



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

# MERIT SYSTEM EXTENDED

## USE GONG TO WARN---NOT TO SCARE

By JOHN C. COLLINS  
Traveling Supervisor of Safety

The doing away with the stop south of Temple on Spring has opened up a condition different from what it was before, so each man should study where the danger comes from and be guarded against those places. U. S. mail autos travel east on Temple, so a northbound car should run slow, especially if a car has just cleared Temple southbound.



Great care should be taken going against the switch point southbound. We have had five people hurt by southbound cars colliding with them. People get off of northbound cars and stand at loading stations, and walk back of that car in front of southbound car. The motorman on southbound car is looking at mirror and starts slow, not looking to the front before starting. The front corner of southbound car is the most dangerous point that has developed so far.

### Extra Care Needed

People walking from Postoffice or west to Temple car all use this path of travel. Vehicles and people use the same path of travel in front of northbound cars. Use judgment at this point. A collision of cars between the Plaza and Temple Block will tie up all service to the north end of the city. Don't do any speeding.

Where men are working on the tracks or excavating near them, slow down, sound gong, take no chances. These men are busy paying attention to their work, and expect you are doing the same. If you are they get the warning and time to get out of the road.

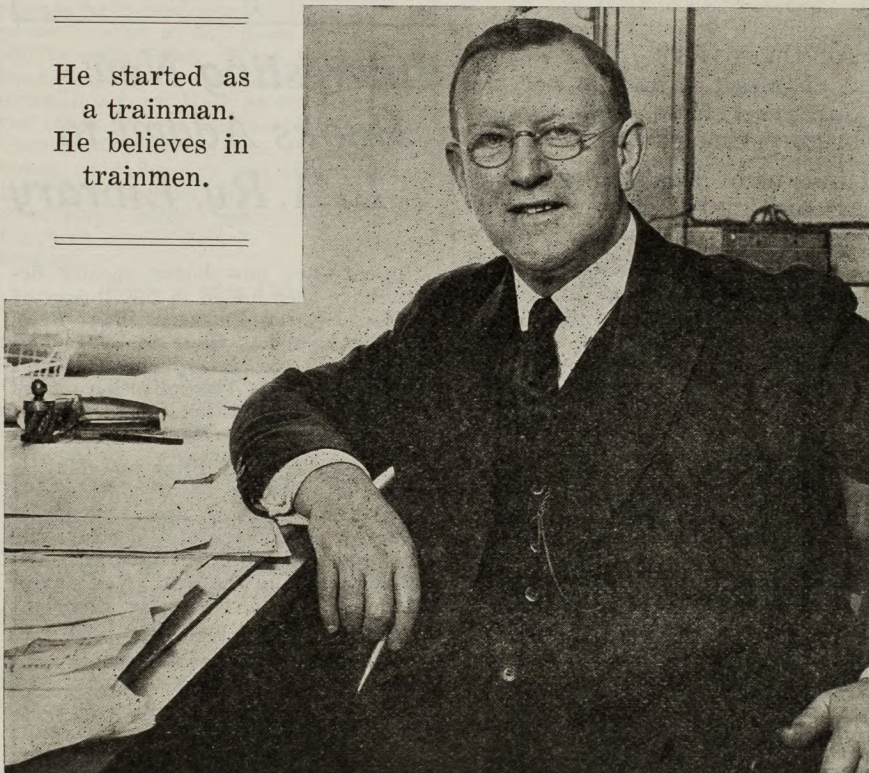
### Trap is Between Tracks

Never double up with another car if people are standing between the tracks. They may step back the last second into side of your car, which will knock them under car going in the opposite direction. Passing a standing car is always dangerous. It makes no difference where that car is, either going to or coming from town, people

(Continued on Page 3, Cols. 2-3)

## R. B. Hill, Superintendent of Operation

He started as a trainman. He believes in trainmen.



## Wide Choice of Trainmen Given L. A. Railway

By R. B. HILL,  
Superintendent of Operation

GENERAL industrial conditions have resulted in the filing of a very large number of applications for employment as trainmen with the Superintendent of Employment. The already large waiting list is growing every day. It consists of the names of applicants whose previous records show conclusively that they would make very reliable and trustworthy trainmen. So great is the list that the Superintendent of Employment is on the point of refusing to accept any more applications, because he believes that by doing so he may be holding out false hopes to many men.

### What Do Others Think?

This question is pertinent: Is it advisable to hold beyond a patient and reasonable period men now in the service who do not seem to care particularly about an efficient rating, and are we subject to criticism, by loyal trainmen as well as by the public, by

retaining in the service those employees who do not seem to care whether they make the most of their jobs or not?

The efficiency records under the Merit System contain the names of quite a number of men who seem to be making almost no effort to avoid being automatically dismissed from the service on account of their lack of interest in their work.

### Every Help Offered

While it is the policy of the Company to do everything within reason to assist these men in maintaining the highest possible standard of efficiency, I do not believe it is good policy under existing conditions to keep in the service for an indefinite period men who apparently care so little for their jobs as deliberately to disregard some of the most important and most easily understood rules.

Although the proportion of men now employed coming under this

(Continued on Page 2, Col. 3)

## R. B. HILL HAS DIRECTION OF CREDITS AND DEMERITS

Extension of the Merit System by the establishment of special bonus awards graduated downward from double the bonus to the man having the highest rating of record, and including a few "top notchers" in each division, is an outstanding feature of the program for 1921.

A new method of governing the period of employment necessary for participation in the bonus is to be used and it is believed it will be fairer to new men. It is provided that a trainman must have been in active passenger service six months from the date of employment to be eligible to the bonus list.

### In Service Six Months

Last year it was provided that a man had to have been in service six months prior to December 1 to participate in the bonus. This meant that a man who entered service the last day of May was entitled to bonus for six months and the man who entered June 1 could not participate.

The 1921 Merit System records date from December 1 last, as it was on that date the 1920 records closed. Accordingly, to be eligible for the bonus for the 12 months ending December 1, 1921, a trainman must have been in service since June 1, 1920. A trainman who began July 1, 1920, will be entitled to 11 months of the 1921 bonus.

### Time Explained

In the case of a man who begins May 1 next, he will have served six months on November 1 and will be entitled to bonus for the month of November. The plan will, therefore, eliminate a deadline under which a few days kept one man from sharing in the bonus while another, who began a few days earlier, received six months' bonus.

### Five Dollars Per Month

One hundred per cent or better will bring full \$5 for each month. When efficiency falls below 100 per cent, a trainman will lose on the bonus at the rate of 25 cents for every 1 per cent. Thus 99 per cent will mean a bonus of

(Continued on Page 2, Col. 4)

# Editorial Comment

Two Bells Is The Official Paper of The Los Angeles Railway

## Washington's Birthday

**T**HIS week we observe Washington's birthday. The observance is not with the fireworks of a fourth of July, but rather with our minds on the life of the father of America.

Washington was the leader of a group of courageous men who were firm in the principles upon which this nation is based. Sticking up for those principles in those days was not as easy as it is today, but they backed their principles with their lives. Their devotion to a great and just cause in those early days saved for us the principles under which we enjoy liberty and protection today.

Those principles have stood the test of peace and war. We saw it demonstrated in the world war when thousands upon thousands of Americans took up arms to defend those principles, while other thousands at home worked and sacrificed to support the fighting man. America gave the world one of the finest examples of patriotism that has ever been seen, but in such times there is no room for anything but the greatest degree of patriotism. In times of stress our very existence is staked on the achievement of our loyal, patriotic aims and motives.

In war every thought is centered on the welfare of the nation, but in peace times the conditions are changed. There is not the same tension and statements about our government which would bring a hot retort in times of stress bring perhaps a vulgar laugh.

The birthday of Washington reminds us of what America has meant to Americans through the years of history. It reminds us that we have a duty as solemn as those patriots of the early days had. To us is the duty of defending America today against those who would tear down the fabric of liberty-loving government by substitution of destructive creeds and "isms." It is our duty to lift a voice—and a firm voice at that—that those who would plant their seeds of destruction may know that Americans today stand for the same principles defended by the father of America whose birthday we honor and celebrate.

## MONTHLY DANCE NEXT SATURDAY

Special efforts are being made to have a good representation of all departments of the Los Angeles Railway at the monthly employes' dance, which will be held next Saturday evening, February 26, in Recreation Hall, near Division 4.

This time the evening will be devoted entirely to dancing with a peppy orchestra and lots of music. Refreshments will be served as usual and a good time is assured.

## Big Son of a Gun at Midget's Home

Conductor F. A. Bryant, the little midget of Division Four, broke up the Sunday meditations in the assembly room when he rushed in and informed the boys that at 11:15 o'clock the night before he had become a dad.

"What was it?" queried one of the bunch.

"A boy," he replied.  
"Is he anything like you, Shorty?" asked "Robbie," the clerk.

"No," replied the midget with a gleeful smile, "he is a big son-of-a-gun."

### Will Appreciate Visit

Mrs. M. W. Wilmot, whose husband, Motorman Wilmot of Division Three, is at the Golden State hospital, writes that although he is a very sick man, he is expected to pull through. He wishes to be remembered to all the boys and would be glad to have a visit from them. He is in room 123 at the hospital.

## P. C. McNAUGHTON GIVEN PROMOTION

An important position with the Los Angeles Railway has been given P. C. McNaughton, former superintendent of Division 3 and recently promoted to assistant superintendent of operations. Mr. McNaughton is succeeded by E. R. Dye, who has been with the company since 1903 as a conductor and instructor and is one of the most capable and popular men in the system.

In his new position Mr. McNaughton will represent the Los Angeles Railway in assisting employes who are sick. He will give his services in business affairs or any other matters vital to employes. The need of a man in this important service has been recognized for some time and Mr. McNaughton, by reason of his abilities and experience of 25 years in the street railway business here, is considered the man to handle it efficiently.

## Cars In Service Throughout Trip

The last paragraph of Rule No. 29 reads as follows:

**"CARS ARE IN SERVICE FROM THE TIME THEY LEAVE THE CAR HOUSE UNTIL THEY RETURN TO THE CAR HOUSE."**

This rule must be observed to the letter. Passengers must not be passed up when you are on your way to or from the car house.

Conductors and motormen are equally responsible for strict observance of this rule and will be penalized for all infractions.

GEORGE BAKER ANDERSON,  
Manager of Transportation.

## Blonde "Steno" of Legal Dept. Takes Ax from Accident

**M**OTORMAN T. A. CHAMBERS of Division Three had occasion to visit the claim department the other day on account of a collision with an auto truck. From there he was sent to the legal department. But it was by no means a saddening visit.

Ever since he saw the young blonde, he has been sending out warning for everything to keep out of his way. Motorman Chambers is as great an advocate of "safety first" as we have and he does not aim to run anything, be it auto truck or just an open switch. But he will remark that should some careless autoist gently skid into his car and flick a bit of paint from the fender it would have a redeeming feature by paving the way for another visit to the legal department.

## Interesting New Books Added to L. A. Ry. Library

Twenty-five new books, mostly fiction, have been added to the library of the Los Angeles Railway. Burt Rees, the librarian, has them ready for all employes in the library room, 764, of the main offices. The collection makes an interesting addition to the present varied supply of books.

"The Exploits of Bilge and Ma" is a book expected to be of considerable interest to ex-navy men. It deals with two characters of the navy who had some varied and humorous experiences during the war. The stories attracted much favorable comment when presented in magazine form.

The collection of books recently received is as follows:

Outline of History, H. G. Wells; The Strength of the Pines, Edison Marshall; Cow Country, B. M. Bower; Seed of the Sun, Wallace Irwin; The Mysterious Rider, Zane Grey; In Red and Gold, Samuel Merwin; This World of Ours, J. H. Curle; Best Short Stories of 1920, Edward J. O'Brien; The Exploits of Bilge and Ma, Peter Clark McFarland; Rim of the World, B. M. Bowers; Far Away and Long Ago, W. H. Hudson; The Tin Soldier, Temple Bailey; Keeping the Seas, E. R. Evans; Johnny Kelly, Wilbur S. Boyer; Mother, Kathleen Norris; The Tribute Beautiful, Margaret Hill McCarter; Leerie, Ruth Sawyer; Youth in Harley, Gordon Hall Gerould; The Portygee, Jos. C. Lincoln; Penrod, Booth Tarkington; The Trumpeter Swan, Temple Bailey; Oh, Virginia, Helen S. Griffith; Captain Maedoin's Daughter, Wm. McFee; Harriet and the Piper, Kathleen Norris.

## WIDE CHOICE OF MEN AVAILABLE

(Continued from Page 1, Col. 3)

classification is small, in the aggregate it is altogether too large—approximately 200.

### What Kind of Partner

I would like to ask the men who do appreciate their jobs and who are trying to render the best possible service this question: Whom do you prefer to have on the job with you—the men who are of the "don't care" kind, or new men, some of those whose names are now on the waiting list, who probably in a very short time would take rank as efficient, careful, courteous, ambitious, loyal employees?

# NEXT SAFETY RACE BEGINS FEB. 27

The second safety contest will start February 27 and continue for ten weeks. The period of the contest will be shorter than in the one recently finished, in which Division 2 took first honors in accident prevention.

Accident liabilities of each line, as established by records of the recent safety contest, will determine the handicap for the divisions. This information will be more exact than that upon which handicaps of the previous contest were based.

The "Premier Safety Division" flag is now flying from the flag pole of Division 2 and the "Safety" streamer adorns the division headquarters. The winner of the next safety contest will hold the big flag and also win a "Safety" streamer.

The handicaps of the divisions are being computed and will be announced next week.

## CLEAR RECORD 3 MONTHS REWARDED

(Continued from Page 1, Col. 4)

\$4.75 for the month. A rating of 85 per cent would cause a loss of \$3.75 and give only \$1.25 bonus for the month.

R. B. Hill, superintendent of operation now has charge of the Merit System. He will hear cases in which trainmen appeal against the assessment of demerits, and his judgment will be final.

### Credits for Clear Record

The system of giving extra credits for clear records for a definite period has been changed. It has been found that in some cases a matter of possible inefficiency cannot be determined within a month and an award of credits for clear record in that period might not be justified. However, such cases can usually be cleared up in three months and the period for awarding credits for clear record is, therefore, made three months, effective March 1. It has been decided that an award of 50 credits for clear record for three months is the best for fairness and efficiency.

## Motorman Kilbourne Dies After Accident

A veteran employe of the Los Angeles Railway, Motorman F. R. Kilbourne, passed away last Wednesday following a downtown traffic accident. Motorman Kilbourne was hit by an auto truck and, although he made a game fight at the hospital, the odds against him were too great. He was a member of the Employees Co-operative Association.

Motorman Kilbourne entered the service in 1898 and was one of the best known and popular trainmen of Division 1. His kindly manner and the patient help given at all times made him beloved among his associates.

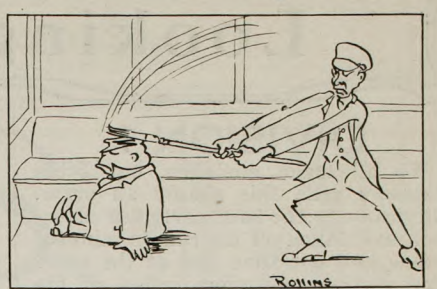
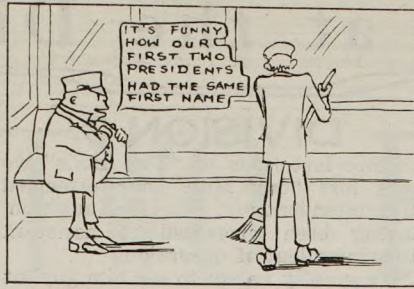
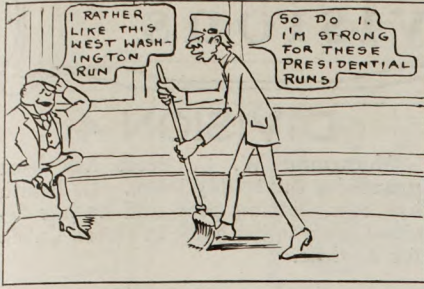
### G. W. Chapman Recovering

Conductor G. W. Chapman of Division Three has returned to his home after four weeks in the Good Samaritan hospital. He lives at 5408 Abbott Place.

G. W. says he is improving rapidly and wishes to thank the company for the assistance given him.

# Conductor Ding and Motorman Ding Ding

By Rollins



## Bouquets And Things

(Hand Picked)

The rush hour puts a trainman to the real test. If he can handle the big crowds properly he will have no trouble with the lighter loads. This is the type of conductor the writer finds J. C. Cave of Division 4 to be:

Los Angeles Railway.  
Gentlemen:  
I am writing in regard to conductor No. 2568, on the West First Street line. I have ridden on street cars in a great many cities but have never seen as courteous or kindly a conductor. For months I have come up on his car about 6:45 at night, when the rush is still on, and I ride almost to the end of the line, and I have never seen him anything but courteous and thoughtful and trying to help everyone. And I think I am only one of a great many who appreciate this man.  
Yours very truly,  
E. GARRETT SMITH,  
Westbrook Apts.,  
310 S. Alvarado.

Here is as good an all-round bouquet as could be given in so few words. The following letter covers most of the phases of good street car service and commends Motorman J. Harbison of Division 3:

Los Angeles Railway.  
Gentlemen:  
I wish to thank the company for having motorman No. 2733 in their employ. I do not know his name, but have noticed him on several occasions, and wish to say that he is not only a careful and thoughtful man, but kind and courteous to all passengers.  
Yours truly,  
MRS. F. E. WATERS.

Conductor G. W. Coulter of Division 2 receives this bouquet for rescuing a bag and money left on a car by a passenger:

Los Angeles Railway.  
Gentlemen:  
I was a passenger on Maple Avenue line. In getting off the car I dropped my bag. Did not miss it until I was off the car. The bag had my glasses, keys, three dollars in money and other things. I took the next car to the barns as the car was going north. I found the conductor of car (No. 972) that I was on when I dropped my bag. He returned the bag with everything just as I lost it. I wanted to give him the money that was in the bag, but he would not accept a thing. Said he was glad to return the bag, so I thought it my duty to recommend his honesty, as I could not say he found the bag.  
Respectfully,  
MRS. L. B. HARTMAN,  
1016 South Hope Street.

If they were all like Conductor H. J. Holler of Division 5 there would be very little criticism against street car service. That is a mighty nice expression from a passenger. There is no reason why every trainman should not be just as courteous and efficient as is the conductor praised in this letter:

Los Angeles Railway.  
Gentlemen:  
It was my good fortune to ride on a University car east from Fifth and Spring to Tenth and Figueroa streets, and was highly pleased with the manner of conductor No. 2234 in handling a very much crowded car. More like him would no doubt do much to relieve somewhat the unfavorable criticism so many indulge in, because of failure to stow the people up front.  
Certainly No. 2234 deserves credit. Regret I do not know his name.  
Very respectfully,  
CHAS. P. BROWN,  
4323 N. Griffin Avenue.

## POWER DELAYS REDUCED BIG LINES CUT IN SECTIONS SUBSTATIONS IMPROVED

AN important step to minimize delay arising from broken trolley wires or other damage to the overhead which affects power, has been taken by the electrical department.

West Seventh and West Eleventh streets have been sectionalized so that power trouble at any point will not tie up the entire line. West Seventh has been divided into two sections, the first extending from Main to Figueroa and the other from Figueroa to Sixth and Commonwealth. In this way a trolley break near Seventh and Hill will not halt cars beyond Main or Figueroa streets and trouble near the end of the line will not be felt in the downtown section.

### More Feeder Cable

The West Eleventh line has been divided into three sections at a cost of \$5000. The divisions are Main to Georgia, Georgia to Tenth and Gramercy and from there to Los Angeles high school. This split is made by sectionalizing switches and by use of more feeder cable and increased substation equipment.

Voltage conditions along Vermont south of Santa Barbara avenue are to be improved by the use of \$9000 worth of new feeder cable out of the University substation.

An expenditure of \$2000 is involved in installation of new feeder cable for Hooper Avenue from Twentieth street south.

A troublesome power spot at Sixth and Alvarado has been adjusted by the use of \$1000 worth of new feeder to give more power, which will be especially beneficial in the rush travel. Heretofore a trolley break at Bunker Hill on the West First line would hit Sixth and Alvarado, but a sectionalizing switch will eliminate this.

### Voltage Is Increased

The Brooklyn Avenue line from Soto to Evergreen is to have 2500 feet of new feeder cable before the end of this month.

Work is in progress at four substations to improve voltage conditions on the lines they serve. An extra 600 K. W. motor generator machine at the Slauson substation is having the stator rewound. Number three machine will be overhauled, have a new commutator and also have the stator rewound at a total cost of \$5000.

### Capacity Increased

A marked improvement in power conditions on the Garvanza and Eagle Rock has resulted from \$5000 worth of work at the Huron Avenue substation.

The capacity of the Soto substation has been increased 30 per cent by installation of a third machine with 600 K.W. capacity.

A 1000 K.W. motor generator at the Plaza substation is being rewound and the second is to be overhauled.

## On The Back End

(Contributed)

Conductor R. Dean may be a good over-sleeper, but at running a foot race he's the bunk. He compelled a colored gent to pay a fare in place of a bum transfer and when said gent was getting off the car he made a swipe at Dean a la Jack Johnson, but fell short of the mark. Dean chased him two blocks, but no use; too fat and no wind. Colored gent won the race.

Foreman T. Y. Dickey and Clerk C. J. Clark of Division Two has entered into an agreement to quit smoking, and are living up to same, when both are on the job. What about that, C. J.?

A few answers from Division Two men to income tax questions:  
Married or single? "Jury still out." "Single! Thank the Lord"—evidently he didn't know it was an income tax report.  
Have you got a wife? "Yes, but she has no husband."

One motorman reported single, came back in a few hours, and had it changed to married. Forgetful or quick work, which?  
Married or single? "Don't know yet, will let you know tomorrow."  
J. P. H.

Through our "Two Bells" I wish to challenge any man in the service to a series of ten games of checkers for the championship of the Los Angeles Railway. I am not a professional, just a good amateur. I have played some of the good players here at Division Two and have not lost a game. However, some of the fellows have held me to draw games. Respectfully yours,  
CONDR. M. W. NELSON.

Sometimes our passengers get sore  
And swear and tear and slam the door,  
And cuss the railway right.  
Then is the time the wise old "Con."  
Just turns his broadest smile on,  
And holds his temper tight.

The rattle-pated smart young kid  
Will swell right up and tilt his lid,  
Just spoilin' for a row;  
And then he gets a letter  
Sayin', "Boy, you must do better  
Or you'll go back and plow."

Conductor R. C. Robson is on his West Jefferson run again, after being on the sick list for about ten days. Glad to see you, "Bob."

## DO NOT SCARE CROSS WALKERS---HELP THEM

(Continued from Page 1, Col. 1)

get off most any place, and may walk back of that car into yours. Children are very apt to do this.

The time when you are off your guard is when they do it. The only safe way is to slow down and sound the gong; always expect someone to walk back of that car, and always be ready.

I had this brought very forcibly to my mind a few years ago on East 1st. I had cautioned an old motorman for this practice several times, telling him the danger. He said that he had run a car before I ever saw one and never had an accident of that kind, as he always looked through the car, and could see the street as a car was approaching. I told him it made no difference if he had run a car a hundred years, he was using poor judgment, and the only reason that he had not hit anyone, was that no one crossed back of the car as he was passing, but circumstances would twist themselves around so it would happen some day.

### Carelessness Caused Death

About three months after our last talk his car cut the head off of a little Russian girl, who was going to the store for a bottle of milk and ran back

of a standing car in front of his, and he was not prepared for the emergency.

This man had to quit the road on account of a nervous break-down in about six months. While on the cars he would rather see most anyone get on his car than myself. After the accident, he would hunt me up for an hour's talk about twice a week until he went to work in Hollywood, where he is at the present time. We are very good friends now. I was always his friend, but he could not see it until this thing happened.

### Watch for Cross Walkers

People do not realize the dangerous positions in which they place themselves. Their judgment is not always properly developed along this line. While others are in deep thought, having their minds concentrated on something, forgetting all else, you can't compare them with yourself. Your work is of an active nature, while theirs may be just the reverse.

In the up-town district, if cars are moving in opposite directions, and crossing an intersection, as the rear of the car clears across walk, the people halted by the body of the car will start and may walk in front of your car. The cross walks on both sides of the street are dangerous. Learn where the danger comes from, and act accordingly. Be protected in time.

## Introducing: New Men of The Week

- DIVISION 1  
Motormen—F. E. Simmons, C. M. Horsford, W. E. Hardesty.  
Conductor—A. Haley.
- DIVISION 2  
Conductor—W. S. Culver.
- DIVISION 3  
Conductor—A. L. Kidd.
- DIVISION 5  
Motormen—J. A. Norris, S. M. Taylor, R. J. Wright, A. Johnson, A. A. Sprung, O. S. Briley.  
Conductors—N. C. Wytcherley, D. L. Frye, D. W. Fields, W. J. Loudy, S. Dunham, V. T. Pratt, R. E. Harner, S. S. Goldsmith.

# Looking 'em Over at the Divisions

## DIVISION 1

We all make mistakes, but Billie Mathews calls this simply an error. Billy came to the barn early one afternoon and called off his run 50 minutes before pull out time and at the same time another motorman called off his run. The clerk gently laid a disc on the counter; Billy, not looking, took it, put it in his pocket and just as he was due out he rushed out on his car only to find that he had No. 8 instead of No. 4. Meanwhile, Billy went to get his correct number. An extra man was on the car ready to pull out with the proper disc. But Billy did not consider himself missed out.

With much surprise, Bill Bailey, Division One student instructor, was seen pulling a car in uniform same as all motormen have.

Conductor A. E. Pingrey says he likes his job on the work train since he was promoted to motorman and Motorman John Wilson is his conductor. Some crew!

Since the publication of our assistant foreman, Dan Hanley, being such a good looking man, he has supplied himself with a safety razor which he uses before going out on the corner every evening. Dan says that there's no use for a rival to show up on these corners, as he has all colors corraled; but look out, Dan, for Night Clerk Roy Ruggles.

## DIVISION 2

Conductor A. L. Leavitt entered the bonds of matrimony February 19. His better three-parts was Miss Stella Bonnier. After the wedding, they will be at home to their friends at 225 East 52nd street. Congratulations!

Instructors L. F. Crandall and P. V. Mathews have just returned to platform service.

Supervisor C. O. Rose has also started on his old job again as nickel grabber, being an expert at the game.

Conductor H. S. Crawford, who enjoyed his vacation visiting friends and relatives in Fort Worth and several other Texas cities, has just returned, reporting a fine time.

Conductor W. A. Pilcher and Motorman W. J. Teahan are breaking in for supervisors.

Motorman C. A. Howard, who recently returned to train service from maintenance of way department, has secured two months' leave of absence to work on his ranch in Brawley.

Conductor H. A. Hanson is on a 10-day leave, taking a trip to see how things are going on his ranch in San Diego county.

Conductor A. M. Houston has got a week's vacation to rest in.

Conductor A. Z. Bristol says mistakes will happen. Came up to report for his run one Saturday morning, saying: "I am about 10 minutes late; overslept; was informed run hadn't gone out." A. Z. being about twelve hours ahead of time, was marked up to a night run.

Motorman C. G. Lee, who, some time ago, met with an accident while cranking his Ford, is improving and expects to be back again soon.

Operator H. A. Cornwell has returned to duty again after being absent for two weeks on account of illness.

Motorman P. A. Clark is on the job again after being off a couple of weeks on account of sickness.

## Who's Who



WHEN Division Three was opened some thirteen years ago, among those present was W. B. Boynton, now known as No. 1 of the mechanical department. He had the above picture taken under THE division tree and under protest.

No. 1 has two failings. The first is telling fabulous yarns and the second is an automobile. If it wasn't for No. 1 Lee Lewis would get all out of practice on his famous fishing stories.

The automobile chaperoned by No. 1 ferries himself and wife hither and yon on vacations. When not telling yarns or driving in his auto No. 1 presides over a lathe in the Division Three machine shop.

## QUESTION BOX

**QUESTION:** Who would have the right of way at a curve where car on the outside curve has made a stop?

**ANSWER:** Rule No. 60, Section D, states that the cars on outside of all curves have first right of way (with three exceptions). In case the car on the outside curve makes a stop before he enters curve, he loses all rights, and if car on inside curve is ready to make curve, he should proceed. If both cars have made stop, then the tapping of gong will indicate the first right of way, regardless of curve. In case both cars tap gong at the same time, the outside curve would have the first right.

**QUESTION:** If a shuttle car operator rings down a main line car, has the motorman the right to disregard the signal because he is going to the car house, no follower in sight?

**ANSWER:** No. If you will note the last clause of rule No. 29 you will notice that because a car is on its way to the car house is no excuse for leaving passengers, as the car is in service from the time it leaves the car house until it returns, except where car is disabled. If the motorman tries to run away from the passenger, the conductor should ring him down, as the conductor is responsible for leaving terminal. If the passenger was in a position so motorman could see that he was trying to catch the car, he is equally responsible.

**QUESTION:** Is this the proper way to ring a car down: Two taps of the gong, short interval, followed by two more taps of the gong, another short interval, then one tap?

**ANSWER:** The above rule came out in the form of a bulletin, No. 208 of 1918, and was carried forward as rule No. 43 in the 1918 Rule Book, but you will note that it was not carried forward in the 1920 Rule Book, which superseded all previous bulletins and Rule Books. The rule that is in effect at present is general rule No. 10, page 3, which superseded the rules of 1918.

**QUESTION:** If you were a conductor and a passenger got on your car and started cursing the service to you, would you argue with him, apologize to him, or not answer him at all? Do you not think that the latter procedure would be best?

**ANSWER:** If you begin to argue with him, you allow yourself to be lowered to the same level as this passenger, who probably had no grievance with the company, but something had gone wrong with him, possibly at home, and the conductor, a public servant, being the first person he comes in contact with, he tries to give vent to his feelings on him. The best way in the world to handle a man of this type is to meet him with a pleasant word, and if that will not convince him that he is wrong, it is best to say nothing.

## DIVISION 3

Since last issue of "Two Bells" we have lost "our Mac," our esteemed superintendent, P. C. McNaughton, having been promoted to assistant superintendent of operation.

We greatly regret to see him go, but at the same time congratulate him. He will be greatly missed by the men of this division, especially by the older trainmen and his associates in the office, for "Mac" was a prince any way you take him. If a man was in trouble and went to "Mac" he was always there with the big heart and would do all in his power to assist him, and his office force that had been associated with him for the past 12 years regarded him as friend and brother and, as I said before, we will greatly miss him. No doubt he will drop around to see us once in a while, as I am sure that he will not be able to stay away. We all wish him every success in his new position.

His successor, Mr. Eddie Dye, is settled in his job and taking hold of things like a veteran. Although a stranger to many of us, he is well known to most of the older boys, he having been a conductor at Division One in the old days, transferring to Division Five when that division was opened, and for the past year or so has been student instructor at that division. Everybody says Eddie is a fine boy, so we can all look forward to a square deal and good times for Division Three. We extend to Eddie the right hand of good fellowship and promise him our hearty co-operation in making Division Three keep up to its old standard—second to none.

Extra Conductor C. M. Chaney has been granted 90 days off and will visit his father, who is very ill at Coalinga, Cal.

Extra Motorman H. H. Lamb has 60 days off and has left for Augusta, Kansas, where his wife is very sick.

Motorman B. Wither has returned to us, he having left us about one year ago to take a position in the mechanical department at Division Four. But the last few months has been in the train service at that division. He is changing seniority with Motorman J. L. O'Hara, who wished the change on account of property interests in the vicinity of Division Four. We are glad to see you back, Wither.

When are we going to have a shake-up did you say? Well, that's as big a mystery as the Spanish woman. "I don't no nothin' 'bout it."

We are all sorry to see our jovial friend, Harry Beals, leave us, as our student instructor, as Harry always has a smile for everybody. That makes a fellow feel good. He will take a vacation of a few weeks before resuming his duties as a first-class nickel grabber.

Some class, eh? Extra motorman coming in a sedan to see what he has for tomorrow. Gee, but ain't it "L" to be poor?

## Div. Gets 102 New Men in Association

Heads up, fellows! Look what Division One has accomplished.

Although it has the fewest men of the five divisions, 102 new members have been recruited for the Employees' Cooperative Association by Conductor L. E. Adkins and Motorman G. L. Kerr. Sixty of the new members are married and 42 are single.

Are you a member? Is your partner? If not, sign up in the association and benefit branches at once. You will get the worth of it.

## DIVISION 4

Motorman W. C. Scott has been granted a thirty-day leave. His health has been getting poor and he has decided to go to his home in Orosi, Calif., for a while.

Motorman E. A. Cutler was working the LaSalle shuttle one night about a week ago. A certain lady who it appears was quite friendly with the regular night man made a mistake. E. A. had his back turned while the lady was walking towards the car. She thought he was the regular man. She picked up a tin can, threw it at him and knocked his cap off. When he turned around she almost died of embarrassment.

Last Monday morning we sure had a bunch of busy bees on show-up. It "sorta" broke up the natural blueness of the day. Who were they? Burke, Butcher, Bridges, Bryant, Brown and Bateman.

Our division lost one of its best runs last Tuesday. Yes, yes, it is a sad story. It was the La Salle shuttle. (Ofergawdsake.) We sympathize with the veteran conductor, A. J. Bowen, who will now "buck the board." The writer thanks Mr. Boyd for the run on West "Mutt."

Orders from "general headquarters" have made some radical changes in our "outfit." "First Lieutenant" A. A. Goldsmith, who has been drilling "rookies" for the past eighteen months, will take his place among the "privates" on "guard duty" at "Fort Georgia." "Top Sergeant" W. A. Driggs will take care of the "recruits" which may be "enlisted" from now on. "Brigadier Generals" Williams, Mann, McNaughton, Wimberly, and Morrison will report to "General" R. A. Pierson and receive orders to tour and inspect the "trenches" occupied by the men of their respective "divisions." There will be a secret "dress inspection" by "First Lieutenant" Hoozzie.

Speaking of miss-outs, alibis, and other things of the same nature, the following incidents of the past week might prove interesting. Motorman R. H. Hook stood at Pico and Figueroa from 7:45 p.m. until 8:15 last Saturday evening waiting to make a relief which he thought was due at 7:52. The car did not come, he got tired of waiting and walked back to the barn, where he found out that he had missed out at 7:52 that morning.

Conductor E. C. Croughan missed out on an early show-up recently and when pressed to explain his tardiness he explained thusly, "My watch was—is broke. It has—it won't run. Another thing—why—ah—er—I haven't got one."

But Conductor E. L. Corwin wins the solid rubber crowbar. E. L. has just lately been O.K.'d. He was discovered at 3:30 last Sunday morning waiting to make a relief at Pico and Figueroa. It seemed as though there was a tie-up on the line, so he went over to the barn to explain it, but he found out that his car was not due until 3:30 that afternoon. E. L. says he never drank any "schnops" in his life.

The following platform men are on the sick list and would be glad to have any of their brother trainmen visit them: Conductors A. L. Hartman, F. E. Hamilton, W. L. Settles, C. Willcats, W. F. Metzger, A. E. Clark, L. G. Dahlbrink, S. F. Sutherland, H. J. Cook, and Motormen A. J. Underhill, D. S. Pagliassotti, C. G. Lee and E. Duguete.