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Government Ownership from the Employes' Standpoint

*Address by Walker D. Hines at Great Northern Dinner for Minneapolis
Employes, Saturday Evening, August 2, 1924.*

I wish to give you the benefit of my view as to what would be the effect of Government ownership and operation of the railroads upon the railroad employes. The views I am going to express to you are based on my study of the interests of the railroad employes during the period of Federal control. During the fourteen months that I was Director General of Railroads, from January, 1919, to March, 1920, I felt a direct responsibility to all the railroad employes of the country, and I tried to the best of my ability to study their troubles and their needs.

Naturally I had occasion to consider the question of permanent government ownership of the railroads, and how it would affect the public generally, the railroad employes, the owners of the railroads and the railroad officers. The result of my study was that I became convinced that government ownership would be bad for everyone of these interests, including the employes themselves, and I am to tell you now why I think it would be bad for the railroad employes.

In forming this opinion, during Federal control I had the benefit of the experience and advice of Mr. W. S. Carter, who was for many years the chief of the Brotherhood of Locomotive Firemen, and who had a very clear and sound understanding of the interests of railroad employes. He was emphatic in his private talks with me and in his public speeches in saying that government ownership would be a bad thing for railroad employes, and he frequently used the case of the Post Office employes as an illustration of the disadvantages of working for the government instead of for private corporations.

A good way to study this matter is to think about what the practical situation would be if the United States government should buy and operate the railroads. In that event railroad operation would likely be under the direction of a member of the cabinet, just as the management of the Post Office is under the direction of the

Post Master General. But if railroad operation was not directed by a member of the cabinet it would likely be directed by some commission of perhaps five or seven men, whose principal office would be in Washington.

The railroad employes, in seeking to get better wages, or better working conditions, or more satisfactory treatment as to their grievances, would have to deal with the United States Government. They would have to appeal to this cabinet member, or to this commission or the bureaus of government officers who would be appointed for that purpose. I suppose the railroad employes would be permitted to keep up their various labor unions and these labor unions would be permitted to handle all these matters with the proper Government officers. I say I suppose that the railroad labor unions would thus be allowed to represent the employes, but I am not sure that I have any good basis for this view, because I do not understand that the Post Office employes have ever succeeded in handling their matters very effectively with the Government through any sort of labor unions.

But if the railroad labor unions should be allowed to handle these matters, as I suppose they would be, how far would they get in dealing with the United States Government? That is a point of very vital and practical importance to railroad employes. The United States Government is big and hard to move and it can find any amount of excuses for not moving. The cabinet member or commission in charge of the railroads would no doubt have to get the authority of the President, and the President could not go very far without getting the authority of Congress. We all know how "passing the buck" has become a fine art in Washington. A cabinet member cannot act because of the President, the President cannot act because of Congress and Congress may not act because of disapprovals of what the cabinet member or the President has done. Things can go around in a circle indefinitely.

We have a striking illustration of this in the efforts of the mail carriers to increase their very small pay. They made a long and hard fight to get an increase. They seemed to conduct a campaign throughout the country. I suppose they sent postal cards to a large number of the voters, asking the voters to write to their Congressmen to support an increase in wages. I know I wrote in favor of the increase to several Senators and Congressmen. At last, after months and even years of effort on the part of the mail carriers, Congress passed the bill, and then the President vetoed it because Congress had failed to provide the money. This was a case where the Post Master General could not pay more wages unless Congress authorized him, and after years of delay, when Congress did authorize it, the President vetoed it, so the mail carriers are still without their increase in pay.

It is well for railroad employees to think about these things in advance of supporting a plan of Government ownership and operation of railroads.

Another thing that would work against the employees, if the Government owned and operated the railroads, would be that it would be almost impossible to get improvement in wages or working conditions, except for the country as a whole, because if the Government handles the matter it will find it difficult to make any difference in pay or working conditions between the man who is working in Idaho or Texas and the man who is working in New York City. The result will be that the necessity for improvement in wages or working conditions will have to be understood and appreciated throughout the whole country, and the President and the cabinet member and Congress will have to be willing to permit the change for the whole country before it can be successfully accomplished. Under private operation improvements in wages and working conditions may be obtained on particular railroads in view of their special conditions, and this may become a precedent helpful to the employees for securing favorable action elsewhere. This means there is more chance for gradual improvement through special and local changes under private operation than there would be under a plan where the United States Gov-

ernment would operate all the railroads in the country.

I believe there is a good deal of opposition on the part of railroad employees to the Railroad Labor Board. My own judgment is that this opposition is mistaken. It is true that the Labor Board has not been able to deal promptly with all the matters which have come before it and it is, of course, true that its decisions have not been satisfactory to either side. My judgment is that the Labor Board is a better method for dealing with controversies between the employees and the railroads than any other plan that has been proposed. Other plans may seem to be better, but careful study will, I believe, show that they are not as good. However, I do not wish to argue this matter tonight. What I do wish to point out is that if there is Government ownership and operation of railroads the employees will be in the hands of a Labor Board that will be vastly more unsatisfactory to them than the present Labor Board. The cabinet member in charge of the railroads, or any commission that may be put in charge of them, will constitute a sort of Labor Board and will decide these questions in a way that will be final and controlling. The present Labor Board has no power to make a final decision that is absolutely binding upon either the railroad or the employees. The Labor Board's decision is simply advisory, and tells the management and employees and the public what the Labor Board thinks is right. But when the Government agency decides these matters under Government ownership and operation, that decision will not be advisory, but it will be final. The employees will find again that they have less freedom of action when dealing with the Government than they have when dealing with the railroad companies under the present situation as to the Labor Board. My advice is that railroad employees should be extremely careful not to let their present and, I believe, temporary irritation towards the Labor Board cause them to support a scheme of Government ownership which would give them a sort of Labor Board far more unsatisfactory.

I especially advise you not to be misled by the results that were accomplished during Federal control in 1918 and 1919. Many employees may

think that there were many advantages gained by the employees during that time, and that this was because the Government was in charge. The employees may reason from this idea that if the Government permanently owned and operated the railroads there would always be the same chances for further improvement to be gotten on short notice. But any such notion is absolutely wrong.

It is true that during Federal control important advantages were obtained by the railroad employees. The right of collective bargaining was recognized as applying to all employees on all railroads, while before Federal control some classes of employees on some railroads could not get any recognition at all for any unions that they might form. Working conditions were established for practically all employees on practically all railroads. These things represented very important progress for the employees, but these things came about because of the very special conditions which existed during the war, and which would not exist in time of peace.

Federal control was a war measure. The law which established it set aside all usual methods of Government action. The law gave the President practically absolute power to raise rates and wages and change working conditions for the purpose of Federal control, without consulting Congress or the Interstate Commerce Commission, or anybody else. President Wilson was intensely occupied with the war, and with his efforts to bring about peace throughout the world, so he delegated all of his powers concerning the railroads to the Director General of Railroads, and left the entire matter to the Director General. In this way the Director General had complete authority and did not have to consult either the President or Congress or any commission. Besides that, and because this was a war measure, Congress did not try to interfere, and the Director General had a free hand, particularly in 1918, which nobody in charge of operating the railroads for the Government in peace time would ever have.

Further than that, there were certain very big things that had to be dealt with quickly on account of conditions created by the war. These were so big that it was necessary for the Director General to decide them

and he had the power to decide them, and he could and did decide them promptly. This was true as to the question whether collective bargaining would be permitted for all railroad employees. It was true as to changes in working conditions. It was true as to wages. All these things came up in such a big way that the Director General had to consider them and dispose of them. But these big things have now been dealt with, and in the future any specific demand made by railroad employees is not likely to be such a big nation-wide matter as to force a clear-cut decision, and besides there would be nobody in charge of the railroads for the Government who would have the complete powers that the Director General had. Hence on the one hand you would have an officer in charge of the railroads who would not have the power to grant permanent and favorable action, and on the other hand you would have a situation that many of the things sought by the employees would not be sufficiently nation-wide in their importance to force nation-wide action, and the Government would be unwilling to move at all unless the matter was one where it was clear that it ought to move for the entire country and make a change that would operate throughout the country.

An interesting illustration of difficulties of Government operation happened in March, 1919, while I was Director General. In order to carry out the purpose of Federal control I asked Congress for an appropriation of \$750,000,000. The House promptly passed that appropriation; the Senate committee promptly reported it favorably, but a group of senators decided it would be a good idea to embarrass the President by preventing the passage of this and other appropriations, so they filibustered until the session expired on March 4 without passing this appropriation. That is one danger that would always confront Government operation of railroads. At any time some vital appropriation might be defeated for purely political purposes and might greatly embarrass railroad operation and the interests of the employees.

In the case I refer to it happened that I just worked out a plan for giving the train and engine employees increases in pay to correspond with

those which had been given by my predecessor to other classes of railroad labor. In order to carry out this arrangement with the train and enginemen, it was, of course, necessary to pay out more money to them than before. An officer in my position might have said that the defeat of this appropriation would make it necessary to postpone indefinitely the granting of this increase. This is one of the ways in which a Government officer could "pass the buck." But as Director General, exercising war powers, I had more authority than any Government head of the railroads would ever have in time of peace, and I felt that the train and enginemen ought to have this increase and I proceeded to give it to them as soon as the schedules could be worked out, and tried to do the best I could to find some way to get along temporarily, without the appropriation which had been defeated for purely political purposes. But under a plan for permanent Government ownership railroad employees would run the risk of trouble on account of such playing of politics as was shown by the failure to pass this appropriation.

Some of you may say that according to the advice I am giving, the employees will get more money and better working conditions from the railroad companies than from the Government, and that this means that the Government could operate the railroads more cheaply than the private corporations, because the Government would pay less to the employees, and that this is inconsistent with the position that I have frequently taken in public addresses, that Government operation would be more costly. But the two things are entirely consistent. I believe it is true, as my friend W. S. Carter so frequently said, that the employees would be worse off under Government control. But I believe it is equally true that the total cost of railroad operation under Government control would be greater because there would be less private initiative, and for the same reason I believe the public service would not be so good.

My judgment, based upon my studies of this matter, considering the employees' interests while I was Director General, leads me to conclude that the employees have far better chances to promote their in-

terests under the plan we now have of private operation of railroads with the close Government supervision. I think that by having intelligent labor organizations that will co-operate in good spirit with railroad management, and by having what is equally necessary, and that is railroad management which will co-operate in good spirit with railroad labor organizations, we will have a situation where the employees will have better pay and working conditions and the public will have better service and at a lower cost.

I do not ask you to take my word for these matters. I ask you to think about them in a practical way and try to consider how you would be situated if the Government were operating the railroads and all matters of wages and working conditions were things that you had to take up with the Government before you could accomplish any results. But while I do not ask you to take my word, I do ask you to realize that I have tried to reach an honest opinion about this matter, based on careful and responsible study of the interests of the employees themselves.

BIG DOINGS NEXT MONTH

Something big is going to happen next month—something that you will not want to miss. The Boys' Band of Devils Lake, North Dakota, which enjoys a national reputation as a juvenile musical organization is to be in St. Paul during the American Legion Convention, September 14-19. The band has asked to play for the Great Northern in return for past courtesies received from the Company, and it has been arranged to give a concert in which the band and the Great Northern Choral Society will join. It is planned to secure the Auditorium for the occasion. If that is not available, one of the other theatres, preferably the Orpheum, will be secured. Don't forget the time—A. L. Convention week, and don't forget to remember that it is going to be a treat.

That was a quick one Mayor Leach sprung at the dinner to the Minneapolis bunch. Man with a Henry drives up to a filling station and says: "I want a pint o' gasoline."

Attendant: "What 'n 'ell you tryin' to do—wean it?"

Complimentary Dinner to Minneapolis Employees

Company Entertains at "Double-Header" Dinner—Traffic So Heavy Affair Is Handled in Two Sections; Radisson and New Nicollet Hotels Scenes of Gala Event.

The dinner given by the Company to its Minneapolis employees the evening of Saturday, August 2nd, will go down in Great Northern annals as epochal in character, an exemplification of the growing accord between men and management—the spirit of good fellowship, friendliness, and co-operation that have become a marked characteristic of the Great Northern organization.

Seven hundred and fifty-five guests were served at the New Nicollet Hotel, and six hundred and twenty-three at the Hotel Radisson. The dinner was served at the Radisson at 6:30 P. M., and at the New Nicollet at 7:00 P. M., but, fully an hour before the appointed time, employees, accompanied by their families, began to arrive, and the corridors of the two hotels were filled with animated groups of men and women.

Considering the large number of guests, it was remarkable how quickly and without confusion they were seated and served; the seeming ease and simplicity with which it was done speaks volumes for the able planning of the affair, and the efficiency of staff and corps of the two leading Minneapolis hotels.

THE MENU

Celery Olives
Cream of Tomato, Ux Crouton
Roast Beef Tenderloin, Mushroom Sauce
Stringless Beans Risole Potatoes
Head Lettuce, Thousand Island Dressing
Neapolitan Ice Cream
Cakes
Coffee

It was a wonderful gathering. There were men in the assembly who have been with the Company forty years or more, other were mere boys just starting in the service. It was a united family of workers, constituting a very sizable unit in the great army of the Company's employees.

After the cigars and cigarettes had been passed, the tables were quickly removed, and chairs moved toward the center of the room. The guests who were located at the far ends of the banquet hall were thus enabled to approach much nearer to the speakers' table and easily hear all that was said.

As the program at each hotel was identical, an ingenious arrangement was resorted to—that of having the dinner at the Radisson a half hour earlier than at the Nicollet. This gave an opportunity for each speaker to address the gathering at the Radisson, and then hurry to the Nicollet by automobile to repeat his speech

to that audience. It was something of an experiment and had to be run on a fast schedule, but it worked out most admirably.

Following the dinner came the formal program and addresses by various officials, the principal address being that of Mr. Walker D. Hines, Ex-director General of Railroads, and now Eastern Counsel of the Great Northern. At intervals were interspersed musical numbers, and an act of legerdemain, all by employees of the Great Northern General Offices, Saint Paul.

At the close of the formal program the room at the Nicollet was cleared, and music was provided for those who cared to remain to dance until midnight. Many did remain, and a great many of those at the Radisson repaired to the Nicollet, where Terpsichore held sway. The new style of dances were far from having the call. Indeed, a quadrille was introduced, and proved immensely popular.

It was a gala occasion, and, to use the expression now going the rounds, "A good time was had by all."

Seriously, we are sure that because of this party the "oldsters" will live longer to enjoy the remembrance of it, and the youngsters will pleasurably recull it to a far day of the lives before them.

First on the program was the singing of "America" by the audience, standing.

Mr. Landis, Superintendent of the Saint Cloud Division, which includes the terminals of Minneapolis and St. Paul, the chairman of the evening, was the first of the speakers. He referred to the double banquet as a "double-header," and this called to mind the advance the railroad had made over the old days when the motive power was weak and the expense of double-headers, to pull the trains militated against a proper showing in operation. With the growth of the railroad, it soon developed that economy required heavier motive power, and the double-header, save on the mountain divisions, is rarely seen.

He said that he had come to the division last year, and, after ten months' association with the employees, he could proudly proclaim that they were second to none in efficiency, loyalty, and in the spirit of co-operation. He felt that this condition, was, to a great extent, the accomplishment of his predecessor, who had been for twenty-six years in charge of the division, Mr. P. L. Clarity, whom he then introduced to the audience.

Mr. Clarity said that he wished to thank Mr. Landis for the compliment paid to the "Machine." He had al-

ways thought he had a fine organization. The credit, however, was due to the men, not to the superintendent. The truth was that whenever he went on a vacation, he found things, on his return, better than when he went away. He was glad to thank Mr. Budd for the opportunity afforded for such a gathering, and felt that it surely would create a truer loyalty, and greater efficiency among the Minneapolis employees, if such a thing be possible.

The Chairman then introduced as toastmaster—at the Radisson, Mr. G. R. Martin, Vice President, Executive Department and at the Nicollet, Mr. M. L. Countryman, Vice President and General Counsel.

Mr. Countryman, assuming the duties of toastmaster, said he felt that he was a good deal in the position of a yard master, and it was up to him to keep things moving in the yard. This reminded him of a joke on Superintendent Landis. It seems that years ago, Mr. James J. Hill met Landis on the division where he then served. "Landis," said Mr. Hill, "What's a yard for?" "Why, Mr. Hill," said Landis, "a place to keep cars in." "Wrong," said Mr. Hill, "It's a place to get cars out of." (Laughter.) He said this anecdote typified the spirit pervading the Great Northern organization from President to call boy—a determination to keep things moving, to get the cars out, to make good.

Mr. Martin, in accepting the post of toastmaster, said he considered it a high honor to be called to preside over so auspicious a gathering. He told them too, that while as a Great Northern official his business life was lived in St. Paul—Minneapolis was his home and he therefore did not feel that he was a stranger in their midst.

He said that while it probably was not altogether in order for a mere executive to criticize an operating man, he felt that he must call Mr. Landis to account for saying that we were running a "double-header," when what we really were doing was operating in two sections.

The toastmaster said that he wished to explain that the purpose of the dinner was plain, good-fellowship. "We, who are supposed to be the managers of the Company," he said, "are determined, as far as it

is in our power, to bring the workers of this great industry closer together in spirit. We want to know you. We want you to know us. There is an old adage that you can't hate a man you have come to know well. The aim of every man and woman of us should be, and is, I think, to make our railroad the best—one we shall all be proud of. Apparently, it is an endeavor, in which we are proving eminently successful."

He then introduced Mayor Leach, who, he said, was probably better known to the Great Northern employees of Minneapolis than any of the Great Northern officials present from Saint Paul, and that he was supposed to carry in his pocket the keys to the beautiful city of Minneapolis. If he failed to produce them it would be, undoubtedly, because he realized that there were such a large number of Saint Paul men present.

Mayor Leach, on behalf of Minneapolis, extended the kindest and warmest greetings to those present, and said that, so far as the keys of the City were concerned, knowing railroad men as he did, he was quite sure that it made no difference whether they had the keys or not.

He declared that all his life he had been an enthusiastic admirer of the late James J. Hill, although he had never met him. He felt that no one man had exerted so great an influence in the great Northwest, and with it, of course, the City of Minneapolis. It was, he said, cause for the City's pride that Mr. Hill had enlisted in his councils some of the greatest of Minneapolis citizens—men like Dunwoody and the late L. S. Donaldson. He was pleased to think that President Budd evidenced the same desire, having drawn to him men like Chapman and Loring. He had, he said, always admired the Great Northern Railroad, particularly the human side of the organization. He was a firm believer in organized labor and remembered vividly how well the Great Northern had handled the recent strike. He said that he was convinced that if the controversy had not been national in scope, there would have been no strike on the Great Northern. He was pleased to think that the very human attitude of the Great Northern management

was a heritage from Mr. James J. Hill. From many sources he had learned of the human kindness of this great man. A friend in Saint Paul had told him of an instance that he had witnessed some years ago. On a bitterly cold winter day, when men were hurrying from door to door to escape being frost bitten, Mr. Hill came out of the First National Bank, on Jackson Street, bound for luncheon at the Minnesota Club. At the curb stood an old horse and rickety wagon. The horse had been blanketed, but the covering had slipped to the ground and the animal was standing on it. Dozens of men had passed without a thought of the horse, but not Mr. Hill. He stopped, untied the horse, backed him off the blanket, put it over him, and securely strapped it into place, then went his way. He liked to recall this kindness to a dumb brute, and he felt that it was this character in the man that had endeared him to the people of the great Northwest.

The next number on the program was that of the Great Northern Quartet.

They sang three numbers, and as an encore, a Swiss yodel, with an imitation calliope obligato, which brought down the house.

When the applause had subsided, the toastmaster introduced the President, Mr. Ralph Budd.

The President's address was devoted in the main to an analysis of a railroad organization and a discussion of the competition of the motor bus and truck.

Declaring that there are three important component parts that go to make the whole railroad, he said:

"First, we have the physical property—the right of way, roadbed, track, bridges, shops, stations, and other structures and the locomotives and cars that operate over the track;

"Second, the army of men and women who operate the railroad—There are over thirty thousand of them on the Great Northern—divided into many departments, divisions, and subdivisions;

"Third, the financial structure, which, while invisible, is no less real. It must exist even before the physical structure is brought into being. By financial structure, we mean the arrangement that is made for raising

the money, first, for building the railroad, and then for purchasing or building additional lines and additional equipment and other facilities. The financial structure must be skillfully wrought and carefully maintained in order that the physical property may be kept in good condition and that the employees may carry on their work to the best advantage and under the best conditions, because upon its stability the railroad's credit, in large measure, depends. Of course, it is elemental that to have first-class railroad service there must be good track and good equipment as a foundation. But tonight we are concerned especially with the human element of the railroad—the organization which makes the railroad go."

He explained that with respect to all of these the Great Northern has reason to be very well satisfied. Its financial plans were made and carried out by James J. Hill, as were the plans for its physical property and its organization of employees. Mr. Budd stated that as to the financial structure, there not only is no watered stock in the Great Northern, but the property has a value of more than \$180,000,000 in excess of the total issues of stocks and bonds outstanding. He also paid tribute to Mr. Hill's genius in so locating the physical property as to obtain the lowest gradients and shortest distances and so as to serve the greatest traffic producing territory. In referring to Mr. Hill's organization for operating the Great Northern, Mr. Budd said, "Most of it, too, remains as he left it eight years ago. Great as was Mr. Hill's genius in finance and in construction, the human organization of the Great Northern was his crowning work."

Mr. Budd sketched the development of transportation and showed how important it is to keep railroad service at the highest possible standard, because just as railroad transportation displaced other forms, it too has competitors and nothing except superior service can be relied upon to retain the business. He spoke particularly of the competition by motor busses and motor trucks on the highways and in this connection said:

"Whether the highways, upon which there is such heavy traffic by

(Turn to page 15, col. 3.)

BUSINESS WITHOUT INVESTMENT

Mr. A. J. Cheeseman, T. F. A., Des Moines, Iowa, sends in to The Semaphore an interesting analysis of the relative advantages of employment over the average business venture. He writes:

"How many of us Great Northern employees ever consider what a substantial dividend paying business we are in, for our individual profit (not speaking for the stockholders)?"

"We acquire a position without any bonded indebtedness, without any investment of capital, and at once commence to draw dividends, in the shape of good wages or salary, and with the complete assurance that they will continue indefinitely, if we use ordinary diligence.

"These dividends not only will be paid but will continue to grow, and the capital stock increase in value, comparable with our personal ability, to enhance its value. Under ordinary conditions, we experience no depreciation of stock, no falling of prices, no added overhead expenses and other items of worry incidental to the ordinary business man.

"Many times we hear the remark, 'If I were in business for myself, I could get somewhere.' Remember, you *are* in business for yourself, and you are backed by a going concern to prevent you from making a financial failure, such as accrues to 95% of those who embark in business for themselves. In addition, by the establishment of a comprehensive pension system, subsistence is provided for you, when you arrive at the slipping age, and believe me, boys, that time slips around fast.

"Let us analyze this business we are engaged in. We are employed at a salary of \$1,200, \$1,500 or \$2,400 per year, or equal to a capitalization of \$20,000, \$30,000, or \$40,000 at 6%. True we work for this remuneration, and so does the ordinary business man, many of whom, year in and year out don't realize that amount over a period of years, besides spending many sleepless nights wondering how they will meet fixed charges.

"Our insurance for livelihood in old age is taken care of by an adequate pension system, while the business man, unless he has met with more

than ordinary success, must continue in the service of his business, without any guarantee. In these days of keen competition in the commercial field, it is the survival of the fittest, and the percentage of successful business men grows less each year. Therefore, the man in a position with such a concern as the Great Northern Railway, with his business capital always safe, without any overhead, interest, bad debts, etc., that help to shorten the life of the man in business, stands a better show of reaching the allotted three score and ten or more than his confrere in the commercial field.

"Any young man in the service of this company, using ordinary diligence, economy, and perseverance, will find his chances for success and comfort in his declining years, comparable with any other vocation, and will enjoy a greater degree of safety in his investment as an employee of the Great Northern than the average man in business. Each employee is just as vitally interested as the largest stockholder, and loyalty and co-operation are important factors, in maintaining a healthy condition of any institution."

AGENT THURSTON LIKES US

Simcae, May 23, 1924.

Editor Semaphore, St. Paul:

I have just finished reading every word in May Semaphore, and feel moved to say a word in commendation. I am pleased but *not* surprised to note its growth and improvement. The "talks" by Mr. Willis and Mr. Lewis are the thing—and I hope to see "talks" on knotty problems by the heads of the different departments of General Office in each issue. There are many young agents and old ones also, that would be benefited thereby.

You have done well; keep it up.

Yours truly,

F. L. THURSTON, Agt.

A JOB TO SUIT

Foreman—"Here now, Murphy, what about carrying more bricks?"

Murphy—"I ain't feeling well, guv'nor. I'm trembling all over."

Foreman—"Well then, lend a hand with the sieve."—The Continent.

IN FAR JAPAN

When automobiles first came into use in Pyen Yang, Korea, the Japanese authorities published a set of traffic rules in what was their idea of good English. Our space is too limited for the complete rules; but we set forth a few of them:

"In narrow place of corner or bridge, speed slowly.

"When you get ahead of the passenger on foot or the cow or the horse, you must ring your horn.

"When you meet the horse and the cattle, do not make them afraid, and carefully make the sound. If they are afraid the sound, you must escape a little while at the side of the road till they pass away.

"When two cars are driving in the same road, if there is another car in front of yours, you must keep sixty yards away from him. If you go ahead of him, ring horn and pass him.

"When anything the matter with your car, you go to police station and tell him.

"You must always write number in your automobile. The wide of the before number is 3 inches and the long is 3 2-3 inches. The wide of the behind number is 4 inches and the long is 5 inches.

"You must never overload on your automobile. The license capacity of your Ford car is five persons—two in the front house and three in the back house."

These are not translations, but were written by the Japanese in English for the benefit of foreigners.

STATE COMMISSIONS CURBED

Some time ago the Railroad Commission of California ordered the Southern Pacific, Santa Fe and the Salt Lake line to join in the construction of a union passenger terminal in Los Angeles at an estimated cost of from 25 to 40 million dollars. The plan involved the abandonment of certain main lines located in the city, the construction of new lines to reach the union station and the separation of numerous grade crossings.

The companies appealed to the courts, and the Supreme Court of California held that while the police power of the state extends to the separation of grade crossings when necessary to public safety, yet, in view of the provisions of the Trans-

portation Act of 1920, the state authorities no longer have power to compel interstate railroads to construct union terminals. It was contended that the main purpose of the proceeding was to secure grade separation and that the union station was merely incidental but the state court held otherwise.

The Commission carried the case to the Supreme Court of the United States and in April the decision of the California Supreme Court was affirmed. The decision is confined to the proposition that the Transportation Act vests in the Interstate Commerce Commission exclusive jurisdiction over joint terminals of interstate carriers, except perhaps as to "merely local union stations or terminals without extensions of main tracks or substantial capital outlay."

"It won't be long now," said the barber to the flapper, as the last lock fell gently to the floor.

ORGANIZE CHORAL SOCIETY

The Great Northern Glee Clubs—the one recruited from the men, the other, from the women, of the General Offices, are to undergo a metamorphosis, as it were. Instead of pursuing their work separately, they will combine as one big chorus of mixed voices. They will organize as the Great Northern Choral Society—with constitution, by-laws and officers. This is a move in the right direction. It will make for economy of time and thus afford more rehearsals. They soon will resume together the work which each suspended during the summer. The membership is already large, and should increase under the new order. They are fortunate in having Mr. G. A. Thornton as director, and we predict great things for them.

Our singing days are over—the old *tenoro robusto* is wheezy and cracked; otherwise we should climb onto this band wagon *pronto*. There is a thrill born of being one of a large aggregation of singing voices that must be experienced to be understood. Once you have felt it they will have to pry you loose to make you quit. You will be a choral bug forever after, and will go hungry and walk miles rather than miss rehearsal. And as for the concert next month—Oh, boy!

BREVITIES

The Interborough Rapid Transit Company has adopted a machine for making change which will replace some twelve hundred persons now making change at the entrances to New York's subways. These automatic cashiers are a sort of slot machine. Bad coins are held and no change dropped.

The first postoffice in the United States was established in Boston two hundred and eighty-five years ago.

A storage battery on charge gives off hydrogen gas. When mixed with the oxygen in the air this gas is explosive. For this reason one should keep one's face and lighted matches away from vent when the battery is being charged. Use an electric flash light.

There are practically no taxes in China. The national debt is about five dollars per capita. Great Britain's debt is three hundred and thirty times as large.

More than 30,500 miles of Federal aid highways have now been completed.

Automobile tourists in Southern California should not yield to the lure of the gorgeous bloom of the Yucca plant either on public or private lands. The plant is protected by law from extermination.

Bank vaults are now made impregnable by the use of special steels and alloys that are impervious to the oxyacetylene torch.

In Minneapolis recently three emeralds of some little value and four twenty-two caliber cartridge shells were found in the gizzard of a hen.

A nickel watch picked up on the beach of Colwyn Bay, England, contained inside the case a slip of paper on which was written in indelible pencil "Thomas Spanswick, on the Lusitania, torpedoed."

WE SURE CAN

Mr. A. J. Dickinson, Passenger Traffic Manager, writes to us as follows: "The attached correspondence shows the kind of an agent we have at Marshall, Minnesota. Perhaps you can find space in 'The Semaphore' for mention of his good work."

The agent, Mr. J. C. Sheffield, drove from Marshall to Milroy one evening and succeeded in booking a prospective tourist—G. N. to Winnipeg, C. N. to Vancouver, and Vancouver to Marshall via G. N.

This spirit of co-operation is the thing that builds up railroads. The more of it we can have on the G. N. the greater it will become. We are more than pleased to compliment Mr. Sheffield on his endeavor—as well as on the success attending his effort.

ATTABOY!

Through the instrumentality of Mr. F. J. Fishbeck, Clerk at Dale Street Shops, the Rubin & Cherry Shows which played St. Paul under the auspices of the Brotherhood of Railway Clerks, routed their aggregation over the Great Northern to Winnipeg at a contract price of \$2,400. It is understood that the outfit, 37 cars, also moved over G. N. from Winnipeg to Crookston, Crookston to St. Paul and St. Paul to Sioux City. Co-operation? We'll say so!

The "Champion," monthly bulletin issued by the System Board of Adjustment, Great Northern Railroad, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees has this to say in its July issue:

"Why knock the railroads? You are getting your living from them. Will it not be better to co-operate with them and demand a fifty-fifty co-operation from them? Think it over. 'A house divided against itself cannot stand.'"

Do you want a Great Northern magazine? Send in the coupon.

The British national debt, if piled up in one pound notes would reach an altitude of 4,835 miles.

ANOTHER GO-GETTER

Harry Tyrell, brakeman between Spokane and Whitefish, has developed into a regular passenger solicitor for the Great Northern. Largely through his instrumentality during the past sixty days there have been secured for the Great Northern three passengers for Boston, five for Chicago, one for Detroit, two for LaCrosse and four for Minneapolis.

This is all long haul business, and the co-operation of Mr. Tyrell in this work certainly sets an example for all of us.

Make the sledding difficult for your competitor. Give good service.

THE PEDESTRIAN'S FAVORITE LINES

"O Friend! I know not which way I must look."—(William Wordsworth).

"No muscle I move
As I lie at full length."—(Edgar Allan Poe).

"The plague full swift goes by."—(Thomas Nashe).

"God knows, I'm tossed about."—(Robert Herrick).

"I am the mark."—(Algernon Charles Swinburne).

"He rose, he ran, he stoop'd, he clutch'd." — (William Brightly Rands).

"O my God, I thank Thee that I live."—(Alexander Smith).

WANTED 'EM HARD-BOILED

The black-haired waitress, very much out of sorts, sailed haughtily up to the table at which sat the grouchy customer. She slammed down the cutlery, snatched a napkin from a pile and tossed it in front of him.

Then, striking a furious pose—"Whatcha want?" she snapped. "Coupla eggs," growled the diner. "How ya want 'em?" "Just like you are." "How's that?" "Hard boiled."



The "Ace," St. Paul Athletic Club monthly, is out with a "moving" picture of the arrest of our Vice-President and Director of Traffic, W. P. Kenny, in Seattle. The continuity, or scenario, or whatchamacallit, says as how it was the Chief of Police what done it; but it looked to me like it was by a real director of traffic—one of them guys what stands at a street intersection baskin' in the shade of one of them "Stop-Go" signs an' gives you a ticket good for one performance at the police court next A. M. if he don't like the make of car you're drivin'.

Puzzle, puzzle, who'll solve the puzzle. Ed's gone dippy tryin' to figure out one or two he showed to me. It was easy for me; but I wouldn't tell him the answer. Let some of them out on the line solve the problem. Also, you guys out along this long old railroad—know any puzzles? Send 'em in to the Editor. He can't solve 'em and I won't, but they's a lot of 'em along the line who can and will I know. Let's go!

Is it true what they tell me—that Jim Maher is going to join the new Choral Society? If it ain't, it oughta be. Anybody who can sing "Mahoney's 4th of July" with all the bell canto and nuance that James brings to that stellar performance, ought to be right up in front in the chorus carryin' a spear.

I timed Ed Flynn's speech at the Minneapolis dinner. Two thousand six hundred words in eight minutes by the speedometer—then the fool thing got a hot journal and laid down. Pace was too fast. And the way that boy's head wagged! Ever see him in action—y' know y' gotta see Ed as well as hear 'im. The only gink on earth that is in a class with him when it comes to motion is one of these here dancin' dervishes like what I see once in the Soudan. Incidentally, Ed said something, but that's another story as Kip Ling says.

BIRTHDAY DINNER to
VICE PRESIDENT MARTIN

Monday evening, July 7th, one hundred and twenty-five Great Northerners forgathered at the Athletic Club, St. Paul, for a dinner in honor of the sixtieth birthday anniversary of G. R. Martin, Vice-President, Executive Department. It was a happy occasion from first to last, and we all came away feeling just a wee bit nearer to old friends, a wee bit friendlier to later comers in our midst, and with an all pervading pride in the good old Great Northern, pride in its officials and pride in the man whom we had gathered to honor, whose life work is so closely linked with the fortunes of this great railroad.

During the earlier courses of the dinner, an orchestra played both popular and standard music. They were succeeded by Mr. J. H. Boyd, who sang "Roses of Picardy," who was in turn followed by the "Great Northern Songbirds," Misses Capistrant, Firnet, Gardner, Haessley, Lind and Renz, with Miss Stauffacher at the piano, who sang a delightful number. Miss Haessley then regaled us with a tuneful lament anent a certain wooden whistle. It seems that she was so unwise as to go boating with our old friend and playmate J. A. L. who holds forth on the Tenth Floor—Nuff said! The poor girl's "whistle" wouldn't "whistle" when she needed it most. The company got a merry laugh out of that bit of comedy.

Dinner over, Mr. Maher, who was toastmaster, announced the occasion of the festivities and called on Mr. Budd to respond to the toast "Mr. Martin."

Mr. Budd said, that he welcomed the opportunity to congratulate Mr. Martin on this occasion and to testify to the many sterling qualities he had found in him during the years of their intimate association in the management of the company. Coming to the property some twelve years ago, he soon found that Mr. Martin was not only a mine of information concerning the Great Northern, but was possessed of a fine spirit of co-operation and disposed to give him every benefit of his familiarity with the property. There was much that, as a new comer, he could not know

concerning the property; and he had always realized that he was deeply indebted to Mr. Martin for much of the information he had gained and for many valuable suggestions born of Mr. Martin's ripe experience.

Mr. Budd said that recognition of Mr. Martin's great ability is not limited to those associated with him on the Great Northern. He had found in his contact with the officials of other great railroad properties and with the Interstate Commerce Commission that Mr. Martin is held in high esteem as an expert in railroad accounting and his judgment and pronouncements given great weight.

"Another outstanding characteristic of Mr. Martin," said Mr. Budd, "is his intense loyalty to the Great Northern Railway Company. But perhaps the most remarkable of Mr. Martin's characteristics is his tolerance—his readiness to see the other man's views and to concede their value, even though his acceptance of them is counter to his own preconceived ideas on the subject. Tolerance," Mr. Budd said, "is a great characteristic in any man." An eastern university, Columbia he thought it was, a short time ago conducted a poll as to the most important word in the language and "tolerance" was given the preference. Mr. Martin, he said, possessed the quality of tolerance in a high degree, and he bespoke in all of us this same spirit that he had found so fine and helpful in his association with Mr. Martin.

The Toastmaster then called upon Vice President and General Counsel M. L. Countryman, who, in a happy vein recounted his associations with Mr. Martin and acknowledged his indebtedness to him in the accomplishment of his own duties as a practitioner and legal adviser of the Great Northern. He said that when he came to the road he didn't know any more about railroading than Alex Janes does now. It was to Mr. Martin he appealed for the necessary information and always got it and got it right.

The toastmaster, feeling that Mr. Janes had been somewhat maligned by this soft impeachment, offered him an opportunity to arise to the point of personal privilege; and

Alex arose. He sure did. Years ago, he said, when he joined up with the Great Northern, there was another Vice President and General Counsel, Mr. R. A. Jackson. Alex had certain ideas as to what it was necessary to know to be a successful railroad lawyer and counsel, having visions, he said, that possibly some day he might attain to that high office. But nay, not so; he was all wrong. It seems that the ability to play a good hand at bridge was a primary requisite of success in that respect. He said it cost him \$13.40 to find it out. Experience was ever a dear teacher; but ever it teacheth well, or words to that effect.

Mr. Martin then arose to acknowledge the honor done him by his fellow workers, and after thanking them in a few well chosen words indulged in a few reminiscences, recounted some of his experiences on the road and named over those among the banqueters who were with the road at the time he came with it. At the conclusion of his talk the company rose and sang "For he's a Jolly Good Fellow."

Then Mr. Boyd came through the room to the head table with the birthday remembrance the party was giving to Mr. Martin as a token of their esteem—a traveling bag and a toilet set, which Mr. E. F. Flynn in his accustomed happy manner presented to Mr. Martin on behalf of his friends, associates and fellow-workers on the Great Northern. Mr. Martin rose again to thank us for the remembrances. He was visibly affected. The words did not come easily to his tongue. He said that he could not in any manner adequately express his thoughts but that we would know how deeply he appreciated our kindness and could only say that he thanked us from the bottom of his heart.

Within a few moments the company broke up and went their several ways, all happy to have had the opportunity to attend.

DON'T FORGET

That the proposed new magazine will be FREE. The one thing asked of you is COOPERATION in making it of interest to all.

The Semaphore

Official Publication of the
GREAT NORTHERN RAILWAY CLUB

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Address all communications to the Editor. Copy for each number must be in by the 5th of the month of issue.

Employees are invited to contribute items for publication. These should be typewritten double space and on one side of paper only. Photographs are especially desirable and will be returned if requested.

Editorial

RATES AND FREIGHT SERVICE

The St. Paul Pioneer Press, in a recent editorial commenting on the refusal of the Interstate Commerce Association to reduce freight rates on grain and hay, has this to say regarding the effect such a reduction might have on service—pointing out that the reduction sought by the agricultural communities might easily prove a boomerang.

"One passage in the decision of the Interstate Commerce Commission denying reductions in freight rates on grain and hay deserves the particular attention of the agricultural community. The commission points out that 'The carriers as a whole in the western group have yet to make a fair return on the value of their properties over any considerable consecutive period of time.' It adds that there nevertheless has been improvement in service, but that 'if further substantial revenue losses are to be sustained,' the public interest would be directly affected through a further weakening of railroad credit and a lowering of railway service.

It is impossible to calculate precisely what the loss is to the farmer when, because of car and motive shortages he can not get his grain and live stock to market at the proper time. Any farmer who has shipped live stock has learned from experience that slow movement of live stock is a source of heavy losses through shrinkage, and he must have experienced in the period following government operation, when the transportation system was at a low point, the exasperation of failure to get to market when he wanted to be there. The maintenance of adequate transportation service is the real railroad problem before the farmer.

Whether the rates upon his products are too high in comparison with the rates on other commodities is a question into which the commission has not thoroughly gone. The rates on wheat, its products, and coarse grains are now about 45 per cent above the rates in effect before the war. Those of hay are about 47 per cent higher. Those on other commodities are about 52 per cent higher than pre-war. These figures do not create a presumption in favor of any great reductions on agricultural rates in case of a general readjustment of the structure. But that is another question, the answer to which will doubtless be sought out in the near future."

ROLL OF HONOR

In another column appear brief accounts of the efforts of members of the Great Northern organization to secure passenger business for the company. These gentlemen were instrumental in securing business which, without their efforts, might have gone to other lines.

A number of the large railroads publish monthly magazines that carry Honor Rolls—in which appear the name and post of the employee and, briefly, the business secured. We shall ask the assistance of our Traffic departments to establish such a roll in The Semaphore.

Co-operation is "The Semaphore's" watchword. We are continually preaching it. Why not acknowledge the efforts of our employees to secure business for the company?

THE VALUE OF TRAINING

The following, from Forbes' Magazine, is one of the many expressions emphasizing the value of evenings devoted to study which one hears on every hand.

Tell me how a young man spends his evenings and I will tell you how far he is likely to go in the world. The popular notion is that a youth's progress depends upon how he acts during his working hours. It doesn't. It depends far more upon how he utilizes his leisure. If he spends it badly, he is likely to find himself out of a job before very long. If he spends it in harmless idleness, he is likely to be kept on the pay roll, but that will be about all. If he diligently utilizes his own time to equip himself to do his duties more skillfully and to fit himself for more responsible duties, then the greater responsibilities—and greater rewards are almost certain to come to him.

GERMAN RAILROADS USING MOTOR TRUCKS

Dr. Albert Sommer, of Dresden, Germany, executive manager of a large German trucking corporation, in an address before the motor truck members of the National Automobile Chamber of Commerce, said:

About one year ago the use of trucks by railroads in the City of Berlin began and today can be pronounced a thorough success. Trucks are used to avoid tram car service between freight stations in various parts of Berlin.

Each individual truck unit consists of a five-ton motor truck and two trailers, all closed like freight cars, operated and guarded by the truck corporation's men, who for this business are under the orders of the railway management, wearing the railway uniform.

The truck corporation acts as joint carriers with the railroad and receives a tariff proportionate to the prevailing railroad tariff. Through this use of trucks about forty railroad cars are saved for long-haul purposes in Berlin alone.

A much larger program of co-operation between railroads and motor trucks throughout all Germany has been developed. This involves use of trucks to replace local freight trains.

SUCCESS

If you want a thing bad enough
To go out and fight for it,
Work day and night for it,
Give up your time and your peace
and your sleep for it,
If only desire of it
Makes you hold all other things
tawdry and cheap for it;
If life seems all empty and useless
without it
And all that you scheme and dream
is about it,
If gladly you'll sweat for it,
Fight for it,
Plan for it,
Lose all your terror of God or of
man for it,
With all your capacity,
Strength and sagacity,
Faith, hope and confidence, stern
pertinacity,
If neither cold poverty, famished and
gaunt,
Nor sickness, nor pain
Of body or brain
Can turn you away from the thing
that you want.
If dogged and grim you besiege and
beset it,
You'll get it!

—St. P. D.-P. P. Mirror.

WRITES FROM OVERSEAS

From far off Norway comes a letter from one of our pensioners, who, having emigrated to this country many years ago, has returned to the land of his birth after more than a half century of absence. Evidently the Semaphore has found a warm place in his heart.

Namdalen, Norway. June 22, 1924.
To the Semaphore:

Leaving my native home in 1870, I made up my mind to see it once more, so now, after 54 years of absence, I have the opportunity again to see the Midnight Sun. And taking a review of the time past, I come to remember that of this past 54 years, I also spent 37 of them in the service of the Great Northern Railway at Minneapolis.

Looking backward and examining the past, I come to the conclusion that if I were to live the life over again, I would follow my old policy: "Do your duty wherever you go."

With the best of wishes for young and old on the Great Northern, I remain,

Yours sincerely,
P. H., a G. N. veteran.



THE AMERICAN LEGION

Railroad Post No. 416

Thirty members of Railroad Post No. 416 participated in the American Legion State Convention at St. Cloud, August 4th, 5th and 6th.

A parade was held on the 5th featured by many bands, drums and floats. Railroad Post's entry, a float bearing a miniature replica of Great Northern Engine No. 1497, pulled by a decorated Fordson Tractor, was adjudged the prize winner.

Extensive plans are being made for a float in the parade to be held during the American Legion National Convention to be held in St. Paul, September 15th to 19th inclusive.

All ex-service men in the building who are not Legion members are urged to joint our Post at once.

Do you want a Great Northern magazine? Send in the coupon.

A DISTINCTION

"It's not possible to hate a fellow very long when you really know him well.

"It's the different interpretations of the same thing, when each party firmly believes that he is right that makes most of the trouble; like the coal dealer who adopted as his slogan: 'It's a black job but we treat you white,' and the dissatisfied customer who said it should be changed to: 'It's a dirty job but we clean you good.'

"Most all controversies could be disposed of then and there if the parties thereto had gotten together and become acquainted."

P. C. BRADLEY,
Chairman Brotherhood of
R. R. Trainmen.

Defining a Pedestrian

Son (reading)—Pop, what is a pedestrian?"

Pop—A pedestrian, my son, is the raw material for an automobile accident.—Judge.

GOING SOME

Employees all over the system will be interested in the performance of the silk train from Seattle to St. Paul with the consignment from the silk steamer President Madison. The train was out to beat the record of 46 hours, 15 minutes hung up in 1911 and never equaled until July of this year. Three hours flat were cut off the time of all former runs. The time was 43 hours, 15 minutes. In less than forty-eight hours from the time the vessel docked at Seattle the shipment of silk was in St. Paul. Even better time would have been made had it not been for a half-hour delay at Davenport, N. D. on Sunday, where an interlocker was set against the G. N. train by mistake and the tender had gone home. Also because of the fact that the train was not wholly composed of baggage cars, but contained some express refrigerator cars, there was quite a little delay on account of hot boxes. It is thought that with a full complement of baggage cars the run can be made in under forty-one hours.

OWNERSHIP HIS CHOICE

"I have been called all sorts of things—a socialist, a communist, and pretty nearly everything else, but I do not stand for government ownership of railroads. I am not one of those people who believe that we can pile taxes onto the railroads, or that they can dig the money out of the ground without taking it out of the pockets of the people; they simply collect the taxes for you. That is my reason for being perfectly willing to let the present management of the Great Northern Railroad run it and keep it."

—Mayor Leach.

KINDA SEESAW

"Hobo, did you notice that pile of wood in the yard?"

"Yes'm I seen it."

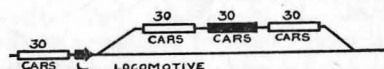
"You should be more careful about your grammar. You mean you SAW it."

"No'm. You mean you saw me see it, but you'll never see me saw it."

Don't fail to sign, and send in the coupon.

PUZZLE COLUMN

One of the Eastern railroad magazines—that of the Maine Central—runs a puzzle column in which appears each month one or more knotty problems in switching of cars or trains. They are interesting and the Editor of the Semaphore has cudged his poor brain over them without success. He thinks that we have the best railroad men in all creation right here on the Great Northern, and is, therefore, going to try a puzzle column in the Semaphore. As a starter we have “lifted” one from the magazine mentioned. Send in your answer—also send in your puzzles. Give your name and address in either case.



Engine attached to 30 cars on main line wishes to pick up the thirty cars in middle of double-end turn-out, and can handle only 30 cars at a time on 1% grade. Turn-out contains, at the time, 90 cars. Put the 30 cars attached to engine in place of the 30 cars in center of turn-out.

Mr. T. C. Frew, General Freight and Passenger Agent of the Newaukum Valley Railroad Company, Onalaska, Washington, writes to the Editor of the Semaphore from Shreveport, Louisiana, where he is at present recovering from an attack of sickness.

“Dear Sir: I congratulate your company on the idea that suggested the half-tone published in ‘The Semaphore’ July, 1924. It is an inspiration transcending the ‘Happy Idea’ and we trust will eventually be reproduced in colors. The admirers of the ‘Empire Builder’ would love to have a memorial of the kind.”

Needless to say that the Editor gets a thrill out of a letter of this sort. His job is not altogether a holiday affair, and appreciations of this nature help a lot.

Don’t fail to sign, and send in the coupon.

NEXT

We heard that Passenger Traffic Manager A. J. Dickinson recently had a knock down and drag out with a whale or something over on the St. Croix River, so we wrote asking for particulars. “Dick” wrote us two letters—one an account of the happening—the other a personal explanation. We are going to print both—because they are so good that to do otherwise would be most selfish.

Dear Bill:

I hesitate to comply with your request fearing if you publish my experience you may bring an avalanche of protesting letters into your sanctum. Unless, therefore, you are prepared to conduct a column for “fish stories” from others who have less regard for the truth than your subscriber and who may have an ambition to surpass mine, you had best consign this story to the official waste basket.

I chanced to meet at lunch certain members of our Law Department a few days after this happened and solely to make conversation and be agreeable repeated the story to them. The Vice-President and General Counsel, who is a well known authority on all matters piscatorial as well as legal, listened with an indulgent smile and then began to talk about something else. The General Solicitor displayed much interest but it was easy to discern from the questions that he asked that he did not believe a word of it; while the Assistant General Counsel was openly skeptical—not to say hostile—and claimed the fish was probably only a carp or an overgrown catfish.

However, there were two witnesses to the battle, one a prominent physician of St. Paul and the other the Chairman of the Entertainment Committee of the Municipal Fourth of July Celebration of the City of Marine (who had consented to row the boat for us for a substantial monetary consideration and on the promise that we would return by 11:30 A. M. so that he could officially start the parade).

The scripture—I think that is the authority—says: “In the mouth of two or three witnesses shall every word be established.”

Therefore, I feel fully protected against any insinuations or open charges from all comers.

You are welcome to make such use of this story as you think best, but at your own risk.

It is true that I ALMOST caught two fish at one cast and was one of the participants in a three cornered contest from which I emerged only partially successful and this is how it happened:

I spent the Fourth of July at Marine on the St. Croix and in the morning fished the river using a light fly rod and a yellow Sally bass bug, casting from a boat. After a short time a small mouth bass in search of breakfast and also celebrating the holiday started away with the bug in all four directions of the compass at the same time and then proceeded to stand on his tail, turn flip-flops and do his stuff with all kinds of variations. After five minutes of this form of exercise he was attacked a *Posteriori* by a muskalonge whose added weight and strength made the handling of a five ounce fly rod extremely difficult for a novice. The muskalonge headed straight for Stillwater with all the swish of the “Oriental Limited” under full speed but was finally, after fifteen minutes or more of hard work, brought along side the boat when it was observed that he was not hooked but had grabbed the bass as a dog would a ham bone—from one side of his powerful jaws protruded the tail and from the other, the head of the bass with the yellow Sally in its mouth.

Having brought along neither fire-arms nor a gaff and being provided with no heavier weapon than a pipe, made landing of both fish a problem. It was finally decided to use a landing net, and the guide dexterously scooped them up, the muskalonge still holding on. His length prevented getting more than two feet of him into the net and when almost in the boat he decided to call it a day’s work, let go, did a backward giant swing and disappeared with a splash which thoroughly drenched us. We landed the bass but it was so badly chewed up that it was fit only for chowder. It is probably fortunate that the muskalonge made his escape as he would, no doubt, have knocked the slats out of our boat and we all three would have been drowned.

Now you can believe this or not just as you choose.

PLAN TO SELL OUR STOCK TO SHIPPERS

It is quite evident that Mr. J. Jos. Brown of the Traffic Department does not devote his entire time to traffic problems and feats of legerdemain. He finds time to consider other problems, and has written to the Semaphore suggesting a plan for promoting the sale of the Company’s capital stock to patrons of the line. His plan appeals to us as a fine one if it can be worked out, serving, as it does, a two-fold purpose—one, the acquisition of capital by sale of stock rather than through the medium of borrowing—forever borrowing and mortgaging the property, the other, linking our shippers to us through a financial bond and creating their active interest in the Company’s fortunes and destiny.

However, any authoritative comment as to the feasibility and advantages of the plan can come only from our executives, and to that end we submitted Mr. Brown’s letter to President Budd with the request that he give the readers of “The Semaphore” the benefit of his consideration of the plan. This Mr. Budd has kindly consented to do; and we hope to have his comments for publication in the next issue.

Mr. Brown’s letter follows:

July 10, 1924.

To the Editor of The Semaphore:

The last year has seen more or less of a change in the attitude of the Railroads towards securing the confidence of the public and the plan is meeting with some success.

However, the thought strikes me that this result may be secured quicker and with greater lasting benefit through the placing of its stocks among the people it serves; in other words, “customer ownership.”

This may be answered by saying that we now have our stocks spread among a large number of owners, but I believe that if an analysis of these owners is made it will be found that most of the holders live off the line, or in the case of the terminals, the stocks are bought through brokers, bankers, etc., and they are in no way interested in the railroads itself except to receive their dividend checks.

I believe that if an investment department was created for the purpose of placing our stocks among our customers great good would result, and

it would be a solution of the many perplexing problems that now confront the carriers.

The feeling of ownership in a thing carries with it a possessory interest, and incidentally, these owners are going to assist in bringing public opinion to a more favorable consideration of our problems.

This department through its publicity would also be in a position to assist a great deal and in fact might be correlated with the Public Relations Department.

This thought occurred to me some time ago and have since made a careful survey among public service corporation stockholders and am satisfied that if the proper effort is made to put the plan across, the result will more than offset the initial expense and labor.

I use the word “initial” because I am fully convinced that with such a department functioning properly the figures will be on the right side of the ledger.

We now have a number of employe owners and this fact alone has worked a considerable change of feeling among these employes, they being more willing to study the various phases of the industry in order to improve the road’s condition.

This only bears out my belief that if our people along the line own small parcels of G. N. stock in each locality served, we would soon be able to educate the public through these stockholders as a nucleus for a more extended campaign.

As an advertising feature also it is without price.

This suggestion is submitted at its face value to the Officers of the Great Northern for consideration through the columns of the Semaphore.

—J. JOS. BROWN.

PARTIAL PAYMENT PLAN

The Treasurer desires to remind employes that Great Northern Railway Company stock can be purchased under the Plan inaugurated by the Company last November, providing for the down payment of \$5.00 per share and the monthly deduction of \$3.00 per share, and that any employe, although he has already subscribed under the plan, can purchase up to 25 shares of stock. Your employing officer or the Treasurer at St. Paul will be glad to furnish further details.



ECHOES OF THE VETERANS' MEETING

It was brought out in the meeting that all the veterans were on the same level, but A. G. Lockman of Grand Forks says there is nothing to it as he was above most of them in his sleeping car every night on the trip.

We understand Mike Hanrahand put on a Wild West Show for the boys on the return trip. On account of the lateness of the veterans retiring he did not start the show until 2:00 A. M. Charley Kinzie, conductor, Grand Forks, was the only survivor and his report would not look good in print.

There were very few veterans at the meeting who enjoy a wider acquaintance with the employes than Veteran Jordan of the Claim Department. I know now why Alex does not miss any of the meetings. He was the first man in the banquet hall and the last out.

Michael J. Stoll—the boys call him Mike for short,—wears his whiskers like King George and drinks his tea the same way. Stoll, Harron, McMahon, Martinier, and Lint are known on the Great Northern as the Big Five. On these trips they combine business with pleasure. They are men whose principles are sound. They have a sense of value and represent the best in human service.

Arriving at Minot on our way homeward, the veterans detained and gathered in a circle and Mr. Landis in well chosen words presented to Mr. Bonham a small token from the members of the association on this trip in appreciation of his services and his efforts to please the boys and make the journey a happy and pleasant one.

Don’t fail to sign, and send in the coupon.

Be Careful What You Say

In speaking of a person's faults,
Pray don't forget your own,
Remember those with houses of
glass
Should seldom throw a stone.

If we have nothing else to do
But talk of those who sin;
'Tis better we commence at home
From that point begin.

We have no right to judge a man
Until he's fairly tried,
Should we not like his company,
We know this world is wide.

Some have their faults—and
Who has not—
The old, as well as young?
Perhaps we may, for ought we
know,
Have fifty to their one.

I'll tell you of a better plan,
And find it works full well,
To try my own defects to cure
Before of others tell.

And though I sometimes hope to
be
No worse than some I know,
My own shortcomings bid me let
The faults of others go.

Then let us all when we commence
To slander friends or foe,
Think of the harm one word may
do
To those who little know.

Remember, curses sometimes like
Our chickens "Roost at home,"
Don't speak of others' faults un-
til
You have spoken of your own.

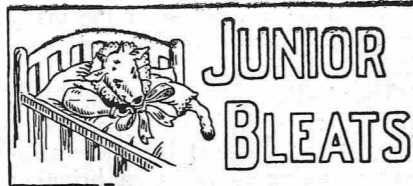
Contributed by John W. Clark,
Dale St. Shops, St. Paul.

It takes sixty-five face muscles to
produce a frown; thirteen to make
a smile. Why work overtime?

"Glue smells fierce," says our of-
fice boy, but gee how it sticks to its
business!"

Do you want a Great Northern
magazine? Send in the coupon.

There are two sides to every ques-
tion—The wrong side—and our side.



GLACIER PARK JUNIORS WIN CHAMPIONSHIP

After setting a fast pace in the Division A race of the Employed Boys Kittenball league of the Y. M. C. A., in which they won eight games and lost one, the Glaciers succeeded in grabbing the league championship by defeating the American Hoist & Derrick boys team, champions of Division B, in two successive games by scores of 12 to 7 and 17 to 6.

In the first, Pitzel had everything his own way, holding the Hoists to four scattered hits while his mates gathered twelve, making each hit count. The work of Pitzel, assisted by Shubring behind the bat, was indeed brilliant, thirteen of the enemy vainly fanning the air. The team was with him in the pinches except in the fifth inning, when after two had walked, and assisted by G. N. errors, the "Iron Men" slipped over five runs, tying the score. The Glaciers showed their batting ability in the first two innings by piling up a five run lead, later adding two more. The Hoists came back in the fourth with two counters and in the fifth mentioned above, added five. With the score tied things began looking bad (as a seven run lead looked mighty safe before) but Konchel hit a two-bagger and the heavy artillery commenced. When the smoke of the inning died down, our boys were four runs to the good. Pitzel tightened up and after that the Hoists never saw home. Carlson hit a home run with no one on base, Pitzel and Johnson each hit a triple and double, and Fontaine hit a texas leaguer to left for a double. A fairly large crowd attended.

The second game was a runaway for the Glaciers as, after scoring ten runs in the first inning, the Juniors were never headed. Our boys scored in every inning except the fourth. Fourteen hits were gathered by the Glaciers, while the Hoists were lucky in getting ten, all widely scattered ones. Pitzel struck out seven men. Knoll and Lind each hit home runs, and it would take a statistician to count the singles and doubles for the

Glaciers. The teams' batting featured the second game as can be noticed by the score and the fielding was above the average, as ten hits by the Hoists only counted for six runs. Pitzel and Shubring deserve a good deal of credit for their showing in both championship games.

In the first game it was comical to see the batters reach for high ones which Pitzel wound around their necks. Predictions surely came true when we said we had a championship team at the beginning. Jack Baer is more than pleased and has nothing but praise for the whole team in the way in which they co-operated with him, but his efficient handling of the team was mainly responsible for their good showing.

Details regarding games for the Twin City Championship are, as yet, undecided. We wish the Glacier Parks success.

First Game.

	1	2	3	4	5	6	7	Runs	Hits
G. P. J.	2	3	0	0	2	4	1	12	12
A. H. & D.	0	0	0	2	5	0	0	7	4

Second Game

	1	2	3	4	5	6	7	Runs	Hits
A. H. & D.	1	0	0	0	3	1	1	6	10
G. P. J.	10	1	3	0	2	1	x	17	14

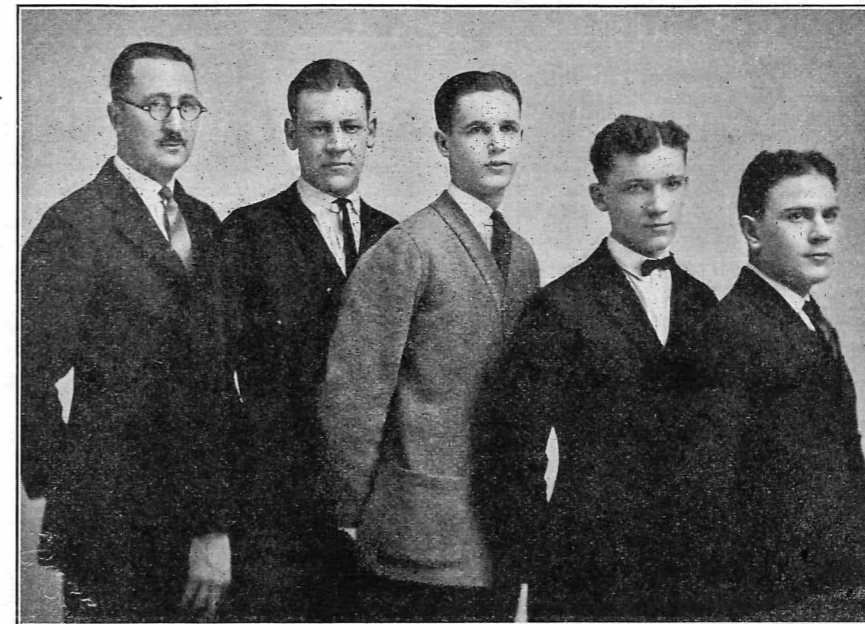
THE EDITOR

The Editor, he sits around
And wonders what to write;
He's got to think up something good,
But must not start a fight.
The Editor, he wants the dope;
He wants the news and stuff;
'Most any little joke will do,
Though it mustn't be too rough.

The Editor, he wants to know,
When folks go for a frolic;
'Bout marriages (or even dates!)
Or a cure for baby's colic.
Promotions, transfers, and the like,
And what's become of "Jimmie;"
And for anything original,
Why, say, his name is "Gimmie."

The Editor, he sits around
And wonders what to write;
He looks for news the whole day
long,

Prays for it at night.
Well, let's all help the Editor
With the contribution stuff;
Let's deluge him with newsy news
Until he cries "E-n-o-u-g-h!"
—Selected.



OFFICERS OF THE GLACIER PARK JUNIORS

From Left to Right, they are—A. B. Moran, Leader; W. King, Vice President; H. Getchell, Secretary; T. Fontaine, President; H. Schaff, Treasurer.

SEND IN YOUR COUPONS

To all Employees:

We beg to submit a few suggestions for forwarding the coupons indicating your desire for a Great Northern magazine:

- (1) Do it NOW.
- (2) Use train mail where possible.
- (3) Print or typewrite your name, division, residence, and position held. Signatures are often difficult to read.
- (4) Address the envelope to: "Editor of the Semaphore, 1118 Great Northern offices, Saint Paul."
- (5) Several employees can send their coupons in one envelope. This is really desirable as it will reduce the number of mail pieces to handle.
- (6) Station Agents, Road Masters, Yard Masters, and Trainmen are requested to aid in securing a signed coupon from every employee who wishes the magazine.
- (7) For the sake of the Semaphore staff, who will have to poll this vote of a thousand—"Speed it up," and help all you can. You will win our everlasting gratitude if you will do this.

WHAT ARE YOU?

According to John Carlyle, mankind may be divided into two classes—the "pep and promise" fellows and the "facts and finish" brothers. Look about you. There are those who are always on hand at the beginning of an enterprise and who get away on the jump and make

the first hundred yards in nothing flat. They are full of vim, vigor and vitality, and to the extent that they make a lot of noise at the outset really accomplish some good because of the enthusiasm they create. They talk about the bacon. They know where it is to be found and just how to go and get it. But they seldom

bring it home. They crack under the strain or weary in well doing. It's the "facts and finish" chaps who came home with the side meat. They are slow to enthuse—slower still to get started, but you're apt to find them up front and running strong at the finish.

Which are you? Ask yourself—without prejudice. If you are one of the "pep and promise" fellows—qualify for the "facts and finish" division. It can be done.

"You can't scare a locomotive with your horn," says the Staples, Minn. Herald. The St. Paul Pioneer Press thinks that it's fifty-fifty that "a locomotive can't scare a fool motorist with its whistle either."

SIXTEENTH ANNUAL PICNIC

As we go to press great preparations are in progress for the annual picnic of the company's general office employees at Spring Park, Lake Minnetonka, Saturday, August 16th. Over 6,000 tickets have been sold and if the weather man will only behave, the outlook is for a regular "humdinger" of a picnic—the best the General Offices ever have had—and that's saying a mouthful.

Bathing, boating, baseball, kittenball, games, races, dancing and everything else that goes to make a picnic a joy fest will be the order of the day. We prognosticate that it is going to be a big success and maybe we'll tell you about it next month.

MINNEAPOLIS DINNER

(Continued From Page 6)

private automobile, will also be able permanently to carry the large busses and motor trucks or whether separate commercial highways will have to be built; whether the commercial vehicles using the highways may continue to do so without paying for the use thereof; whether and the extent to which safety precautions will be enforced and rates and service regulated, as in the case of the railroads; and whether, in the State of Minnesota, busses and trucks will be permitted to operate in competition with the railroads without paying taxes on gross earnings, as the railroads do, all are questions which have yet to be answered. When these and other questions arising out

of the operation of commercial vehicles on highways are answered, we can do nothing but abide by the decision of the public as to the extent and character of traffic that these vehicles will carry. One thing seems certain: That is, that on the rights of way, upon which have been built the steel highways of the railroads and upon which can be operated so much larger transportation units, there will always be carried the great bulk of long haul freight and passenger business in the United States.

"One frequently hears the airplane spoken of as a factor in the transportation of the future and, no doubt, it will become an important factor in carrying light, but valuable, packages long distances where the cost of transportation is negligible. Likewise, a small amount of passenger traffic may be so carried, but the force of gravity cannot be overcome except at great expenditure of energy, hence at great cost. The railroad provides a means of handling weight and bulk overland with the least expenditure of energy per unit handled of any device yet known.

"It may very well be that the use of the highways by motor busses and motor trucks may become an auxiliary of steam railroad transportation. Some eastern railroads have been operating trucks in connection with local freight service for over a year. The Great Northern for two years has been operating gasoline-driven passenger cars on its tracks. Now we are undertaking an experiment in the operation of motor busses on highways. A jointly owned subsidiary, the Spokane, Portland & Seattle Railway Company, has organized a transportation company and purchased a fleet of six motor busses to operate on a highway which parallels the railroad. This experiment will be watched with great interest to determine, in the light of actual performance and the probable future of that kind of transportation, whether the extended use of such vehicles should be undertaken by the railroad company."

In closing, Mr. Budd suggested that it might be of interest to all of the employees to have a regular Great Northern publication. He said:

"Some of the general officers have wondered if it would not be helpful in giving all of the employees a

better understanding of the problems of the various departments and of the railroad as a whole to have a Great Northern magazine. I think the success of such a magazine depends upon whether or not it is supported by the employees. I do not think highly of a railroad magazine unless the employees contribute to it. For the information of the employees about the affairs of the Company, there should, perhaps, be a column provided by the management, and that we would gladly furnish as well as material of general interest. But the vital thing which would make a magazine worth while for Great Northern employees would be to have it contain a column of news and comment from each division or to have a section devoted to each department, which would be supplied with news and comment by divisional correspondents.

"We have a small sheet called 'The Semaphore.' Seven issues have appeared monthly beginning with January, 1924. It is published by the Great Northern Railway Club, a voluntary organization of Great Northern enthusiasts, and I believe about seven thousand copies have been printed at each issue. I am going to suggest to the management of 'The Semaphore' that thirty-five thousand copies of the next issue be published and a copy sent to each employee with a request that each one who favors having a regular, monthly magazine, so indicate."

Mr. Budd's address was followed by a song by Mr. J. H. Boyd, assistant comptroller. Mr. Boyd sang two numbers. We have commented on John's singing many times before, having told of his voice, his artistry, and the pleasure his audience has found in his great gift. We are tempted to say all it over again, but this "Double-Header" Banquet is some function to report, and already we have worn out one "Ever-ready," and have suffered three attacks of writer's cramp.

The toastmaster then introduced Mr. W. P. Kenney, Vice-President and Director of Traffic. He said that, undoubtedly, Mr. Kenney was one of the greatest traffic experts at large, and was the original "Go-getter." He had always longed to know how Mr. Kenney does it, but had never dared to ask the details but, anyway, he got it.

Mr. Kenney said that he wasn't given to public speaking, especially the two-a-day Orpheum stuff that was the order of the evening—it was a little too wearing. He lived over in Saint Paul where they went to bed at eight o'clock, put out the cat, and pulled up the drawbridge, and all was quiet, so he might be pardoned if he felt somewhat strange in a big city.

Mr. Kenney said that Minneapolis is the largest city on the Great Northern and, in point of business, the most important; that the city has had a remarkable growth, and he believed that no other single instrumentality had contributed so largely to that growth as had the Great Northern. Added to this is the large tributary territory, and the fact that all rates break at the Twin Cities. "I remember," he said, "when we little thought that we should ever have a large city. We thought that when the mills had cut all the timber the town would dry up. That was in the days before the development of the agricultural possibilities of the Northwest. Now it is the market for a vast area of grain, the bulk of which is shipped into Minneapolis.

"We have had some pretty lean years, but, happily, just now we are looking forward to an unusually large crop, and the outlook is very bright; but, lean or fat, good or bad, the town of Minneapolis continues to grow apace. It reminds me of the two Swedes who met on the street. Nels said to Ole, 'I am glad to see you, Ole, and are you married since I saw you?' 'Yes,' said Ole, 'That's good,' said Nels. 'Not so good; my wife, she's got nine children. 'That's bad.' 'Not so bad; she's got a million dollars.' 'That's good.' 'Not so good; she won't spend a cent.' 'That's bad.' 'Not so bad; she's got a house, so we don't have to pay rent.' 'That's good.' 'Not so good; the house burned down last night.' 'That's bad.' 'Not so bad; the old woman, she burned up with it.' 'That's good.' 'Yes, that's good.'"

Mr. Kenney then said that he thought both the Company and those present were to be congratulated on the occasion and that he was more than pleased to be able to be present.

Next in order were vocal selections by the Great Northern Song Birds,

with Miss Stauffacher at the piano. The Misses Evelyn Capistrant and Rosella Renz, of the Sextette, delighted the audience with two beautifully rendered solo numbers and the six "Song Birds" sang "I'm Going Back to Mandalay"—arranged for sextette. All were enthusiastically received.

The toastmaster then introduced the principal speaker of the evening, Mr. W. D. Hines, Ex-Director General of Railroads, whose address is reported in full on the first page. Mr. Hines' subject is of vital interest to all railroad employees and his masterly analysis of the difficulties they will encounter if government ownership should become an accomplished fact, commanded the absorbed attention of the entire gathering.

Following Mr. Hines, the Great Northern Quartet sang one more number, "It Ain't Gonna Rain No More."

After the quartette came a short address by Mr. P. C. Bradley, Chairman of the General Grievance Committee, Brotherhood of Railway Trainmen, Great Northern Railway. Mr. Bradley said:

"On behalf of the Transportation Brotherhood I congratulate our friends here this evening who, with us, are privileged to be the guests of the officials of the Great Northern Railroad.

"For nearly a quarter of a century I served the road, first in the capacity of brakeman, then as switchman, later as conductor; and I am proud to say that I retain my identity as a Great Northern employee.

"In the nearly twenty years that I have been engaged in the business of endeavoring to adjust controversies where both sides are very certain that they are right, I venture the assertion that most of them could and would have been disposed of at the time and place where they happened, had the men on both sides endeavored to see the other fellows' reason as they expected the other fellow to see their's.

"It is indeed a happy omen when a large corporation and its employees are brought together by the friendly attitude of the officers of that corporation. It has come to be better understood by industrial systems and

the public that a high standard of living insisted on by working people is as much of an advantage to the employer as to the employee. Tell me the kind of a home a man has, and I will tell you the kind of an employee he is most likely to be, and whether, if I were an employer, I should want his services or not.

"Never in my association with men or managements have I held such hope and confidence of the future as when talking with President Budd of the Great Northern during one of the most pronounced differences of opinion that has happened on the railway in my time as an employee. Mr. Budd perhaps doesn't remember that he said anything exceptionally inspiring; but my confidence in the security for us employees and of the future was made firm indeed when Mr. Budd said, 'I am not interested so much in what men have done in the past as I am in what they are going to do in the future.'

"With the management holding such sentiments toward co-operation, harmony and prosperity are assured, for, in the words of Carlyle, who said almost a century ago, 'It is not by mechanism but by religion, not by self-interest but by loyalty that men govern or are governable.'"

Edward F. Flynn, Director of Bureau of Public Relations, came at the end of a program notable for the seriousness of the subject discussed. He gave a demonstration of his dynamic velocity of speech.

The reason why Flynn is such a "fast worker" when it comes to talking, is that he has so much to say that is worth while and that people should know, that the difficulty is to get it said. There is so much of elemental, fundamental, monumental value of the truth about the railroads that the world has not been taught and the people in it are learning all too slowly.

Saturday night he pictured opportunity beckoning, or lying in wait for railroad men who are yet near the bottom of the ladder, or mounting to its summit round by round.

When Flynn finished speaking at the Radisson, a number of his admirers asked to have a copy of the famous poem, "Pep," which was included in his fast time talk: Let's go!

PEP

"Vigor, Vitality, Vim and Punch,
That's Pep,
The nerve to act on a sudden|
hunch, That's Pep,
The courage to tackle the hardest
thing,
With feet that climb and hands
that cling
And a heart that never forgets to
sing—That's Pep.

"Sand and grit on a concrete base,
That's Pep,
Pleasant smile on an honest face,
That's Pep,
The spirit that helps when another's
down,
That helps its neighbor and helps
its town
That know how to scatter the blackest
frown—That's Pep.

"To say 'I will,' for you know you
can, That's Pep,
To look for the best in every man,
That's Pep,

To meet each staggering knockout
blow,
And come back with a laugh, be-
cause you know
You'll get the best of the whole
darned show, That's Pep."

The final note of Mr. Flynn's talk was a clarion call for patriotism, particularly denouncing the element of foreign birth, those who, while availing themselves of American opportunity to gain a living, take advantage of the privileges accorded them to promulgate hatred and distrust of American ideals and disrespect for American institutions.

The toastmaster then announced the conclusion of the formal program, and stated that the chairs would be removed, and the room given over to dancing for those who wished to remain.

Did you ever stop to consider that success comes in CANS?

DON'T FORGET

That the proposed new
magazine will be FREE.
The one thing asked of
you is COOPERATION in
making it of interest to all.

Department of Great Northern Railway Women's Club

EDITOR

MRS. J. MABEL DILHAN

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Editorial

LOYALTY

In a brief talk at the Great Northern Railway Women's Club luncheon on July 10th, Mr. Ralph Budd elucidated a number of aspects of "Loyalty," that attribute of character generally taken for granted and seldom analyzed, referring in his interpretations to John Galsworthy's play "Loyalties." Mr. Budd's conclusion was that loyalty must be above all things intelligent, and characterized by judicious consideration of the greater issues in each instance of its application; and in the case of a company or organization of any kind, coordinated, as satisfactory results can only be obtained when the various constituents are pulling in parallel lines.

In the Galsworthy play practically all the loyalties which enter into daily life are exemplified, frequently criss-crossing and cutting each other's throats, so that it is sometimes difficult to tell where loyalty ends and prejudice begins; as in the case of the grocer, Gilman, who in revealing his knowledge of the stolen note, believed himself to be actuated by loyalty to justice, but proved in conversation with the solicitor Twisden, that he was really urged to make the disclosure by prejudice against De Levis, as the representative of an alien race.—"I've nothing against them," he says: "They work harder; they're more sober; they're honest; and they're everywhere, but the fact is, they get on so." (A thorn in the flesh.)

Then there are the loyalties of Captain Dancy's friends, each in his own way; Winsor, affectionate and kindly, fearing scandal and reflections upon his class; Colford, stubborn and stanch, refusing to believe in the guilt of his friend, but de-

termined to see him through even though guilty, faithful to the last; upbraiding the solicitor, Twisden, for throwing up the case he said:

"I thought a man was safe with his solicitor," to which Twisden replied:

"When you have been as long in your profession as I have in mine, Major Colford, you will know that duty to your calling outweighs duty to friend or client."

And Twisden to his clerk:

"Thought is one thing—knowledge another. There's duty to our profession. Ours is a fine calling. On the good faith of solicitors a very great deal hangs."

"By George, I feel bad about it," said the clerk.

"Yes, but professional honor comes first," replied Twisden.

There's the loyalty of the older men, Lord St. Erth and General Canygne, with their liking for "young Dancy" and reverence for their order, but deciding without hesitation that their duty is to their organization, the Club, rather than to their friends.

There's the pathetic loyalty of Paolo Ricardos to his daughter, when compelled by the greater force of the law to betray Captain Dancy, and the common, everyday variety of loyalty of Mabel Dancy, the wife, who in the manner of wives, sticks to the end. And there's the Horsey, epigrammatic loyalty of Margaret Orme, who says:

"There isn't the slightest connection, so far as I can see, between innocence and reputation;" and—"It'll be too frightful if he doesn't get a verdict, after all this. But I don't know what we shall do when it's over. I've been sitting in that Court for three days, watching, and it's made me feel that there's nothing we like better than seeing people skinned."

And at last there's the loyalty of Captain Dancy himself, to his wife, when he does what he considers—"the only decent thing."

An interesting departure in the club programs, which has added greatly to the pleasure of the meetings, is the community singing, under the leadership of Wilhelmina Pokorny, who is in herself a living embodiment of the "Vigor, vitality, vim and punch," which is Mr. Flynn's favorite definition of "Pep."

WOMEN HEAR MRS. STEMBEL AND MRS. FREDERICK MEARS

The Women's Club has been fortunate in having as its recent guests, two distinguished women, Mrs. Stembel, and Mrs. Frederick Mears.

On July tenth Mrs. Stembel addressed the club in her usual happy manner, speaking, according to her custom, upon current events, and referring particularly to the presidential candidates, their qualities and qualifications. As Miss Williams, of the legal department, pithily remarked: "When you hear Mrs. Stembel you don't have to read the newspapers."

Mrs. Frederick Mears, in her address on Alaska, July twenty-fourth, was obviously handling a subject very dear to her heart. She gave a conscientious and sincere exposition of that interesting and comparatively unknown country, covering in detail a wide range of subjects, illustrating different points topographically by reference to a blueprint relief map.

A prominent resident of Alaska visiting Seattle recently, deplored the fact that the movies only show Alaska as a vast region of ice and snow. While Mrs. Mears presented a vivid word picture of the ice and snow, the long summer days and longer winter nights, she also faithfully depicted the actual living conditions which accompanied the progress and development of the country during the seven years of her residence there, as only a woman could who had identified herself wholeheartedly with the life of the country, and viewed the whole gigantic project from an unusually level-headed and intelligent point of view. One interesting item of Mrs. Mears' talk was her explanation of the difference between the Sour-doughs and chechaquos, the invidious distinction being that in the days of earlier immigration newcomers were called "Chechaquos," and always wilted at the application of the name. They made their bread with baking powder which they brought with them, while the residents of the community who made theirs with sour dough since they had no baking powder, were called "Sour-doughs," and took immense pride in thus classifying themselves. For the new men in the land they felt nothing but disdain.

"DAYTIME WIVES"

(Editor's Note.)—Screen fans, who, intrigued by the ambiguity of the foregoing title braved the confinement of a show house during the recent warm weather period found themselves furnished with a remarkably realistic portrayal of the average private secretary, showing all her unselfish devotion to her work, unswerving loyalty to her employer's interests and unconditional surrender of all private interests and pleasures to whatever demands the regular or unexpected requirements of business might make upon her.

At the same time in another theatre, the screen version of A. S. M. Hutchinson's "This Freedom" was being given. Thus at two theatres the problem (?) of the "business woman" was simultaneously being demonstrated. We should all feel grateful and flattered to have the attention of the distinguished literati centered upon us to this extent. In addition there is Mr. Charles Norris, stalking majestically at the head of the "Bread" line, and Rupert Hughes, wailing wildly in the wilderness of Hollywood upon every possible occasion, on the business woman question. Under these circumstances it is a pleasure to have one of our own members enter the arena with the following communication: May there be others!

Mrs. Dilhan's interesting challenge in the form of a query "Why are women more successful in positions than in business?" set me thinking, and I hope I am not the only one. Come all ye faithful, give your brains a racking! Let's hear from you.

Just what is it that keeps us from covering the commercial field in such leaps and bounds as we have and are covering other fields? Lack of courage? Hardly. Since our chief combat lies in matching our wits with those of the average business man, and men fall easy prey to women's wits—we all know that. Lack of ambition? G'won! Look what we did with our club in such a short time. Results denote anything but that. Lack of initiative? Note the decisiveness with which a woman vetoes her husband's choice of a new suit and promptly fits him into one of her own choosing while the submissive male looks helplessly on, and you'll know who it is that lacks initiative—men or women?

What holds her back then? Could it not possibly be because a woman's heart rules her brain and subconsciously directs her into different channels? Is it not because a woman will fight and die for an ideal rather than grasp the glory of cold dollars and cents. In time of war, is it not the woman who silently follows in the trail of destruction and chaos wrought by men's ambitions for might, and courageously fixes, mends and heals, in preference to seeking honors for herself? In the home, is it not the woman who bravely faces business calamities, sickness and poverty? Have women not been known to give up careers and fame for the sake of children?

It is a self imposed task, but she glories in it more than in the material attainment of riches and power via commerce. She knows what she is about, let her be! That it is not the lack of this, that, or the other thing, is proved by the individual exceptions who choose to conquer the business field.

My motto is: "Let men make the money; we'll spend it."

(Signed) A FEMINIST.

A FEW DINNER NOTES

It is doubtless a far flung hyperbole to liken a gathering of railway workers at an hotel dinner to an opera first night in one of the big world centers; and yet, as the vast crowd assembled at the Radisson and Nicollet Saturday night, this was the sensation that one experienced. Getting early into your places, watching the people coming, in couples, singly or in groups of larger numbers, finding their way smoothly to their places—listening to the tentative, insistent scraping of instruments as the orchestra assembles, and then the gradual settling down to the real business of the evening. All the essentials were there, the same as in the Metropolitan at New York, the world famed opera house of Paris, La Scala at Milan or Covent Garden in London; the orderly assembling of a great crowd, coming in this case as the guests of a great Railway that has sent its highest executives to a neighborly spread, to get a first hand acquaintance with its nearest employees. For, as Mr. Budd remarked, it often happens that due to the necessities of frequent trips to distant division points, "We are

better acquainted with our employes far away than with those right at home, just as it is often said that one never sees the sights of one's own city unless one has visitors." There was the same intangible, indefinable, insistent allure, with the advantage perhaps going to the railroad crowd in point of manners and deportment.

A feeling of satisfaction and finished achievement, like a wafted odor of indestructible perfume comes to a returned wanderer, who has traveled far and wide and lived in many cities, that here one's own State is the center of civilization. Not for nothing has this country been named "The Northwestern Empire," and not for nothing was the late Mr. James J. Hill named the "Empire Builder."

WHO ARE THE RAILWAY WOMEN?

Some months ago, when a Business Women's Vocational Exposition was being held, there was a suggestion that the subject of railway women be handled as a class, in a publicity way. Upon investigation it was found that as a class they did not exist; that they were simply following the fortunes of their respective trades, as stenographers, accountants, clerks, etc., which vocations they could pursue in any other offices than railroad offices just as well.

When P. C. Bradley, Chairman of the Brotherhood of Railroad Trainmen, referring, at the Great Northern dinner Saturday night, to the high standard of living insisted upon by and for working people, said: "Tell me the kind of a home a man has, and I will tell you the kind of an employe he is likely to be," he classified THE RAILWAY WOMEN OF THE WORLD as the homemakers of the railway men.

"In the early days of railroading it was possible for the officers of the company to know the men personally. One of the stories about Mr. James J. Hill, for which Mr. McMillan is responsible, is to the effect that on one occasion when he was going away, there was a meeting of staff officers, and at its close Mr. Hill asked if there was anything else, and somebody said: "Well, Mr. Hill, there is a new brakeman up on the northern division that you ought to know before you go."

G. R. MARTIN.

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