

TWO BELLS

VOL. 1

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No. 3

A Herald of Good Cheer and Cooperation Published by and for Employees of the Los Angeles Railway

Edited by J. G. JEFFERY, Director of Public Relations

NEW GUARANTY PAY SYSTEM INSTALLED JUNE 16

By George Baker Anderson
MANAGER OF SERVICE

Some of the men on the extra list apparently do not understand fully how the Company's \$100 a month guaranty works out, and why it is that all do not receive \$100 each month.

A month is either 30 or 31 days, excepting the month of February, which is 28 days. Under the old system men have been paid not twice a month, but every two weeks; under the new system, which was inaugurated June 16, they will be paid twice a month.

The man paid at the end of two weeks has therefore been paid for but 14 days' service, not for the full half-month. Consequently, at no time has any man been paid on the basis of a guaranty of \$100 for *twenty-eight days*, the guaranty being for the full month of 30 or 31 days at the rate of \$1200 a year.

Must Perform Service

To earn this guaranty a man must, of course, have taken his run and performed the service expected of him. He must have made his relief properly, reported at the Division at times designated and been prepared to perform any other duty assigned to him. When he has failed to do any of these things, he has lost time and not lived up to his obligations to the Company, and therefore deductions have been made, just as deductions are made by any other big concern employing men.

Here is Schedule

Starting with the period ending June 30 the guaranty will be adjusted on the following basis:

For 30-day month. . . . \$ 99.00

For 31-day month. . . . 102.30

This is at the rate of \$3.30 per day.

Every day lost means that a man will lose \$3.30, and if a full run is passed up and a shorter one taken instead, a deduction will be made

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All Cars Will Be Pay-as-You-Enter

FARE boxes are to be installed on all cars of the Los Angeles Railway before the end of the year, according to present plans of executives. This will make the PAY-AS-YOU-ENTER PLAN uniform throughout the system and is expected to make the work considerably easier for conductors.

The Johnson fare box will be used exclusively. There are 53 of these ingenious fare collectors and registers in service now and all the new one-man cars will have them. About 65 International boxes are being used, but they will be removed and replaced by the Johnson, which the railway officials believe to be superior.

Eliminate Registers

The registers on which fares are rung up when the conductor pulls the leather cord will be eliminated from all cars except on the long runs, such as Eagle Rock and Hawthorne, where there are different fares for different distances. Fare boxes will not be used on these long runs.

Approximately 100 of the fare boxes are here now and 500 more are ordered to be delivered at the rate of 100 per month.

Saving for Conductors

The big saving for conductors will be that they need only watch that nickels are dropped into the box and be ready to make change where necessary and issue transfers. This will save walking through the car on the double entrance type and make the work of ringing up fares merely a matter of turning the crank on the box.

Care must be exercised in moving the box at the ends of runs, as the "tell tale" ball is adjusted so that it will indicate if anyone has tampered with the box or turned it upside down.

Lend a helping hand to the new man. If you were a "stranger in a strange land" doing strange work, your lonely heart would ache for a helpful friend. Do as you would want to be done by. Give the newcomer the Good American Square Deal.

—Elliott Service.

L. A. to N. Y. 28 Times In Car Travel 1 Day

IF you could travel from Los Angeles to New York 28 times in one day, you have approximately the equivalent of the daily mileage of all cars on all lines of the Los Angeles Railway. A total recently compiled shows 84,095 miles as the street car travel for a day. The Grand Avenue and Moneta line runs up highest with 10,620 miles for all cars. The Washington and Garvanza line reaches 7,159 miles and the University and Central Avenue shows 6,219 miles.

Motorman Praised for Averting Crash

Here is a nice bouquet for Motorman Guy W. Rankin of Division Five contained in a letter from Paul Burks, attorney for the Atchison, Topeka & Santa Fe Railroad. He writes:

"I desire to commend some very good work on the part of Motorman No. 1873, car No. 252, Stevenson Avenue-West Sixth Street line, at 9:00 a. m. today, in avoiding what might easily have been a serious collision at Seventh and Hope streets (or it may have been Flower) when an automobile with a left-hand drive, going south, drove directly in front of the car on the front end of which I was riding, after the car had started in an easterly direction.

"All that averted serious damage was the commendable service of the motorman which should, I believe, be brought to your notice."

Editorial Comment

This Is Your Newspaper

THIS is your paper. Two Bells is a herald of co-operation and good cheer. In its four small pages are valuable hints on service which enable you to make your work easier and to help the Los Angeles Railway. News matter of interest to all employes, personal items about the fellows at your division, and humorous stories are given space.

Two Bells aims to be as helpful to you as it can be. Perhaps there is a matter concerning your work you do not understand thoroughly but you are naturally backward about inquiring openly. Possibly that same point puzzles other trainmen whom you can help. Write out your question and place it in the box at division headquarters for suggestions and news contributions to Two Bells. You do not need to sign your name. The answer will be published in Two Bells.

Some excellent service and good news items suggestions have been placed in the Two Bells boxes. This little newspaper is at your service.

Credits Mean Real Cash

CREDITS under the Merit System mean money. Bear that in mind.

There is more to the System than just the marking on a card of so many credits or demerits to show the percentage of a man's efficiency. The life of the Merit System is the Bonus which is based on an award of \$60 per year or \$5 per month, to be paid in a lump when a fellow needs money most—ten days before Christmas. More than 2100 men showed 100 per cent efficiency in May, the first full month of the system, and each chalked \$5 to his credit. That is a good start toward a neat little Christmas sum. Are you going to have it?

Lew Tells Strong Sunday Fish Story

Lee Lewis, mechanical foreman of Division Three, washed his hands and face Sunday and drove his auto to Orange County park, near Santa Ana. Two Bells can not guarantee the truth of the affair so you tell 'em salad, I'm dressing. Here it is:

Lew came across some fellows mopping up home-made whisky near the river and saw one pour some of the liquid in the stream. A minnow came up to the surface and took a sniff, then wiggled out on the bank, climbed a tree, chased a squirrel over the branches and finished up by biting off the squirrel's tail.

Rule of Decency Meets Rule Book

In line with the policy of the Los Angeles Railway to give trainmen every possible convenience, toilets are installed near the ends of lines.

The railway has been called upon to defend a suit by a property owner who sought to have one of these removed on the ground that it was a nuisance. It was stated by witnesses that some men leave the places adjusting their clothing in plain view of women and children on a car. Use of these places is covered by Rules 17, 18 and 19 of the present book, but rules of common decency should be sufficient.

BROKEN WIRES CAUSED BY FAST TURN

At the Santa Monica auto road races, hundreds of spectators crowded the dangerous turns to watch the drivers of speed creations come roaring down the straightaway, slam on the shrieking brakes and take the curve on two wheels with death in the balance. At the turns races were won and lost for it was there things happened.

In street car operation, curves present just as many dangers but the principal one is the breaking of trolley wires and overhead supports. This damage has assumed serious proportions to the Los Angeles Railway and is caused chiefly by taking turns too fast.

When a trolley pole flies off the wire and breaks some of the supports, and the copper line falls across the tracks there is a spurt of flame and the wire is burned out—usually at a loss of several hundred dollars, your car loses time, and all others behind you are blocked. Often it makes serious trouble in power distribution that may tie up the entire system and imperil human life.

Motormen! stop your car immediately when trolley pole leaves wire.

Award of Credits Shows Co-operation

An award of credits that reflects an excellent spirit of co-operation between employes and the Los Angeles Railway is reported from Division 2.

Conductor G. L. Musselwhite, who also works as an extra clerk, dropped into division headquarters on a Sunday morning when he had the day off. He learned that the towerman at Ninth and Main streets was sick and no one could be reached immediately to substitute. Although he had company at his home and it upset his plans for the day, Conductor Musselwhite volunteered for the emergency. He went to the tower and remained on duty for three hours until a relief was arranged.

No really smart executive likes to fire a man. It is costly business. He much prefers to have his assistants make good; but there are some men who ought to be fired. They are not only dishonest themselves, but they create dissatisfaction among those below them.—Editor of American Magazine.

PAY SYSTEM EXPLAINED GUARANTY PLAN CHANGED

(Continued from Page 1)

for the difference in time between the short run and the full run. This is but fair, as a shorter run means shorter hours.

For the first two failures to report (this means failure to make relief, or failure to report at car-house, or failure to take any other assignment at any period) a man is penalized to the extent of one day's pay.

For each failure thereafter the guaranty will be reduced one day. Full time will be paid for the hours worked exceeding the guaranty.

May Waive Guaranty

No reduction in the guaranty will prevent the men from being paid for the full time worked.

This guaranty will not cover extra men who for their own convenience select an extra run and whose total time does not equal the guaranty.

Anyone selecting such a run will be deemed to have waived the guaranty.

The intent of this guaranty is to insure extra men a minimum wage. Safeguards thrown around it are for the purpose of preventing anyone attempting to gain the guaranty without earning it. Naturally, to be entitled to this guaranty it must be earned.

Assured \$1200 a Year

The guaranty means that a man is guaranteed \$1200 per year, which, divided by 365 days, means \$3.30 per day—if he puts in his full time for the work demanded of him and takes the work assigned to him.

He may earn more. Here is an example of how the guaranty works out:

Motorman John Smith makes, in the month of July, 31 days, \$85.50. He is sick two days and fails to make relief twice, for which he is charged three days, or \$9.90. His guaranty for the month (31 days) is \$102.30, less three days' loss, or \$9.90, making his guaranty for July \$92.40. He receives on account of time actually worked but \$85.50, so he is entitled to the difference between \$85.50 and his guaranty of \$92.40, which is \$6.90, and this amount is given to him on the payroll ending July 31, or at the end of the month.

Here is Smith's record:
 For time at work.....\$ 85.50
 Guaranty for 31 days..... 102.30
 Sickness and Miss-outs, 3 days..... 9.90
 Guaranty received..... 92.40

Ask Superintendent

If there is anything about the guaranty which I have failed to explain or if what I have said is

not clear to any of the men, please call upon the Division Superintendent and he will go fully into the case with you and set you right.

Every man will receive in full everything that has been guaranteed to him. The only trouble seems to have been that some men have not quite understood what the guaranty means, and they believe that they were to receive \$100 at the end of the month, regardless of their failure to report, etc.

No fair-minded man can possibly object to any deductions made from his pay on account of his failure or refusal to take a run, or on account of his miss-outs, or failure on relief.

There is only one man in Division Four about whom we can honestly say, "I can get that fellow's goat." This fellow is Raymond Smith, our ambitious little cash receiver. Smithy spends his spare time looking for tin cans and old newspapers to feed to his ranch of goats which he owns out in Hollywood.

With his cap hanging on one ear
 And 'Take Next Car' sign down;

With a get-out-of-my-way look,
 You might think he owned the town.

He violates every order
 Placed on the company's map;
 And for the street car patrons
 He doesn't care a rap.

He sure is a distinguished boob;
 No, he isn't a Czar.
 He is only a would-be motorman
 On a pull-in car.

A. MOTORMAN.

D. S. Wildermuth is looked up to as being the oldest motorman in length of service at Division Four. Mr. Wildermuth has been working for this company for almost twenty-eight years. That's saying quite a bit—oh, boys? Mr. Wildermuth works a straight day-light on the Angeleno & Crown Hill line.

Said the passenger to the motorman,
 "Who do you think you are?"
 Said the motorman to the passenger,
 "I'm the guy who runs the car."

Up then spoke the passenger,
 And said, "For me have a care,
 For the one who runs the street car
 Is the one who pays the fare."
 DIV. NO. 4.

On The Back End

(Contributed)

FIRST, LOOK AT YOUR SIGN

A few days ago an East Fourth Street car threaded its way through heavy traffic north on Main street. It was 5:30 p. m., all cars were jammed full of people homeward-bound except this one which I have in mind. On it there were very few passengers and at Third and Main streets they all left the car except one, and this one left it at Third and Los Angeles streets. The motorman smiled and said to himself, "I will spring the old gag on the inspector." So when he arrived at the crossing he stopped and with a very wise look asked the inspector's permission to make a trip on West Pico or some line where there was something doing. Whereupon the inspector, after glancing at the sign on the front of the car, told the wise motorman that if he would change his sign from "Third & Los Angeles" to read "East Fourth Street" he might be able to do some good work on the line where he was.

Two bells aboard the battleship denotes the time of day. Two bells aboard a street car is the motorman's signal. It is the conductor's "high-ball" when everything is in the clear.

Last, but not least, Two Bells is the name of a four-page sheet that, with our co-operation, will sure be hard to beat. She will hog-tie the grouch with a coil of golden rule.

NO. 1177.

Say did you see that "Connie" to that lady tip his hat,
 As he told her where to find the first street car?

Would you like to be the daddy of a laddie just like that,
 And know he ranks in courtesy above par?

If I were so unlucky as to see a blatant ass,
 Who acted like the world for him was made;
 I'd thank some husky stranger to stretch him on the grass
 And bat him on the gable with a spade.

You'll find it pays in many ways
 To treat your patrons white.
 They won't forget your friendly, genial smile,
 And they'll tell it unto others,
 my nickel grabbin' brothers
 And things will run along as smooth as ice.

UNCLE EBEN, Div. No. 5.

Looking 'em Over at the Divisions

DIVISION 1

Conductor Ben Fensky is improving nicely at the Crocker Street Hospital, after sustaining a broken leg and other painful injuries when an unknown autoist struck him while he was riding to work on his bicycle.

Conductor L. F. Carmack has taken a day-run in the general choice. L. F. formerly worked the Boyle Heights Owl and had a lively time with the stick-up gentry. We all bet Carmack was glad to get back on days.

Motorman H. M. Swant is going to Bath and will take a month off for it. But it is the town of Bath, New York State, and he will visit relatives there.

Conductor M. J. English is going to risk his reputation as a fisherman at Big Bear Lake, June 8 to 29, according to his vacation plans.

Motorman L. Eastman has taken a short leave of absence to take his wife to San Diego and establish a home there. Mrs. Eastman has been in poor health and the change is expected to benefit her.

DIVISION 4

Conductor W. A. Hodges is back on the job after spending the last couple of months in Braden, Texas on account of business. W. A. says he could not get back soon enough to suit him.

Motorman H. A. Hamilton has returned to work after being away for the past 30 days getting a crop of hay cut.

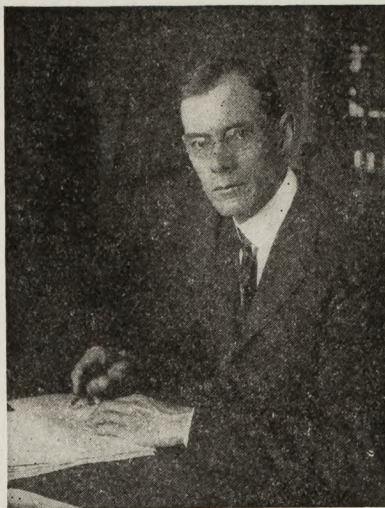
Conductor S. T. Cooper is back on his run after spending a couple of weeks in Oakland, on account of his wife's health. We are glad to state his wife is much improved and Conductor Cooper is looking better after a little rest.

Conductor J. M. Dyson has returned to work after laying off a couple of weeks on account of his health. He states he is able to hit the ball for some time to come now.

Division 4 is very much pleased to have been given 72 more lockers. Most everyone can now be provided with a locker which we are very thankful for.

C. E. Robison, transfer clerk at Division 4, who disposed of his car (a Ford) some time ago, is now figuring on a Hudson Super-Six. How do you do it, Robbie?

Who's Who



P. V. MANN started out as a conductor September 1, 1901, taking a special jigger car to the Salt Lake depot. On the way he caught up with an accident that was going some place to happen. His car was struck amidships at a cross-over and he learned how to make out an accident report first day. Right then he decided to show the world that an unavoidable accident was not enough to keep a good man down, and today he is superintendent of Division 2.

He conducted the third car that ran over the Griffith avenue line. In five years he became a night division clerk and later assistant foreman. On the death of J. W. Petrie, he succeeded to command of the division.

DIVISION 2

Motorman G. L. Stoddard will be off in July joining relatives on a mountain vacation trip.

Motorman W. H. Ingle is taking two weeks' leave to paint his house and doll up the premises generally.

Conductor G. A. Frost has shown a plucky spirit in sticking to his job despite the handicap of ill health. He has been away recently and is expected back again soon.

Motorman W. A. Smith, the "millionaire trainman," has gone to Iowa with his wife to relieve a case of homesickness but promises to return the family intact.

Motorman Scott F. Bell, a veteran of 17 years' service, intends to take rest from work in August.

DIVISION 3

Motorman T. T. Fletcher is taking a few days off to paint his home at 6302 Crescent street, and rest.

Conductor C. C. Morgan, who has been on sick leave for a couple of months, writes from his home at 1639 Pacific avenue, Long Beach, that he is improving rapidly and hopes to be back soon.

Motorman Tom R. Bates is in Portland settling an estate of his brother, W. O. Bates.

Conductor Elwood Jaquish and his twin brother, Conductor Elwyn Jaquish, are now resigned to the quiet life. They recently married sisters and have the good wishes of all the boys at No. 3.

Motorman "Quack Quack" Peck, skipper of a Brooklyn Avenue car, has been to Lakeview, Calif., for his health.

Motorman G. C. Plannett will be telling his famous funny stories to the sad sea waves this month as he has taken his family to Santa Monica for a vacation.

Conductor G. A. Moreno, who jovially carries the title of "Division 3 athlete," has returned after a tussle with rheumatism.

Motorman J. W. Smith is in Denver on business.

A. S. Anderson is the handsome gentleman who now punishes the typewriter in the division office. He succeeds Lavern Hackmaster, who has returned to his home in Indiana.

DIVISION 5

Stoll Conklin & Co. will be the host to the Old Guard Fishing Club, July 4. They will go out in the steamer "Pepper" for deep sea fish. The guests will be Foreman T. Y. Dicky of Div. 2, Foreman John Robinson Div. 5, and Earnest Williams Div. 2.

J. M. Chandler is A1, all wool, and a yard wide. He has the smile that won't come off. It was my good fortune to break in under his instruction.

He impressed me firmly with the fact that the first thing after getting the fare was to ring it up.

Now Chandler has one reprehensible habit, viz., of reading in bed. The other night he dreamed he was working his run. Somebody handed him a nickel and with his usual promptitude he reached for the register cord and gave it a vigorous pull. He had grabbed the extension cord on his night light and presto! down came his bed-room chandelier.