Bulletin No. 56 *Safety Series No.19*

University of Arizona Bulletin

State Safety News

June, 1917

Entered as second class matter November 23, 1915, at the postoffice at Tucson, Arizona, under the Act of August 24, 1912. Issued weekly, September to May.

PUBLISHED BY THE

University of Arizona
Bureau of Mines

CHARLES F. WILLIS, *Director*

TUCSON, ARIZONA

1916-17

THE STATE CONSOLIDATED PUBLISHING CO.
TUCSON

State Safety News

Safety *Efficiency*

SAFETY SERIES No. 19 MAY 29, 1917

NATURALIZATION

BY J. M. LANE

An alien must first take out what are commonly known as his "first papers" which may be applied for immediately the alien arrives in this country. This declaration may be made before the clerk of any United States circuit or district court, in the district in which he resides. The applicant must state that it is his bona fide intention to become a citizen and that he renounces forever fidelity to any foreign power to which he may be subject.

In his declaration the alien must give his age, occupation, personal description, place of birth, last foreign residence, date of arrival, the name of the vessel on which he entered the country and his present residence. For this declaration the fee is $1.00.

In not less than two years or more than seven years after his "first papers" have been taken out, the applicant must file in duplicate, a petition in his own hand writing, in which he must establish the fact that he has resided in the United States continuously for a period of five years at least, and within the state of territory where the court at that time is being held for at least one year. Should the petitioner have made previously a petition for citizenship to any court he must state in detail reasons for denial of same.

The petition must be verified by at least two credible witnesses, who are citizens, and who shall state in their affidavits that they have personally known the applicant to be a resident of the United States for a period of five years continuously and of the state, territory or district in which the application is made for a period of at least one year immediately preceding the filing of the petition.

When the court is satisfied that the petitioner has complied in all respects with the law governing naturalization, the court issues the final order which entitles the petitioner to be admitted as a citizen of the United States.

If any alien who has received a certificate of citizenship shall return to his native country or take up a permanent residence in any other foreign country, his certificate may be cancelled.

The fee for making and filing the petition is $2.00 and a similar

amount must also be paid when the final order is entered and the certificate issued. The petitioner must also deposit with the clerk of the court a sum of money sufficient to pay for any necessary witnesses who may be called in behalf of the applicant.

Naturalization is limited to white persons and those of the African race, and no alien who is a native citizen nor a subject of any country with which the United States may be at war at the time of his application can be admitted into citizenship. The penalty for procuring illegal naturalization is a fine of not more than $5,000, imprisonment of not more than five years, or both.—LEFAX.

The defective citizen of today is ofttimes the unhealthy child of yesterday.

THIRTY FIRST AID ISMS

COMPILED BY DR. W. N. LIPSCOMB,
Field Representative, American Red Cross.

1. The best way to treat any injury is to prevent it.
2. First aid work merely means applied common-sense based on a little extra knowledge.
3. The fate of an injured man depends upon the individual into whose hands he first falls.
4. The man afraid to apply first aid, knowing how, is a coward; the man who calls it "hot air" is dangerously ignorant; the man who does the right things at the right time is the real man.
5. The blind rush to a hospital without first attempting relief is insanity—patients have died on the way from loss of blood and shock.
6. Seventy-eight out of every one hundred cases of infection or "blood-poisoning" begin in the hand—remember this when you get an injury there.
7. Do not drill a black finger-nail with a knife—it may cause a whitlow or bone-felon.
8. The little wounds are dangerous—often more so than the large ones—give them immediate and careful attention.
9. Do not "wash out" any wound with water—it merely drives the "germs" deeper in.
10. A man spent 368 days in the hospital in the state of Washington because he let another man pick a splinter out of his hand with a pocket knife—will you be the next to contract such a case of general "blood-poisoning?"

11. If you have nothing surgically clean to put on a wound, leave it exposed to the open air—it is safer.

12. Keep your hands, clothes and handkerchiefs out of a wound—it is dangerous to so tamper with it.

13. Keep cotton out of wounds and burns—do not force a surgeon to "pick the goose alive."

14. A man's eye is a delicate piece of machinery—keep sharp tools out and avoid the dirty ones.

15. In treating fractures (broken bones) anywhere, first cut away clothing—there is often a wound present.

16. Many a simple fracture has become compound from hasty or rough handling; a man who has a fracture is likely to have an open wound through the protruding of sharp end of bone if mishandled.

17. Properly splint or immobilize a patient's limb when broken, before moving him. It may save money and bad results.

18. Never move a man with a broken leg before you see that it is placed in well padded and comfortable splints.

19. If in doubt whether a break exists anywhere, fix as such—this treatment cannot do harm; it may help greatly.

20. Be careful about dislocations. If not able to reduce, bandage in most comfortable position for patient.

21. Prevent a man from walking on a sprained ankle—one or more bones in the foot may be broken.

22. Elevating injured arms and legs in case of accident means increased comfort for the patient, especially in event of crushed injuries.

23. The coat makes a good sling—hold injured arm horizontally across chest—fold coat over arm and secure the corner near the neck with a pin or nail. Also pin behind to steady arm against shoulder.

24. In making an emergency stretcher, first try it out with an uninjured patient—it may prevent serious consequences.

25. Walk slowly with patient feet foremost on a stretcher; why needlessly shake him up?

26. In applying a tourniquet or "twister" be sure to loosen gently about every twenty minutes—this is an absolute rule for comfort and safety.

27. The tourniquet is a "good servant, but a bad master"—be sure that you apply it correctly, and use something broad, not wire or rope.

28. Keep an injured man's head low, loosen clothing, look for external injuries, keep him warm, but yourself cool, handle as little and as gently as possible.

29. Lowering a patient's head in case of fainting is the first and main essential in treatment.

30. To deal with an epileptic fit—prevent person from falling, place a stick or handkerchief between teeth, then observe "watchful waiting."

Approved by Major Robt. U. Patterson, Medical Corps, U. S. Army in charge Bureau of Medical Service, American Red Cross, 1624 H Street N. W., Washington, D. C.

The New Jerusalem, the model city is prophesied by a very old book. The road to it is through "clean living." We are off on a long hike.

MINING AND LIQUOR

In his annual report upon the mining industry of Idaho, the state inspector of mines, Robert N. Bell, calls attention to a very marked reduction in the number of fatal accidents in the mines—a condition which he deems the more significant in view of the larger demand for labor, the shortage of experienced men and the greater number of green hands, unfamiliar with the hazards of the business.

Among the favorable causes, Mr. Bell mentions prohibition of the liquor industry as a very important factor in the reduction of the number of accidents. He considers that, if the law is enforced, it will continue to maintain good results in the matter of safety to mine employees.

It is generally recognized that the industrial managements of the United States are largely responsible for the growth of prohibition sentiment; a greater measure of safety and efficiency is sought by this means.

But it is so often noted that, before the era of prohibition in the west, state laws existed to exclude the use of liquor in and about mining plants. Where such statutes have not been adopted, mine managements have themselves enforced regulations of their own bearing upon the same subject.

Certainly there is no occupation in which soberness is held to be so essential to the safety of the working forces. The employees of mines are as much a party to the adverse sentiment as the managements; no miner deliberately chooses to work beside a drunken man, unless he is himself intoxicated.

The extension of prohibition to the entire population in several

western states has not added much to the protection of large mining properties and their employees, because these mines had already set up their own rules.

Uniform mining codes, designed by committees for the benefit of the mining states, have always touched upon this subject. What is true of the large mining plants has frequently been true of other industrial establishments, including those of the east, where state-wide prohibition finds greater obstacles.

Viewing the matter strictly in its historical aspects, the advance of the prohibition principle seems to be an expression of the triumph of industrialism over individualism.

It is the careless, thoughtless and indifferent men who contribute to the support of the undertaker.

HEALTH INSURANCE FAVORED

The attitude of the best physicians in Massachusetts, according to Governor McCall, appear to be favorable to the governor's health insurance recommendation contained in his inaugural message. The governor has been highly pleased with the response from the general public to the health insurance recommendation.—BOSTON (MASS.) TRANSCRIPT.

The man who is too proud to show himself in his shirt and dig and hoe, rake and plant and push the mower, is hopeless.

A LITTLE HARSH

The victim of an accident glanced thoughtfully at the caller's card.

"I guess you're what they call an ambulance chaser, ain't you?" demanded the injured one.

"That's rather a hard name, old man," replied the lawyer blandly. "Why not call me a settlement worker?"

"An optimist is one who makes lemonade out of the 'lemons' handed to him."

"Labor and capital are naturally partners, not enemies.

"The personal relation in industry, entered into in the right spirit, gives the greatest promise of bridging the yawning chasm which has opened up between employer and employee."—From recent address by JOHN D. ROCKEFELLER, JR.

MEN WHO GOT AHEAD—AND WHY

BY J. OGDEN ARMOUR

From The American Magazine, March, 1917.

J. Ogden Arn our's companies do a business of $500,000,000 a year, and Mr. Armour employs 40,000 men.

One of the truest axioms I know is the business saying that "the best trained man is the self-trained man." It is my belief that no man developed by a formula in a business organization can ever reach the power of one who is put on his own responsibility, knowing that his advancement depends on his own brains, foresight and application.

By this I do not mean that a business leader should let his men go along blindly. He must always give something of himself. But in any office organization the man who has never had to stand squarely on his own feet is never in a position to march ahead.

Almost every executive in our company has risen from the ranks.

We try to run our business so that everyone, from the latest office boy all the way up the line, knows the business of the man just ahead of him.

Several years ago I had occasion one forenoon to send a note to a superintendent in our office building. My own boy was away on another errand and a new messenger answered the call. The note was never delivered.

"How are boys hired here?" I asked.

"Oh, we take almost any boy who comes along,"I was told. "Some of them are employed because their fathers work here."

This statement set me thinking, and it resulted in the development of the system by which the hiring of boys has become a very painstaking part of our business.

Cleanliness, good manners, good physique, mental agility, and good habits are primary requisites.

"Why do you want to work here?" is a question we always ask. If a boy shows that he merely wants to make a little money, there is no place for him; if he has a vision of working up in the business—in short, if he is ambitious—it is a strong point in his favor. All boys who enter our service are examined by physicians and given opportunities for physical training. Those who show an aptitude for office work are placed accordingly, while those who seem to prefer manual to mental labor are steered out into the plants.

This general system has one drawback. The ranks of our office boys and stenographers are being continually disrupted by the gradua-

tion of these employees into positions of higher responsibility. "Once a bookkeeper always a bookkeeper" is not true here.

WHERE OUR SUPERINTENDENTS COME FROM

Twenty-five years ago a young man came to Chicago from a little town in Kansas. After looking several days for a job, and finding none, he drifted out to the stockyards and was put to work as a laborer in the butterine department at $1.75 a day.

"I was worked so hard," he said afterward, "that I made up my mind to look for another job; but I was too busy during the day and too infernally tired at night."

So the young Kansan stayed on and kept the pace. As soon as he really got his bearings he was setting a new pace, always working a little harder, thinking a little more quickly, than the man beside him. Promotion came, as it is bound to come to men of this type.

Today John O'Hern, the former Kansas boy, is general superintendent of all our plants.

Take the case of Pierce. Many years ago he came to us, a timekeeper. Eight or ten other men were doing the same kind of work, and Pierce might have quietly become one of them and never been heard from. But he was not satisfied with being merely a timekeeper, he wanted to know the why and wherefore of every angle of the business with which he came into contact. While he was in the process of informing himself he discovered that the pay roll had been heavily padded for years—that the names of men not in the employ of the company were carried on it. Any of the other timekeepers might have made the same discovery, but they fumbled the chance. By proving himself the possessor of a direct, projective mind he was given charge of construction work. Later he became superintendent of the beef end of the business, and when plans were made for building the South American plant it was Pierce whom we picked to do the job.

Perhaps the most interesting story of all is MacDowell's, for it shows how a man can win success by always watching for an opening and jumping into it. MacDowell had picked up stenography as a diversion and had shown some little ability in making sketches.

In those days my father used to go to Europe every summer, and each year he would have a private telegraph code made up for his used by his secretary. This year the secretary turned the job over to MacDowell.

Instead of getting up an ordinary code on a few sheets of paper, MacDowell designed a little booklet, bound it in seal, and printed

the code in illuminated letters. The next day the secretary handed in the code.

"You didn't do this," said my father.

"N-n-o-o sir," stammered the secretary.

"Who did? * * Send him to me."

"Young man,"—as MacDowell came into the office—"how did you happen to get my code up in this shape?"

"I thought it would be handier for you, sir."

"When did you do the work?"

"At home, nights."

"H-m-m! Glad to know it."

A few days later MacDowell was given a desk in the front office, and not long afterward he was appointed to succeed the secretary.

MacDowell's next opportunity came when my brother decided to build a barn. Knowing that the young secretary had some sketching ability, he asked him to draw up a rough plan. The matter was not of tremendous importance, but MacDowell had the habit of giving his best effort to seemingly unimportant things. He went to some architect friends, found out the laws of stress and strain, and got their advice and help about the project. The plan MacDowell turned in was so splendidly executed that he was given a chance at more construction work around the yard. Immediately he began attending night school, studying higher mathematics and draftsmanship, and applying everything he learned to the problems at hand. In these days he was working from four-thirty in the morning until nearly eleven at night. Finally he got so worn out from the strain that my father sent him out West for a vacation.

But MacDowell belonged to the type of men who never overlook opportunity. In Arizona he discovered that the butter on sale was very inferior, and that butterine and oleomargarine were practically unknown. He sent on for a cargo of fifty-pound pails of these products, and had them handed out among the merchants. He started up a good trade, found other openings, and before he came back to Chicago he had sold twelve carloads of packing house products.

On his return he was put in charge of the butterine exhibit at the Chicago World's Fair. Here he saw some exhibits of German potash. Investigation showed him that our company was in a strategic position to make fertilizers, and he convinced my father of the wisdom of venturing in the new line. He was put in charge of fertilizer manufacturing, and now he is president of the Armour Fertilizer Works, one of the most important branches of our business.

To me, every boy, every young man, who enters our employ is an

investment. If he fails to grow, to advance, he is a bad investment, and we are the losers. If he makes a mistake, instead of criticizing him, we try to find out what led him to make the mistake, and aid him in avoiding its repetition.

"If a man finds fault with a boy without explaining the cause to him, I won't fire the boy, I'll fire the man," one of our department heads said the other day. "We have not a square inch of space in this organization for the man who criticizes a subordinate without telling how to do the thing better."

A boy in the office of this same executive was once discharged by the office manager for letting his youthful spirits bubble over into a breach of discipline.

"Did you talk with the boy and try to find out what prompted his action?" the executive asked.

"No!" said the manager curtly. "He was too fresh."

"Really? Do you know I was just thinking that probably I would have done the same thing when I was his age. * * * Send him in to me."

When the boy had drawn up a chair, the executive leaned forward kindly.

"I'm sorry to hear what you've done, Harry," he said. "It wouldn't have mattered quite so much, you know, if you hadn't been my own personal boy. When you do a thing like this, and the other boys find it out, they'll say among themselves: Well, if the boss's boy can do that, I guess we can."

All the resentment from his discharge slipped from the youngster, and he burst out crying.

"If you'll take me back," he promised stoutly, "I'll never do it again as long as I live!"

He was taken back, and today he is holding down an important position in an able fashion. And the executive has ventured the belief that when he gives up his job the one-time office boy will sit in his chair.

From my own experience with boys in this organization for more than twenty years, I would say that "ninety-five per cent of all boys are what you help them to make themselves."

In choosing between experience without education and education without experience, I select the former. This is the reason we have so few college men in our organization.

All our department managers, having come up from the ranks themselves, naturally are interested in giving other men opportunities for self-development. The other day one of our executives came

across a middle-aged fellow of unpromising appearance who was checking the loading of cars for the butter and egg department.

"How much are you paying this man?" he inquired of the foreman of this department.

"He is getting twenty cents an hour."

"Give him another job. This is the first stage in this particular operation that requires thinking. Anyone can lug boxes, but it takes a little headwork to keep tally of them. Put a young man here. Change the wages from twenty cents an hour to fifty dollars a month, so that the fellow who holds the job won't think of himself as a day laborer. Let him feel he is a regular monthly paid member of our organization—and you have a potential executive in the making."

Whenever men attract your attention so that you wish to promote them, seven times out of ten they will grow up to their job, even if they were not big enough to fill it when they were appointed.

A man who has developed personality, enthusiasm, loyalty and organization sense will pick up the necessary information in any position in which he is placed.

Once my father needed a man to take charge of an important branch house, and he picked one of his clerks. The clerk was an ambitious, trustworthy young chap, and an indefatigable worker, but he knew literally nothing about the branch house end of the business. To supplement this deficiency, a man who had a practical knowledge of beef was sent along with him.

After a few months the trained assistant grew restless. He felt that he was swinging the practical end of the branch house affairs and that he was entitled to the glory. So he made the excuse of taking a local butcher to Chicago to persuade him to buy from us, in order that he himself might come on to the main office. The next day he returned to the branch house anl tendered his resignation.

"What does this mean?" asked the manager.

"I lied to you about taking that butcher to Chicago, the man stammered; I really went in to ask the Old Man for your job. The minute I explained my mission he wheeled around in his chair and yelled, 'Take the next train back and hand in your resignation, and don't let me ever see you again.' "

Just how my father's faith in putting responsibility on young shoulders was justified is shown by the fact that the inexperienced branch house manager is today one of the most important officers of our organization.

Beyond the great advantage to a corporation in having executives trained up from its own ranks, there is the tremendous lift in the

working force itself. Nothing will make more for loyalty and energy in an organization than the knowledge that employees are being promoted continually from the bottom. It gives men ambition, it gives them pride; and pride and ambition, as my father used to say, will keep a man working at top speed when money is merely a byproduct.

Many men of average ability are kept from greater accomplishment through reluctance to put in a good assistant who may show up more brilliant than they. Another common failing among executives is a disposition to do relatively minor duties, because it happens that they can do them better than anyone else in their organization. It is better for a man to accept efficiency ten or fifteen per cent below his own in such matters, and save his own time and ability for the really big things. These are two of the evils which we try to avoid here.

LEARNED FROM THEATRICAL PRODUCERS

Few plays are ever put on the boards without an understudy for every important part. And yet some business organizations, either as a whole or in departments, are run on the "one man plan." When this man drops out the whole structure totters.

We try to run things here so that every man knows the duties of the man just ahead of him. We encourage men to be inquisitive, and we satisfy their curiosity. Sometimes, if that man ahead is not looking sharp, he finds himself shoved out automatically by a pushing chap behind him. We try to guard against any such thing as an automatic foreclosure of opportunity to anyone.

Any man who is master of one thing is a success. Given a group of men, each master of one thing, and you have a successful organization. Such organizations are seldom a galaxy of scintillant starts. It is team work that counts. In baseball the star second baseman who fails to cover first when he should, is likely to draw a fine; if he makes that negligence a habit, he probably will be released. Champion ball clubs—those which share in world series purses—are usually made up of fair, reliable, strong-hearted players who work together like a machine.

The trouble with many brilliant men is that they "won't stay hitched," as my father used to say. We don't want fellows who have to play a solo. We put a man on his own responsibility as far as his own job is concerned; we encourage him to push on, but he must have organization sense and loyalty, or even brilliancy may be a handicap. A business organization should be as well coordinated as a symphony orchestra.

I shall never forget one lesson in loyalty and team work that I

learned from my father many years ago. It came in the form of a letter to my brother and me, and although it referred directly to our business, its principles are broad enough to apply to any business. This is the letter:

"My Dear Ogden and Phil:

In the course of a conversation with Mr. Earling, Supt. of the C. M. & St. Paul Ry., he related a little incident to illustrate why railroads don't succeed better.

He said that while he was in Minneapolis last week he stepped into a little cigar store near the depot and bought a couple of cigars. As he was lighting one he asked the man whether he was doing a good business. He said, yes, he had all the Milwaukee & St. Paul Railroad trade, and that was a very large volume indeed; in fact, it was practically all the business he had.

"Then Earling asked him where he bought his cigars, and he replied, 'In New York.'

"He then asked how he shipped them, and he answered, 'Via the Burlington Road.'

" 'You *get* all your patronage from the St. Paul and yet you *give* all your patronage to the Burlington, a road that you never had a bit of trade from.'

" 'Oh, well,' said the cigar man, 'I never thought anything about that. *I have never been asked by any of the St. Paul people to ship them via their road.*' "

"Mr. Earling said that fundamental principle was the same all through the railroad business—the men about the road did simply what they were told to do and what they thought was their duty, but they were not inventive in their heads nor tried to help the railroad They never looked so far ahead as to see that by boosting the railroad for which they worked they also helped themselves.

"Of all the great number of employees who supported that tobacco store, not one had ever asked the cigar man to send his business over the St. Paul railroad. Of course, they were not the commercial men, exactly, of the road, but they thought nothing concerned them except their special duties.

"Consequently, that was why railroads in a great measure fell short of giving the results to the stockholders that they might give, and, naturally, that meant they did not pay the men what they might pay them.

"If every man about Armour & Company would pay a little attention to supporting and helping the house, it would go a very long way toward the success of the house: and no one connected with Ar-

mour & Company could go out of his way and show that he took an interest in their success but what the house would soon find it out.

"It would be a very simple matter for any of our boys, on going into a store, if they didn't see our goods, to ask why, and if they could not find out, it would be easy to report it to the commercial part of the house.

"Sincerely yours,

"PHILIP D. ARMOUR."

Successful men show man contrasting characteristics—but the one quality which they never lack is thoroughness. Business is full of men who would be at the top if they had only learned to think their thoughts out to a conclusion. They know that 2 and 2 make 4, but they never stop to think 4 *what.*

Many of these half-way folks get by, but they never get far. There is always a premium in business on the man who does his work painstakingly, with completeness and finality; he is the man who will be trusted with more and more responsibility, up to the limit of his capacity. The man who informs himself adequately about his firm, its methods, its policies and its product, who does his work so well that no one need follow him up to patch the ragged edges, is on the safest, surest and shortage road to achievement.

I remember my father called one of his men into his office one day and asked him what figure the receipt of hogs had reached the day before in Kansas City.

"I don't know *exactly,*" replied the man; "but I can tell you *about* what figures were."

"Well, what were the Omaha figures?" went on my father.

"I know *about* what they were," was the reply.

My father wheeled around in his chair.

"Young man, get me those figures exact," he ordered. "Your guesses don't interest me in the least. If there's any guessing to be done around here, I'm a pretty good guesser myself."

In our business—and I take it that this is true of most business organizations—the man who succeeds is the man who "brings back the answer," not the approximate, but the right answer.

Sentiment in business was never more alive than it is today. Any able employer of labor knows that kindness and fairness build the cornerstone to a man's best effort. From a purely commercial standpoint, discarding all other reasons, they are the soundest investments in the world. You can buy a man's work, but you cannot buy his loyalty. That can be gained only by treating him fairly. I have declared repeatedly that any success which has come to me has been

due almost entirely to the loyalty of my men and their eagerness to please me. I consider this sentiment of more value in dollars and cents than the entire financial investment in our business.

I do not want my men to work because they fear me, or because they are afraid of losing their jobs. I want them to work because they want to work, and because they would rather work here than any other place in the world. A man is no good to me unless he is necessary to Armour & Company, and we are necessary to him.

I make it a rule that my door shall always be open to my men, and any employees, down to the humblest day laborer, may feel free at any time to bring his troubles to me directly. My job would not be worth while under any other conditions.

In the last analysis, a business and an individual have much the same characteristics; they make friends and enemies in exactly the same ways, and nothing pays either quite so well as to be fair.

Don't overload your stomach with water; drink slowly and in small quantities. Don't use ice cold drinks.

RAY CON CLUB'S SMOKER PROVES TREAT FOR MEN

The annual smoker of the Ray Con Club of Ray was held recently and from reports trickling into Tucson it was one of the biggest affairs of its kind ever held in the state. There was a large crowd of members and their friends present, the whole affair being under the supervision of L. A. Blackner, assisted by George G. Wald. Everything was original, from the boxing bouts staged at the beginning of the festiviities to the newly made motion picture at the end.

The Ray Military Silver Cornet Band, under the direction of Prof. Shields, was in attendance, and rendered new and popular music during the evening which earned plenty of applause from all present. Under the direction of the new leader, the Ray Con band promises to be up with the "big ones" as a musical organization.

After several selections by the band, the program of events and entertainments was started by a very clever exhibition of catch-as-catch-can wrestling, participated in by Morton Poiser and Gus Larson, both showing fine form and exhibiting an extensive knowledge of the wrestling game. Young Moxie was somewhat handicapped by the fact his opponent had the advantage of about twenty pounds in weight, or a different result might have been reached, but as it was Larson won two falls and the bout, in 9 and 4 minutes, respectively.

Next on the program appeared "Some Canadian," Ray Lacey, a monologist, who told several stories earning him round after round of tremendous applause.

At this stage of the show appeared two young exponents of the manly art of self-defense, Young Graham and Otto Boedecker, who, after being introduced by the referee, Harold (Kid) Carpenter, proceeded to mix things right from the gong. Young Graham had the advantage of height and reach, but what his opponent lacked in these attributes, he made up in agility, science and "cover-up-ness," and was thus enabled to stand off his taller and heavier assailant for two very interesting rounds.

Next a very remarkable mind reading act was staged by Eddie Baker and Fred O'Brien, which was a scream from start to finish. The questions asked and the answers given would have put Eva Fay to shame, and if Mr. Baker desires to retain his position as umpire of the Ray Con Ball League, he should keep out of the way of E. F. Albee of the Keith vaudeville circuit, who would snap up his mind reading act pronto.

The grand finale of the entertainment was the screening of Col. C. P. Harter's photoplay entitled "An Indian Princess Sacrifice," one thousand feet of which was made at Walpi, on the Moqui Indian reservation in northern Arizona, showing the snake dance of the Hopi Indians, which takes place every year in July at their village. Col. Harter, with the aid of a half-blood Indian girl, Princess Indita, wrote a scenario, directed and produced two thousand feet of film, which being added to the original Hopi snake dance, makes threee excellent reels of Indian photo-drama. This truly wonderful production was shown at the smoker as complimentary to the Ray Con Club by Col. Harter, and was screened by Harmon Lewis with a Powers' 6-A Projectoscope. The picture was enthusiastically received by the audience, and the producer was obliged to respond to the applause by a short speech.

After another selection by the band and a few appropriate remarks by the president, refreshments were served, thus ending one of the most entertaining and satisfactory smokers of the Ray Con Club.

Among those present were L. S. Cates, general manager; E. W. Cates, W. S. Boyd, superintendent of mines, and R. A. Cook, chief clerk of the Ray Consolidated Copper Company.

Yesterday is gone—forget it;
Tomorrow is yet to come—plan for it;
Today is here—use it.

A. S. & R. WELFARE WORK

"I am especially pleased to be able to announce that a fund of $500,000 has been set aside for the welfare work in all of our plants, and while much has been done in the Leadville plant, we expect to add to this materially," Mr. Guggenheim said. "There will be shower-baths, club-rooms with pool and billiard-tables, and other accessories for improving the condition of the men. When necessary we will not only look after the welfare of our employees while they are at the plant, but will take an interest in those vital questions of home life and living conditions. Trained nurses will be provided when necessary, and other steps taken in looking after the families of our employees. We believe in dividing our profits with our men. Irrespective of this, wages have been increased in all our plants and every effort has been made to look after the best interests of our employees. It is the purpose of the company to increase the facilities for taking care of the increased production of ore which is being stimulated by the growing demand for metals. It is our aim to co-operate with the miners whenever additional extensions to our plants are required, for we fully recognize that their interests and our interests are identical. Of course, in times like the present, it is difficult to procure the necessary equipment for immediate delivery, but we are making special efforts in that direction. I find that the mines here are showing increased activity and that the town is more than holding its own. Leadville may well pride itself on being one of the premier metal-producers of the West, and our faith in its future is indicated by the fact that we are actively engaged in making whatever additions and improvements the conditions at our plant call for."

Experience is what everybody call his mistakes.

SWAT THE PESKY FLY AND SAVE TROUBLE

1. Where do young flies live? In filth and manure.
2. Where do flies first dirty their mouths and feet? In every kind of filth imaginable.
3. Is anything too dirty or bad smelling for flies to eat? NO.
4. Where does the fly go when it flies from the vault, the manure pile or the spittoon? (a) It may wipe its feet upon the clean lips of your sleeping baby; (b) It may carry germs into the open wound

on your hand; (c) It may track over the butter, the meat, or take a bath in the milk.

5. Is the fly merely a nuisance? No. It is very dangerous.

6. Why is the fly considered dangerous? It is man's worst pest. It is more dangerous than the rattlesnake or tarantula. It carries deadly infectious diseases.

7. What diseases does the fly carry? It carries typhoid fever, tuberculosis, and various intestinal diseases.

8. How does the fly carry diseases germs? The germs stick to its legs, mouth-parts, hairs, wings and feelers.

9. What is the correct name of this human pest? The TY-

10. Has it ever caused anyone's death? It killed more American soldiers in the Spanish-American war than all the weapons of the Spaniards. It has killed thousands of soldiers during the present European war.

11. Why is typhoid fever so prevalent during the summer and fall? Because flies are more numerous during those seasons.

12. Why is typhoid fever common in one community and not in another? Largely because the common house-fly is abundant in one locality and is controlled in the other.

13. Where are flies most abundant? Where there is most filth.

14. How shall we kill the fly? (a) Destroy all filth about the house and yard; (b) Put lime into the vaults and over the manure; (c) Trap all flies before they enter your home by using wire fly-traps; (d) kill all flies, large or small, with a "swatter;" (e) Use sticky fly-paper or fly poisons around the house or store; (f) Pour a borax solution over manure, filth or other places where the fly may rear its young.

It's by perspiration, not inspiration that inventions are made.—Edison.

SAFETY FIRST

Lock and test your safety lamp;
Examine well for fire damp;
Be sure your shots you do well tamp—
"Safety First."

Look out for electric juice,
And see the timbers are not loose,
And beware the mule's caboose—
"Safety First."

Never let your fancies roam;
Never be "nobody home;"
Keep a level-headed dome—
"Safety First."

There are no angels watching you,
Good miners know that it is true
That God helps those who think and do—
"Safety First."

Don't indulge in any booze,
And keep the car wheels off your shoes,
And be liberal with the fuse—
"Safety First."

Be sure the treacherous roof you test;
Be careful where you sit to rest,
At rib or prop is always best—
"Safety First."

Always kick about the dust,
For it can be wet, and must,
Or some day the mine will "bust"—
"Safety First."

If there's gas it's up to you;
Don't light up and smoke a few,
Or the mine may light up too—
"Safety First."

Study up that first-aid fad,
If you don't you'll wish you had,
Some day you will need it bad—
"Safety First."

—K. H. CHISHOLM.