

1916 MEN TO GET BONUS

REGULATIONS FOR SYSTEM EXPLAINED

As the merit and bonus plan bulletin for 1924 contains a few changes from the previous method of administration, brief explanation of some of these features is presented.

The automatic cancellation of demerits after 90 days, providing the trainman has not repeated on the offense for which he was demerited, is intended to let trainmen benefit by correction of their mistakes. Repeated offenses along the same line will bring increasing demerits, but correction of the offense will automatically remove the bad marks.

Former Record Consulted

Although each man starts the new bonus year, December 1, with a record of 100 per cent, his former record will be consulted in cases where demerits for any offenses have been raised five at a time because of successive violation. The number of demerits given will begin where the former marks ended.

With supervisors, instructors, safety bureau men, and others, actively at work on the lines, it is possible that a trainman might be cautioned for the same offense 100 or more times. This year cautions will be changed to demerits when it is found that a trainman is repeating the same offense for which he has been previously cautioned.

Previous Knowledge Considered

Where men reenter the service after quitting and come under the 90-day probation system, they are free from assessment of demerits. In many cases these men are familiar with rules and take unfair advantage of the fact that they will not be demerited. Hereafter, previous experience will be taken into consideration and will have considerable influence on the question of retaining these men in service.

Any man automatically dismissed because he let his efficiency drop below 75 per cent or who is discharged for a specific cause and is later reinstated, will class as a new man as far as the bonus records are concerned, and the bonus money he will receive will date from his date of reinstatement.

Show Genuine Efficiency

The recent series of efficiency records reproduced in Two Bells showed that the man who builds up a record by keeping away from demerits is more efficient than the man who

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Here Are Merit and Bonus Plan Rules for New Year

MERIT AND BONUS PLAN For 1924

THE Merit System will be continued for 1924 with but few changes, the most important of which will be that no demerits will be cancelled except on account of errors; provided, that any demerits assessed will be considered as automatically cancelled after ninety days from date demerits were entered on cards, if the trainman has not again been demerited within that time for the same offense.

Entries of change of percentage of record on account of such automatic cancellation will be made at the close of the calendar month during which the ninety day period ends.

The Bonus System will be continued as at present, \$5.00 per month for all men coming under the bonus plan being set aside for the purpose of paying such bonus, this bonus being entirely separate from the Merit System and in no wise a part of the regular wage scale.

Full bonus of \$5.00 per month will be paid to such men as have been in the service for six months or more, providing the man does not lose more than five days' time in any one month, maintains an efficiency rating of 100 per cent or more each month, and remains in the service until the close of business on November 30, 1924. Deductions will be continued as heretofore.

Any surplus left from the appropriation for such bonus which may be unused due to some trainmen not earning the full bonus will be distributed in equal amounts to 110 trainmen, this being 10 Safety Operators, 10 Conductors, and 10 Motormen from each division who have maintained a good efficiency rating, together with having worked regularly, shown willingness to meet all conditions under which they may be called to operate, maintained a neat personal appearance, and a clear record for courtesy and safety.

It is the sincere hope of the management, however, that during the coming Bonus year every trainman will maintain a record that will entitle him to the full bonus, leaving nothing unearned to be paid to another.

December 1, 1923.

Manager of Transportation.

Approved

General Manager.

PAYMENT WILL BE MADE FRIDAY

Payment of the 1923 Christmas bonus will be made to 1916 trainmen of the Los Angeles Railway next Friday.

The meetings for distribution of the bonus checks will be held in Forrester's Hall, 951 South Olive street, third floor, at 10 A. M., 1 P. M. and 8 P. M. Trainmen are asked to attend the meetings most convenient for them.

R. B. Hill To Preside

In the absence of George Baker Anderson, manager of transportation, who will be away, R. B. Hill, superintendent of operation, will preside at the meetings. The 110 winners of special bonus prizes will be announced at each meeting.

The exact amount of money that will be paid has not been computed, but there are 86 more men to receive bonus this year than last. The total last year was 1830 trainmen. Division Two has the highest number of men receiving full bonus.

Special Awards

The special awards to be made to the ten top safety car operators, and the ten top motormen and conductors of each division will range from \$10 to \$100. These awards are made in addition to the regular bonus which is \$60, on a basis of \$5 per month.

Bus Garage At 16 St. Completed

The bus garage near 16th street and and Pedro has been completed. The building will be used entirely for storage, and repair work will be done in the shop building west of the bus quarters.

Three racks and pits for cleaning and lubricating buses and other motor vehicles are being built at the east end of the shop.

New Steam Hammers Bought For Shops

A new steam hammer which strikes a blow of 1500 pounds, has been installed in the new blacksmith shop at South Park. A smaller hammer of 600-pound type also has been purchased and installed. This is the first equipment to go into the new blacksmith shop. Cement bases have been laid for other machinery which will be moved soon.

Editorial Comment

Two Bells is The Official Paper of The Los Angeles Railway

Even Prizes For Top Men

THE change in the administration of the bonus system, as it affects the 10 top safety operators and the 10 top conductors and motormen of each division, is worthy of special consideration. The management will appropriate sufficient money to pay full bonus to every trainman, under the assumption that every man will maintain a record entitling him to the full bonus.

The money unused, due to some trainman not earning the full bonus, will be distributed equally among the 110 top men.

This change will eliminate the grading of top men, which is an extremely difficult task. In many cases a very slight difference in the records has meant a difference of \$50 in the amount of special bonus money received.

It is believed that the new system will prove satisfactory to trainmen and officials.

This Balance Needs Fixing

THIS issue of Two Bells is largely devoted to the Merit and Bonus system as it is the foremost thing in the transportation department at present.

While the exact amount of bonus money and special prizes has not been established, it is expected to run a little under \$100,000. This is a good round sum and it is to be divided among 1916 trainmen as a result of 12 months careful service.

In the safety meetings held at the divisions, the general claim agent said that 1923 accidents will cost the company about \$350,000, or roughly, a third of a million dollars.

\$100,000 for efficiency.
\$350,000 for carelessness.

They make a striking contrast that should start some thinking in the head of every man in transportation service. Some of the accident claims involved large sums of money that the company had to pay out because someone was careless for just a moment.

Every man who is worth his salt has an interest in this situation. It is not the claim agent's exclusive worry.

The Merit and Bonus system emphasizes courtesy and safety. If a man is courteous he is reasonably sure to keep out of accidents. Anyway, it is not courteous to jolt a woman passenger off the steps or promote any other kind of accident. But when a man catches the spirit of courtesy and safety and sticks to these two ideals at all times, then that \$350,000 for carelessness will drop—and that \$100,000 for efficiency is sure to come up because more men will be drawing larger bonus checks.

HOW BONUS CHECKS WILL BE DIVIDED

THE following table shows the number of men at each division to receive bonus checks. The first column shows the number of men to receive full bonus of \$60. The second column, marked "partial," shows the number who will receive less than the full

bonus due to their being off duty more than the allowed five days per month or because their records have dropped below 100 per cent in some months. The third column shows the men who have participated in the bonus for less than a year:

	Full Bonus	Partial Bonus	Part of Year	Division Total
Division 1	25	221	97	343
Division 2	42	301	106	440
Division 3	33	303	132	468
Division 4	33	214	59	306
Division 5	30	222	98	350
TOTALS	163	1261	492	1916

1924 Rules Explained

(Continued from Page 1, Col. 1)

builds up a high percentage from small deeds which are in the line of duty and offsets his demerits in this way. In the coming year credits will be given on the basis of genuine efficiency and not for acts which are directly in the line of duty.

With provision made for the automatic cancelling of all demerits, and the payment of equal special award to the top efficiency men, liberal administration of the system is provided and at the same time the records will indicate more closely than heretofore the real efficiency of a trainman.

LISTEN TO US GROW

Here's action. Thirty-eight CARLOADS of street railway equipment rolled into Vernon yards since December 1, and answers roll call like this:

Thirty cars of rock, three of ties, two of cable, one of poles, one of motors and one of multiple unit control.

Gosh! How the old town grows.

BULLETINS

Issued December 10, 1923

BULLETIN NO. 202 Notice to Trainmen

As rapidly as the work can be done Safety Zones are being painted across tracks for the protection of school children.

At all points where such zones are established by the painting of these lines in the vicinity of schools all cars will make an arbitrary stop with the fender at the first line of the zone between the hours of 7 A. M. and 4:30 P. M. on school days only.

Motormen and Operators failing to make such arbitrary stops will be subject to ARREST on account of violation of this Section No. 57 of the new Traffic Ordinance.

BULLETIN NO. 203 Notice to Motormen and Safety Operators

Attention of motormen and operators is called to rule No. 13 on page No. 4 of the operating rules, regarding action to be taken when delays occur due to power trouble.

Any man found leaving controller on one or more points while waiting for power to come on will be given 50 demerits for the first offense. More drastic action will be taken if the offense is repeated.

BULLETIN NO. 204 Notice to Conductors

Pass No. 7248, issued to O. G. Moore, Motorman Division No. 3, reported lost in Bulletin No. 195 has been recovered.

BULLETIN NO. 205 Notice to Trainmen

Toilet privileges are provided at Hawthorne for the use of trainmen in the Mission Garage, and trainmen at that point will confine themselves to the use of this location.

Complaint is made that some men are using the toilet in connection with the service station of Mr. M. B. Garton and this practice must be discontinued at once.

BULLETIN NO. 206 Notice to Conductors

The following passes are reported lost: No. 5476, issued to E. D. Smith, Motorman Division No. 4.

No. 5965, issued to G. W. Dilts, Motorman Division No. 3.

No. 7060, issued to G. E. Smith, Conductor Division No. 2.

No. 7479, issued to F. M. Roberts, Conductor Division No. 3.

If presented for transportation, take up, collect fare and send to this office with report.

BULLETIN NO. 207 Notice to Conductors

Fireman's transportation book No 2738, issued to Jesse I. Napper is reported lost. If presented for transportation, take up, collect fare and send to this office with report.

P. B. Hill
Supt. of Operation.

60 More Motors Here But Small Parts Hold Cars

Sixty Westinghouse car motors have been received since December 1, and are being placed on the new cars which have been waiting for the equipment.

It is hoped to have all the new cars which have been purchased in the East and built locally, in service for the Christmas rush but shipments of the multiple unit equipment have been incomplete and the lack of small parts is holding the cars at the shops.

Rules Governing Arbitrary Stops

If an arbitrary stop sign disappears suddenly and the stop has not been officially cancelled by bulletin, cars must be halted at the accustomed spot. This rule is given to cover cases in which a sign blows down. The stop is marked for safety purposes and it is essential that this safety be maintained in emergencies when a sign comes down accidentally.

G. B. A. ACTS IN BIG TRAFFIC MEETING

George Baker Anderson, manager of transportation jammed two extra suits of heavy winter ones in his suitcase and left last Wednesday night to attend a meeting of the superintendents division of the California Electric Railway Association in Oakland, and from there to proceed to Chicago to meet with other members of the traffic regulation committee of the American Electric Railway Association.

The traffic committee of the national organization is composed of officials of seven leading street railway systems, and is seeking to develop plans for general improvement of traffic movement. A large part of the session will be devoted to consideration of proposals for traffic regulation submitted by Mr. Anderson at the convention of the American Electric Railway Association in Atlantic City last October.

R. B. Hill, superintendent of operation, and R. R. Smith, assistant superintendent of operation, also attended the meeting of superintendents in Oakland.

Record Size Wire To Carry Power

A shipment of 1000 feet of two million C. M. rubber covered wire is en route to Los Angeles for use as feeder cable in connection with the new automatic substation equipment at Fifty-fourth street and Second avenue and the second unit of Melrose. This is the largest wire ever ordered by the company. Other shipments of one million C. M. and 600,000 C. M. wire are expected.

BUS DIVISION

Heretofore we have not contributed any news to Two Bells on account of adjusting ourselves to the new work. As everything is hitting on all four and that we have grown to the size of having two supervisors, three receiving clerks, twenty-seven bus operators, one night watchman and a fine bull pup, we believe it is time for us to appear in print.

Glad to learn that Bus Operator J. W. Emblem's wife who has been sick in the hospital for some time is now recovering. The "going" has been rather hard for Emblem lately as his father is also seriously ill.

Talk about your magicians; just watch bus operator H. Heavey stick a pin in the abdomen of a house-fly and watch it juggle the cork dumb-bells. It beats the "Flea Circus at Venice."

Bus Operators E. R. Erskine and C. W. Brown are on the sick list this week. It seems to be severe colds.

Speaking of aristocrats, if anyone desires an appointment with B. O. C. W. Campbell, meet him at "The Biltmore" at luncheon among the "Idle Rich."

WANTED: At Bus Division—One Morris Chair for the night watchman.

A Sheik to work on South Main when E. A. Hagen lays off.

Private secretary to keep telephone numbers for E. A. Hagen.

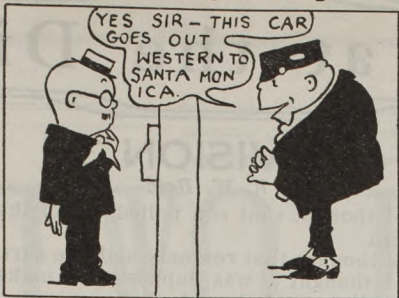
For Operator J. L. Young, Div. 4

Mr. Lilley says he has only an acquaintance as a daily rider with the operator of the Manchester line car—leaving Manchester and Moneta at 7 P. M., but he desires to state that in this man the L.A.R.Y. has a valuable employee. One very pleasing to the public.

D. LILLEY,
804 S. Main

Conductor Ding and Motorman Ding Ding

By Rollins



Bouquets And Things (Hand Picked)

For Condr. I. E. Gott, Div. 3
 Conductor 310,
 Los Angeles Railway.
 Dear Sir:
 I am enclosing stamps for fare, which you so kindly let me have Friday morning on the way to the city. Thank you most cordially for your kindness and your gracious action.
 With best wishes for your highest good,
 I am

Cordially,
 MRS. JOHN M. MacINNIS,
 Bible Institute,
 536 South Hope.

For Condr. F. Clavin, Div. 5
 Los Angeles Railway,
 Gentlemen:
 Will you please give the enclosed fare to Conductor 2738, Div. 5 and I will appreciate it.

It is indeed a pleasure to meet anyone who shows such courtesy and kindness as this gentleman did in my embarrassing position.

Yours respectively,
 MISS FRANCES W. BUNKER,
 224 East 21st St.

For Condr. F. F. Rostram, Div. 5
 Los Angeles Railway,
 Gentlemen:

I am pleased to report the generous treatment accorded me by one of your men. I had inadvertently got on the Inglewood car without money and he very considerably paid my fare (cents). Will you give him for me the enclosed stamps? I hope he prospers as he deserves to.

Very truly yours,
 PEARL BUELL,
 4Hessick Apts.
 Inglewood, Calif.

For Mtr. G. H. Slatford, Div. 4
 For Condr. W. W. Warren, Div. 4
 Los Angeles Railway,
 Gentlemen:

For some months past I have been a consistent rider on the Train No. 9 which leaves Vernon and Santa Fe Avenues at 4:35 P. M. During that period I have become more and more impressed with the efficiency, tact and courtesy of its crew—Motorman 2379 and Conductor 1944. An extra crew at that time of night is subjected to a pretty severe test and I have yet to see either man fall down upon his duty. It is to be regretted sincerely that the system has not more men of this caliber.

Respectfully,
 ARTHUR CLAYTON DAVIS,
 1707 So. Bronson Ave.

For Mtr. J. L. Steele, Div. 5
 Los Angeles Railway,
 Gentlemen:

Some time ago the writer had occasion to write you a complaint to which a very courteous and kindly reply was addressed to me. Since that time your A-Z-U-R-I-D-E has been coming to me and has been read with interest. A statement was made in one publication that while complaints were requested, letters taking the opposite view are appreciated, hence this letter.

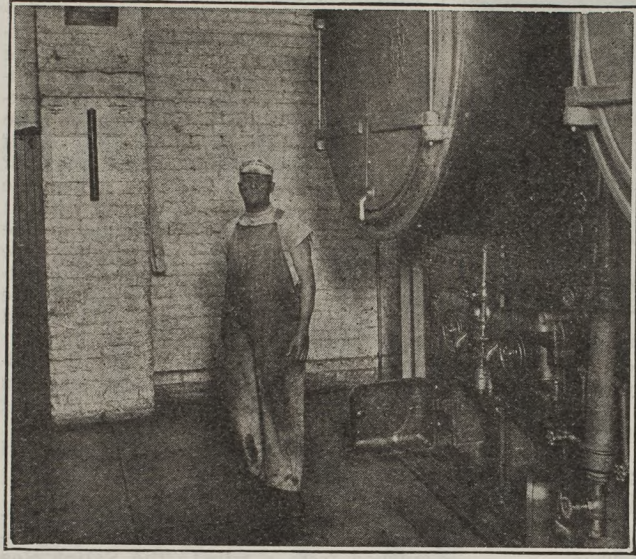
Living near the end of the Mesa Drive line I have a good choice of seats going into the city, and in spite of the front being a man's territory in a way, I sit outside. Monday I had the front seat opposite the motorman's side, and had the chance to discover a very kindly accommodating man, Motorman 953. Nearly every corner held women waiting for the car, many of whom were hurried to make the car.

Looking at 953 I noticed the expression of his eyes and mouth and concluded that he was accustomed to being thoughtful and in my heart I thanked him for the general public.

Loyal to his company he was too, because he kept close watch on his time so as to make his schedule.

Thank 956.
 Very truly,
 GRACE E. DONALDSON,
 (Mrs. Lloyd)
 5736 9th Ave.

KEEPS BOILER ROOM SPOTLESS



The neatest boiler room in the city has been the aim of George F. Crouse, engineer in charge of the steam plant at the main shops, and he has achieved his aim, according to city inspectors. He has been at the big steam generating plant for 12 years. He keeps every bit of brass shining. The floor is spotlessly clean and all equipment is exactly in order.
 Mr. Crouse has 21 years' experience in steam railroad service, and was a locomotive engineer on the Chicago & Northwestern system.

COURTESY HOLDS ITS OWN IN INCREASED TRAFFIC

TRAINMEN met the onrush of increased travel in November; tackled old John Discourtesy and threw him for a loss of one yard. Seventy-nine discourtesy complaints were made last month as against 80 in October. That is a little better than holding our own in this column but general complaints increased ten.
 Fare and transfer trouble increased 12. A complaint of this kind is not

recorded unless the trainman is in the wrong so the best way to keep these complaints off an efficiency record is to master the fare and transfer rules. If you are uncertain, ask someone in authority.
 In all classes except fare and transfer trouble, a reduction of complaints was made. The miscellaneous complaints increased 28.
 The box score is as follows:

Classification	Oct.	Nov.	Loss or Gain
Discourtesy	80	79	-1
Fare and Transfer Trouble	63	75	+12
Starting too Soon	28	24	-4
Passing up Passengers	33	24	-9
Carrying Passengers Past Stop	26	15	-11
Dangerous Operation	8	5	-3
Short Change	7	5	-2
Miscellaneous	24	52	+28
	269	279	+10
Commendations	57	36	-21

MERIT AND BONUS SYSTEM GIVEN NATIONAL PRAISE

TWO commendations of the Merit and Bonus system, indicating that street railways throughout the country are following the example of the Los Angeles Railway, have been received by the management.

The paper on the Merit and Bonus system as a means of reducing accidents, which was prepared by George Baker Anderson, manager of transportation, and presented by John C. Collins, supervisor of safety, at the national safety congress in Buffalo last October, has created a demand for additional data and forms used here. In writing to Mr. Anderson, Melvin W. Bridges, secretary of the Electric Railway section of the National Safety Council said:

"Your paper has created a great deal of interest in the award system, and in going over the methods of the several lines it would seem that the system in use by your company is the most practicable and the most efficient of any."

From the American Electric Railway Association, notice has been received that the committee appointed to judge the accomplishments of railways throughout the country, commended the Los Angeles Railway for "increased efficiency and development of improved employe relations and use of motor buses as auxiliaries." This has to do in part with the Merit and Bonus systems.

On The Back End (Contributed)

The bus division boasts two supervisors, three clerks, 27 operators and one bull dog. It might be said that the putt putts are putting on a lot of dog.

Condr. C. O. Ashton, of Division Two, stepped off his car at Fifty-third and Ascot and as he did so a colored passenger boarded and slipped up to the front end without the usual complimentary salutation to the fare box. Ashton went to the bow of the craft and asked the customer for his fare. "Ah done paid ma fare, brother. That there man is the one you want." Ashton understood his vegetables enough to know he was right but did not press the matter further. A few moments later the conscience-stricken darkey came to the rear and said, "Brother, ah don't want you to lose that man's fare. Let me pay another one."

"Sorry, ma'am, your transfer is too old."
 "Why, how outrageous, I got it just this week."

Mtr. E. M. Austin says, he took his family to Trona, California, for a Thanksgiving family gathering and dinner. That his family was so large that to help the traffic conditions of our city, he thought it best to take them to the desert.

While giving out bouquets for courtesy, hand one to Bus Operator W. A. Bundy, who carried the fare box to the rear end of his bus for a Mexican woman who "no sava" English, to deposit her nickel into it. There is always more than one way to kill a rat, besides choking it to death on butter-milk.

Conductor W. E. Person proves that we will never be accommodating enough for some people. W. E. was working Crown Hill line last Sunday. On one of the morning trips, the car stopped at Alpine and Figueroa for passengers. They were ready to start when a lady came running from a house. W. E. waited, but instead of getting on she took hold of the handle and yelled, "Hurry, Mary." "We can't wait," said the conductor. "Just one minute," pleaded the woman, still maintaining a firm grip on the handle, "she's putting on her hat."

A blind man living in Angeleno Heights says he don't see why the company took away the safety cars. A deaf and dumb man says he heard they are going to put them back on.

Conductor R. H. Chisholm, of the "H" line, has worked unusually steady lately. He worked a whole week (of course that is not including Saturday, Sunday and Monday) without laying off, but he says he just got to have some rest, so he got the last four days of the present week off, so we hope he will be thoroughly rested up before the holidays.

Looking 'em Over at the Divisions

DIVISION 1

H. N. Cole

Conductor Haggard, of the Stephen-son avenue line, is very quick and accurate in answering the numerous questions put to him during the course of a day's work, but he was compelled to plead ignorance a few days ago when a man boarded his car and asked if he knew where Jim Logan lived. "No," replied Haggard, "I never had the pleasure of his acquaintance." "What," said the passenger, "you don't know Jim? He has been here for nigh on to three years now and I thought everybody would know him by this time."

The safety meeting held at this division last week, was well attended and the closest attention was given the speakers, and no doubt will result in much good.

Immediately after the meeting, before the men had dispersed, Ed. Urban rose and announced that he would sing a few selections for the edification of the audience, but he was restrained before any damage had been done, and reluctantly agreed to postpone the event till after the holidays. By the way, Ed. wants me to announce through these columns that his rabbit foot was not lost as reported last week, but had merely been misplaced and it is still in his possession.

Because a motorman seems hard boiled at times when he is fighting traffic and struggling against odds to maintain his schedule, is no reason he is not on the job when the opportunity presents itself, to lend a helping hand where it is most needed and to participate in any act of kindness that comes his way.

Last week while Motorman W. E. Flower was enjoying a short lay over at the Santa Fe Station, a lady approached him with a child she had found wandering about the station, and inquired of him as to what disposition she should make of it. There were no police officers around and the lady was due to catch her train immediately. So W. E. said: "Leave it to me." He called the Dispatcher and the Dispatcher got busy, with the result, that in a remarkably short time the lost child was safely in its mother's arms.

Conductor E. E. Considine is back with us after trying out the Fire Department.

Motorman Anshutz is back on his run after being off three weeks on account of illness.

DIVISION 2

By C. L. Christensen

W. A. Hodges, a former conductor at this division, as well as Division Four, who left several months ago to return to his old home, "down in Tennessee," has returned to Los Angeles, and was so delighted with the atmosphere here that he decided to seek reemployment. He can be seen any day now, breaking in as motorman on lines from Division Two. Glad to see you back, W. A.

Conductor A. N. Johnson, who has been in poor health for sometime, and therefore selected to work trippers instead of his full run, has taken a week off to rest up, so he thinks he will be in shape to work steady during the Christmas rush.

Conductor H. M. Dawson, who left on 30 days leave of absence to visit his old home in Indiana, has secured additional time on account of sickness of his mother.

Motorman W. F. Bishop has taken two months off. He also has gone to some mountain resort on account of continuing ill health.

Motorman Pat Fitzgerald, of the

Who's Who



WHEN A. E. England filled out his first application to break into the street railway industry in Los Angeles the lines read, "Application for SITUATION." This in itself signifies that it was several years ago for in this day and age from general manager down we have a "Job," in common parlance.

Today he is a bright and shining motorman of Division Two.

Motorman England started in Los Angeles in 1909, with six years experience as a car house foreman and motorman with the Toronto street railway to back him up. A few years ago he decided he was through with street railway work for ever and went through the formality of quitting but within a week he was back again getting acquainted.

Quite rightly, England was born in England, but he is at least a native son by adoption and a popular one at that.

"O" line, has secured his semi-annual leave of absence to visit some Hot Springs in the San Bernardino Mountains.

Motorman C. M. Schantz is on three months leave trying out for position on the Los Angeles Police Force. Good luck, be yours, C. M.

They are still returning to their old home at Division Two; some have been gone two months, others two weeks and again others only a few days. Among the latest to return to the old job are: Conductors W. S. Cramer and A. L. Smith. Motormen R. F. Miller, H. W. Childress, F. M. Doherty and R. N. Loggins.

Welcome home, boys.

DIVISION 5

E. C. Tyler

Switchman O. S. Trabue, who entered the service of the Los Angeles Railway in 1910, has resigned to enter the real estate business. "Sayle" Trabue was well liked by all the boys and we are sorry to see him go, but all join in wishing him success in his new venture.

Rumors are very prevalent that Conductor F. J. Morrill, who is at present on leave of absence, has taken that leave for the purpose of getting married, "unbeknownst" to his many friends of Division Five. Now we regret being left out of the secret and will only wait until we get hold of F. J. and wring an apology out of him before offering our congratulations.

Condr. Field has a good one that is too good to keep, but in telling, he refused to divulge the name of the conductor.

"A lady who evidently was in the

DIVISION 3

R. W. Reid

I thought that run pulled out of the barn.

I thought that run only had one part. I thought I was supposed to make a relief north bound.

I thought my car was on track 17.

I thought we were using daily schedule.

That is the song we hear morning, night and noon. Dozens of "I thought" without a real thought in the bunch. If you have had to work over-time because of someone failing to make relief the chances are that it was one of these thoughtful birds who was sitting in a corner somewhere meditating so deeply that he didn't have time to think about making a relief. Or if you are trying to pull your car out of the car house and can't do it because there is a car in front of you without a crew the chances are that someone THOUGHT his car was somewhere else, and that he is wandering thoughtfully around the barn trying to locate it. Of course, the average chap would look in the proper place and find out these things for himself but the fellows who spring the above excuses and a good many more never thought about that.

Now, boys, let's change the "I thought" to "I know."

Did you get your duck yet? Motorman Frank (Nimrod) Milano just returned from a trip to the Salton Sea with forty-six of them. We had two of them, and OH, BOY! they sure were good.

Conductor J. G. Visser has secured a week's leave to work on a house.

Conductor J. Lewis is now back on the job after a two weeks' vacation.

Mtr. W. T. Travers was around to see us a few days ago. W. T.'s health is much improved and we expect to see him back on the job again soon.

Conductor G. R. Wilbur has been appointed to the position of flagman.

Conductor A. F. Eckenwiler, who has been on sick leave, for a long time, is now working as a temporary flagman.

We are getting back a number of motormen's car report cards from the mechanical department which have been improperly filled out. This causes a great deal of trouble for the mechanical department and also for the office force. These cards are so simple that it would seem as if a child could fill them out properly.

Let's put one over on them and fill them out right after this.

city for the first time was firing one question after another at the conductor. Finally she asked him, "If I should put my foot on the car track would I get a shock?"

"No," said the conductor, "not unless you put your other foot on that wire up there."

Motorman W. J. Hewett is in trouble and appeals to the Two Bells for help to find the trainmen who called at his house (7010 Mesa Drive) and wanted to buy his Rhode Island Red chickens. Don't all step forward at once.

Condr. F. Billingsley, who has only been with us a short time, has resigned, having received an appointment on the Los Angeles Fire Dept.

Condr. A. V. Smith, who has been at Division Five since June, 1920, has traded seniority with Condr. C. E. McKean, of Division One, account of that division being more convenient to his home. The boys of Division Five take this opportunity to say goodbye and good luck to Conductor Smith and to

DIVISION 4

C. J. Knittle

Many boners resulted from the line shake-up on Pico. The choice of runs was held up one hour on account of Conductor Cline's run pulling in two hours late that evening, Cline had first choice.

Conductor W. R. Price has some publicity coming for copying his new schedule wrong. Price stood at Pico and "Fig." waiting for his car to come along Monday afternoon and while he stood, the darn run pulled out. Daw-gone!

Conductor Duke Lowen and Motorman Coons left Delaware thirty minutes late on their last trip last Sunday evening. At Vermont a supervisor boarded. Duke told him how late they were but explained it was their pull-in trip so they needed no assistance. The supervisor hopped off. In the yards the switchman placed them without any hesitation, and the clerk in the office gave them thirty minutes over-time without question. Two hours later a weary owl crew who had been waiting all that time for their car to come east at Pico and Figueroa, ambled into the trainmen's room to find out where their car was. It was located out in the yards, right where Conductor Duke Lowen and Motorman Coons had put it.

Conductor R. M. Knourek got a little excited over his new schedule. He was about to call Flower Street on a certain trip last Tuesday. Just then a lady passenger asked him if he went up Broadway, Knourek yelled, "Yes, Ma'am!" instead of "Flower St."

Conductor Joe Howarth's car was pulling in last Saturday evening, at Pico and Georgia, Joe pulled the switch and was beating it through the car towards the front to pull the next one which was just around the corner. The door to the center section was open but Joe thought it was shut. He yanked it shut and tried to run through it. The next couple minutes were spent in counting stars.

Supt. Wimberly reports this division bought up its quota of Red Cross memberships an hour and thirty minutes after the pins arrived.

Operator R. C. Holler is one strong hombre. Last Tuesday evening he was pulling in. At Pico and Georgia he got off and pulled switch chain with startling effect. Chain broke; Holler sat down very hard, but Holler didn't holler.

Says E. D. W.—A little more brains,
A little less gong,
And I'll bet a buck
You'll never go
wrong.

You all know what happens when Greek meets Greek but did you ever surmise the outcome when cow meets cow? Motorman Jack Wayne ate some hamburger. Then he drank two glasses of buttermilk. Now he is laid up. MacKenzie, his conductor, says: "I'm bucking the extra list on my own run."

An extra crew on Crown Hill line came east at Temple and Belmont 3 minutes sharp, last Tuesday morning. Supervisor O. D. Sutton rushed up from the Temple line switchback to hold the outlaw crew but the motorman went right on heedlessly. O. D. made a desperate effort to cheer up. At least he smiled and started whistling the late rag: "He's Running Wild."

welcome Conductor McKean to the Seagulls roost.

Condr. J. C. Rainey, who has been furnishing the boys of the Gulls nest with candy, met with a painful injury to his hand which has made it impossible for him to make any candy during the past week. He assures us, however, that he will be in shape to take care of his Christmas orders.