnest workers in this Department.

Mrs. Alice Brown of the Stenographic Bureau has left the service for a harder job than she has had heretofore; i. e. keeping house for her husband. As a gift for her home she was presented by her co-workers with a beautiful picture, "Daybreak."

On Saturday, March 22nd we saw the first signs of spring in the office, with Clark Mathews arrayed in his finest new everything from "undies" out, also there were seen many new hats and many new dresses of the ultimate mode.

MECHANICAL DEPT. NOTES By Willis M. Brooks

Edward Finley, armature winder, has transferred to San Bernardino, to work under Mr. Gilbert.

Guy Wooley came out of the shop on the evening whistle the other day; hopped into his machine; stepped on the starter; slipped in his gears; released the clutch and immediately took a large section of the fence by assault.

What we mean to say is that Guy had his wires crossed and the blooming machine went backwards into the fence. We'll excuse his trying to pin this adventure on Frank Miller, as long as he didn't make it stick.

During March, 18 passenger cars, 1

express car, 1 locomotive and 4 motor coaches, a total of 24 units, were overhauled.

In addition, 14 cars damaged by wreck or otherwise were repaired. The last two locomotives of the new 1601 class were completed and 16 center entrance 600 class passenger cars were completed and turned over to the Operating Department for service.

Gas-electric locomotive No. 1502, otherwise known as "Gloomy Gus," had a tantrum at Wingfoot the morning of March 30th and blew the motor-man, who was in the doorway, 35 or 40 feet across the right-of-way. He was a little bruised, but not otherwise injured.

Cause of the explosion is being investigated.

The funeral of Mrs. Edgar M. White, wife of Mr. E. M. White of the Blacksmith Shop took place the afternoon of March 31st, in Huntington Park.

The incidents of this loss are particularly sad. Mrs. White was apparently well when Mr. White started for the shop. Before he reached Torrance, Mrs. White died from heart failure. She leaves a small son of about 2 years of age.

The sympathy of all his friends is extended.

STORES DEPARTMENT NOTES By Fred B. Hopkins

The home of Thomas Wilkes, Storekeeper at Butte St. was recently visited by the stork and a son, David, was added to the household—making a total of four children, now gracing "Tom's place."

Miss Sarah Parke of the Store Accounting Bureau, who has been very ill with pneumonia at her home on Echo Park Ave., Los Angeles, is reported on the road to recovery and her many friends in the Stores Dept. are looking forward to her return. Her pleasing smile has been missed from among us and are hoping that she will soon be with us once again. Miss Hazle McGowan is acting as substitute for Miss Parke.

V. C. Dillon recently returned from his vacation spent at Lake Elsinore, Palm Springs and Beaumont.

Archie Sharp and Royce Robertson of Gardena were recent hikers from Sierra Madre to the summit of Mt. Wilson and from thence to Mt. Lowe, from where they made the return trip via P. E. car.

Miss Elaine Rabanus who has been ill at her home in Gardena has returned to duty.

Leo Fried is a new member of the office personnel of Storekeeper Ward McCall.

Glenn Allen Stock is the latest arrival in the home of Track Storekeeper, Charles Stock at Clifton-by-the-Sea. Congratulations are being extended "Charlie" and Mrs. Stock for this bouncing boy, who weighed nearly fourteen pounds and who first saw the light of day on Saturday morning, March 28th.

Roy Whitman, former assistant to sectional storekeeper, Roy Confer, has been transferred to the office of Yardmaster in Los Angeles and is succeeded by Leonard Jones, formerly of the Stores-Shop-Delivery force. Al Ewing of the Stationery Store at 6th & Los Angeles Sts., Los Angeles, has relieved Mr. Jones.

Russell Morgan of the Stationery Store has been enjoying his vacation spent at San Diego.

Max White, who is a popular devotee of the Thursday night dances at the P. E. Club, recently blossomed forth in new raiment and made a hasty trip to San Francisco on the S. S. Ruth Alexander. Max reports the voyage up there as having been a delightful one and not disturbing in the least to his inner emotions, but regrets that he cannot say as much for the voyage on the ferry across the bay to Oakland, as it upset his equilibrium and left him in a state of perplexity from which he has not yet quite recovered. He further reports that the traffic of Market St. is far more confusing to him than that of Broadway, the bright lights of Chinatown are quite alluring and the "Barbary Coast" is a decidedly interesting place.

NORTHERN DIVISION NOTES By P. H. Riordan

Pasadena patronized the special excursions arranged to the harbor last month better than any other city on the lines of the Company, a total of 960 passengers making the trip. Trains were operated through without change and the service rendered was favorably commented upon.

Early vacations were indulged in last month by Trainmen E. I. Berstow, A. F. Simpson, P. K. Dysinger and C. L. Latham. Conductors Bartholomew and Russell are contemplating a trip to the east shortly.

Motorman R. Garst has bid back to Macy Street and Motorman J. A. Johnson bid in on run No. 7, Pasadena Short Line.

Conductor R. E. Riordan resigned from the service last month after ten years of service.

Good reports are heard from Trainmen C. M. Conner and R. McCullough who have been on the sick list for some time. Both expect to be back shortly.

"Could I have just one kiss?"
"I dont cater to the retail trade."—
Standford Chaparral.

TEAM WORK WITH STORE

(Continued from Page 11)

as possible. He wants to know the particular purpose for which needed and when required. He cannot order unusual quantities unless he has this information. If you don't tell him don't swear at the store if it is not on hand when wanted. Those who swear by the store are those who make their wants known and give us a chance to make good.

(3) In changing from one standard of material to another, don't fail to tell the storekeeper. In almost every case the most economical way to dispose of it otherwise means a loss in handling, depreciation charges, etc.

SOUTHERN DIVISION NOTES

By J. F. Oriva

Dispatcher H. E. Miller, is confined to the Hospital and welcomes the visit of friends. Dispatcher Neuman and Supervisor Antista took a radio set to the hospital for Miller, hoping to ease the monotony of hospital confinement. All hope for his early recovery.

Two new little faces appeared upon the horizon recently. Congratulations are extended to Conductor P. P. Allison and Traffic Officer V. J. Fleming, stationed at Slauson Jct.

Motorman C. J. Butterworth of Balboa line is also in line for congratulations; cause, 8-lb. baby girl.

After being stationed at Watts tower for a number of years, A. Dodge has been transferred to Claremont, where he can be near his ranch in San Bernardino.

Sympathy is extended to Conductor Y. W. Webb, in the passing of his wife on March 5th.

Congratulation are due Ass't. Depot Master Ray Harmon, for having won a prize offered by the P. E. Rod and Gun Club; a steel trout rod was the reward for his efforts.

Motorman C. L. Smith also won one of the many yearly prizes offered by the Club.

WESTERN DIV. TROLLEYGRAMS

By E. C. Brown

Wednesday, April 15th, is the date set for the next Western Division meeting of trainmen at Sherman.

Conductor P. D. Prescott is the proud father of a baby girl, which arrived at his home last week, thus making two in the Prescott household.

Motorman J. F. Alsop, our champion wrestler, is looking forward to the coming annual picnic of the employees and wishes to announce that he is open to challenge by any of the employees for the coming event.

Western Division trainmen seem to be particularly adept at sports. Comes now Motorman G. E. Kornegay, who extends to any employees of the Com-

pany a challenge to a 4 to 6 round boxing bout to be held at the Club.

Conductor H. C. Miller and wife are now occupying their new home recently. Mr. Miller built most of it himself.

Rumor has it that wedding bells are to ring for Conductor W. K. McPheely very shortly.

The trainmen of the Western Division wish to acknowledge the instructiveness and pleasure they receive in their visits to the office of J. E. Wagner, Service Instructor.

Conductor F. G. Watson returned to work recently, after spending some time visiting Mt. Lowe and other points along the lines of the Company.

A party of trainmen from the L. A. Street yards paid a visit to the harbor recently to inspect the fleet while at anchor there. They report that the "Fleet will do."

SPECIAL AGENTS BRING TRIO OF BANDITS TO TRAIL END

The untiring efforts of Chief Special Agent Fysh and Special Agents Smith and Allen resulted in the capture last month of two of the remaining three bandits who held up and robbed passengers on a Pasadena Short Line train on the evening of November 7th, 1923.

The leader of the desperadoes James E. Hovermale was captured last November, was tried and convicted and received a sentence of from five years to life in San Quentin in March.

Through the activity of the Special Agent's Department many leads were developed in tracing the trio, whose final capture was affected singly in different Idaho cities. Hovermale particularly was known as a ready gunman and was captured personally by Special Agent Smith. The department is to be congratulated for the splendid work in bringing the trio to justice.



He Got Acquainted with his Newspaper

"AFTER having known only the front-page headlines for the past five years, I am renewing acquaintance with my morning newspaper."

The speaker was one of a group of business men gathered at a down-town luncheon table the other day. Someone had started the old topic of traffic congestion and the increasing difficulty of driving between home and office.

"I began beating that several months ago," said the man quoted in the previous paragraph, who went on somewhat as follows:

"It was getting so that my drive downtown was making inroads on the energy I needed when I arrived at my desk. So one day I decided to put my problem of transportation up to the Pacific Electric. And ever since I've been wondering why I didn't do it long before.

"Now I get on a Red Car every morning and relax into a half-hour's undisturbed enjoyment of my newspaper. If the

day is warm, I open the window and enjoy the fresh air at the same time. Otherwise I am comfortable inside where it is warm.

"A good reliable chauffeur up front gets me to town on the dot, without further thought on my part. It beats battling traffic, getting the car parked, and arriving anywhere from ten minutes early to fifteen minutes late."

* * * * *

Comfort of passengers is the first consideration of those responsible for the operations of The Red Cars.

There are 870 of these cars in active service, the average cost of which is \$25,000 per car, many costing as much as \$45,000. No finer equipment exists in the United States. Nor is any other community afforded a more dependable, more convenient, more economical means of transportation.

Money, as well as traffic worries, are saved by the riders of The Red Cars.



Pacific Electric Railway

Another facsimile of an advertisement which appeared in all daily papers throughout the four counties in which we operate.



All That's Needed

A little more praising, a little less jeering;
 A little more trusting, a little less fearing;
 A little more patience in trouble and pain,
 A little less willing at times to complain,
 A little more kindness worked into the strife
 A little more honor, a little less greed;
 Are all that is needed to glorify life.
 A little more service, a little less creed;
 A little more courage when pathways are rough;
 A little more action, a little less bluff;
 A little more kindness by you and by me,
 And oh! what a wonderful world it would be!

—Exchange

Tit for Tat

"But we were only fifteen minutes getting here!" expostulated the passenger.

"I don't give a hang about that," snarled the taxi driver. "The meter says we've come 20 miles. Now, you fork over!"

"All right," assented the passenger, paying. "Now get ready to come with me for driving 80 miles an hour. I'm a speed cop."—*Legion Weekly.*

His Choice

He rose with great alacrity
 To offer her his seat;

'Twas a question whether she or he
 Should stand upon his feet.

The Very Latest

"You assure me that this is the very latest style?"

"The very latest, madam."

"And it won't fade?"

"I'm positive of it. Why, we had it in our window for three months."—*Boston Transcript.*

"They say people with opposite characteristics make the happiest marriages."

"Yes; that's why I'm looking for a girl with money."

Albert: "Ma, kin I go out in the street. Pa says there is going to be an eclipse of the sun."

Ma: "Yes, but don't get too close."—*Ex.*

Bridegroom: "Yes, every man should marry. Now what excuse have you for being single?"

Bachelor: "I was born that way."

Deacon: "I tramped at least twenty-five miles a day on my vacation."

Friend: "Yeah, I know. I bought a second hand car myself."

QUEER QUESTIONNAIRE

Question: "What is the wind."
 Answer: "Air when it gets in a hurry."

Question: "What is steam?"
 Answer: "Water that has gone crazy with the heat."

Question: "What is the chief function of the stomach?"
 Answer: "Holding up the trousers."

Question: "What is a chafing dish?"
 Answer: "A frying pan that has gotten into society."

"As Railroads Go,—"

The railroads of the United States last year took 28 per cent of the total output of the steel mills of this country. This is a very good criterion of how essential railroad prosperity is to that of the country as a whole.

"I wish to complain," said the bride haughtily, "about the flour you sold me. It was tough."

"Tough, ma'am?" asked the grocer.
 "Yes, tough. I made pie with it, and my husband could hardly cut it."
 —*Progressive Grocer.*

"I want a pair of pants for my sick husband," exclaimed the woman.
 "What size?" asked the clerk.
 "I don't know, but I think he wears a 14½ collar."

There was a man in our town,
 And he was a speedy guy.
 He turned the corners on two wheels,
 Crossed crossings on the fly,
 But yesterday, the Extras say,
 This wise man saw the light,
 His flivver stalled on the railroad track
 Toot, toot! Ding, dong! Good
 Night. —*Exchange.*

In the village street an old man was spoken to by a stranger who said:
 "Excuse me, but you must be a great age."

"Yes," replied the ancient, "I be ninety-foive."

"And have you lived here all your life?"

"No, not yet," was the reply—*Argonaut.*

Coming to a crossing,
 We were pulled up short and sharp
 By a good-sized placard, saying,
 "Play Safe or Play the Harp!"
 —*Kansas City Star.*

"Knee-Length Skirts Reduce Street-car Accidents Fifty Per Cent" says a newspaper headline. Wouldn't it be fine if such accidents could be prevented entirely?

ONE BETTER

An employee after reading a joke about "fabricators" in a recent issue of the Magazine, sent in the following article:

"Speaking about the weather:—I remember very distinctly one year back in Kansas it was so hot and dry the farmers had to run their wells through a wringer to get a drink of water."

Just Beginning

Tommy—Mom's throwin' plates at Dad.

Bobby—Is she? Why, is she mad at him?

Tommy—No, but she's workin' up to it.

Pass the Hat

A Scott applied for a position as patrolman on the London Police Force. Here is a question they put up to him in Scotland Yard and his answer:

"Suppose, MacFarland, you saw a crowd congregated at a certain point on your beat, how would you disperse it, quickly and with the least trouble?"
 "I would pass the hat."—*Exchange.*

Quite True

A salesman asked a Scotch farmer to buy a bicycle. "They are cheap now and I can let you have a good one for 7 pounds."

"I would rather put the money on another cow," said the farmer, reflecting.

"You would look mighty foolish riding around your farm on a cow, now wouldn't you?" said the salesman.

Said the Scot: "No more foolish than I would milking a bicycle."—*Ex.*

Want On

"No, Herbert I am sorry; but I am sure we could not be happy together. You know I always want my own way in everything."

"But, my dear girl, you could go on wanting it after we were married."
 —*Boston Globe.*

Religious Handicap

Teacher—"Now, Robert, what is a niche in a church?"

Bobby—"Why it's just the same as an itch anywhere else, only you can't scratch it as well."—*Boston Transcript.*

Help!

Mr. Marion Churchman, while driving home from the State Farm, on the Sproule Road, Saturday afternoon, was run into by another automobile. Mr. Churchman suffered a broken front wheel and had his front mud-guard badly bent.—*Springfield Citizen.*

Doris (at back of room—"I can't hear that recitation.")

Mary—"Sit down and be thankful."

World's Meanest Man

The warden who put a tack in the electric chair.

Old Man to Willie on a hot day—"Well, son, how is your grandfather standing the heat?"

Willie—"We ain't heard. He's only been dead a week."

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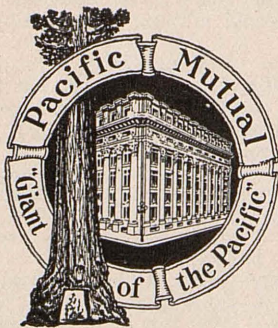
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