High Water in Low Country.

WHEN the desert reverses itself and becomes a lake, all previously prepared programs go by the board. This is what happened in Peru.

In November, December, and January production records in the oil fields were climbing steadily toward the limit, drilling progress was satisfactory, all plants functioned magnificently, the sea bird nested in the azure sky and every day like June, with never a shadow of trouble nor a nightmare of tempest to ruffle the charm of the golden mid-summer months. To all outward appearances life in the oil fields was stabilized in one long sweet dream of content.

Then in February it rained. According to the scientists the dryness of Peru is caused by the Humbolt current which comes up from the Antarctic, skirts the coast and is deflected west at Parma's Point into the bosom of the Pacific. The water being colder than the land, there is no precipitation. What happened this year, so they tell us, is that for some unknown reason the current was deflected at a point farther south and the warm water from the North came down the coast to a point much farther south than is usually reached. At any rate it rained.

As a country Peru is not equipped by nature to receive rain. The sand of the desert is a yielding, flouzy material that runs at the touch of water. One of the principal constituents of the surface material is crystals of salt, which dissolve. Of this material railway and highway grades are built, and when the water comes there is presented on every hand the amazing miracle of apparently solid embankments fading away as though by the eerie touch of the magician's wand.

The Chira river, that wonderful meandering stream that rises in the nebulous somewhere up the Andes, goes on a rampage, overflows its banks and cuts out new channels with a wantonness and celerity such as would make the wildest of our Canadian mountain torrents look static by comparison.
Much of the area along the coast is formed of low sandy plains, called salinas. These are at about sea level, in fact below high tide, the ocean being held out by a ridge of sand dunes piled up like a sea wall by the winds and waves and tides of untold centuries. The streams that opened up into these salinas when the rains began caused a lake to form which grew day by day until it finally covered an area of approximately twenty square miles with an average depth of about three feet.

The floor of these salinas, although sandy, is hard when dry, the sand being cemented with salt brought to the surface by sea water, which is evaporated under the tropical sun. Large areas of these salinas are covered with a forest of derricks and a network of roads and pipe lines and the other equipment of one of the world's great oil fields. Today only the derricks are visible above the water, with here and there a boiler which looks like a strange craft on a mysterious journey.

The great, hot, dry salinas, which in normal times through the interesting light phenomenon called "mirage" appear to be covered with great stretches of placid waters bordered by shadowy forests of vegetation, now contain the actual water and unless this disappears very soon the vegetation will appear.

When the February rain storm hit Talaara and Negritos old timers in the field knew they were in for it. It does not rain often in Peru but when it does rain it rains in earnest. The last real rainy season, so the originals say, was in 1891, when it rained so hard that vegetation persisted on the desert for the three following years. Since then have been seasons when there was an unusual precipitation for a desert country; enough to make trouble, and some of the oil field men had come to consider that they knew a little about combating a flood.

But they were not among those present in '91 and they had never seen anything like the visitation of 1925.

The rainfall which commenced early in February persisted intermittently for sixty days—until the tenth of April, to be exact, when the weather finally cleared.

Within a week from the first splash, the railway grades melted away and the whole transportation system was practically out of business.

Production was carried forward under tremendous handicap. A height-of-land running diagonally across country between Negritos and Talaara alone saved the neighborhood of the refinery from invasion. But the refinery town of Talaara did not escape damage. Lakes of water that collected (in the salinas) behind the refinery found an outlet through the town by ripping a great ravine through the native quarter and in the upper part of the town some of the houses inhabited by the Anglo-Saxons had a very narrow escape from going down the bank.

Along the river a heroic struggle was put up to save the pumping plant which supplies Talaara, Negritos and the whole oil field with fresh water. By the fourteenth of March it was seen that the river was cutting away its banks so that the pumping station building could not be saved and the effort was made to remove the pumps and engines. In the finish the engine of one of the

*The Talaara Tank Field As It Looked at High Flood*

*Left—The Main Street of Talaara became a river—center—rushing stream which flooded the town. Right—Talaara Bay, where the water was thrown out by sweeping wind.*
Landslide in front of Staff Residences on the Terrace at Talara.

units had to be abandoned and the other parts of the equipment hauled away.

Then there arose the consideration of a water supply. A new location for the pumps was chosen at once (on higher ground) but at the best it would take a matter of sixty days to make the installation. To accommodate immediate necessities every available tank was filled from the temporary fresh water lakes on the upland plains, the S S. ICOMA became a water carrier from Callao to Talara, a distance of 528 miles, and the salt-water condensers which had served the purpose of distilling ocean water in the early days of the field’s history, were carefully looked over with a view to possible requirement. At one stage practically all development work was at a standstill, all telegraph land lines were down, the railway system practically out of business, the tunnel through the height-of-land was half filled with wash, the gas lines parted in many places and nearly one hundred wells temporarily out of production.

But it is a long rain that has no finish. One day late in April there was received in the Toronto office from Mr. A. M. McQueen, who had gone down to look the situation over, the cheering assurance that weather conditions were by now continuously fine, that repairs were being made to the transportation system and that everyone on the field was busy repairing the damage.

On the law of average, it should be along about 1936 that the next flood visits Peru. At any rate not until the Humboldt current goes astray again.

It's a long time between rains in Peru; but when they do come—oh, my!

**The Co-operative Investment Trust**

It is hoped that by the time this issue of the Review reaches its readers, the stock accruing to employees under the terms of the Co-operative Investment Trust will have been distributed. The balancing of the 3000 odd accounts in the Trust has involved an immense amount of clerical work which has been accomplished most expeditiously and accurately by the staff at Sarnia. The depositors in the Trust have already been informed as to the factors which will determine whether a new Trust will be created at some future date and it only remains to be reiterated that depositors in their own interest should retain the largest possible proportion of the stock in their own names.
Brotherhood in Industry

From an Address before the Commercial Club of Halifax

By D. M. Allan
Superintendent Halifax Repin Iny

BROTHERHOOD in Industry can be realized only where confidence between employer and employee exists. To obtain the confidence of the average man, a bond of friendship or brotherhood must exist, and that can only be obtained from the average man whether he earns his wages by the hour, month or year, on the invitation of the employer. If the employer has the proper spirit of charity within him, the employee is ready to recognize it. It has been my experience to find the employees ready to discuss any problem with an open mind, and any proposition under discussion between employer and employee can, in that spirit, be satisfactorily concluded.

To illustrate that point allow me to cite two cases. From the beginning of our Plant in 1917 up to and including January, 1923, the cost of living advanced rapidly and to keep the wages in line it was agreed by our Company to add Bonuses to meet that increased cost of living, with the understanding that as this cost was reduced the Bonus would be reduced accordingly. Therefore, in January, 1923, to bring the schedule of wages in line I held a meeting of the Industrial Welfare Council and explained to them the object of the meeting. I placed before the Council the figures issued from Ottawa, which showed the decrease in the cost of living since 1920 when our last 10% Bonus increase in wages was given. I asked them if they were willing to play the game fair with the Company by passing a Resolution asking the Company to withdraw the 10% Bonus and I am glad to state that the Council after discussing the proposition rose to the occasion and unanimously passed a Resolution to withdraw the 10% Bonus. This showed the spirit of Brotherhood existing between the Company and its employees.

The second case to which I wish to call your attention came up for discussion quite recently. It had reference to the amount of rent paid monthly by the employees who live in the houses owned by the Company. The rents of those houses had been advanced 25% in December, 1929, when wages were high and houses at a premium. As houses became more plentiful, rents naturally were reduced in the adjacent neighborhood. At another meeting of the Council the question was raised as to the advisability of having the former 25% increase in rents of the Company's houses withdrawn. The matter was left to me to see what could be done. I passed on the Resolution to my superiors in Toronto, recommending the reduction, and the result is that I am authorized to reduce the rents 25%. Here again we see the spirit of Brotherhood in Industry, because at no time have these houses paid any return on the investment.

It might be in order here to state that the Company's thirty-three houses, known as "Imperial Village" are all on separate lots, have central heating, bathroom, electric lighting, and in comfort are second to none. There are Court, Bowling Green, Quoit Beds and Children's Playground fully equipped, all within the Village Grounds. We maintain a School with three class rooms equipped for 150 pupils. We have three teachers who are College Graduates with high Certificates in their profession. The basement of the School is divided into two sections, one for the boys and one for the girls. As a whole it is the most up-to-date School in the Province. The School Trustees governing the School are the Works Doctor, the Chief Accountant and myself. The School is under the
inspection of the County Superintendent. I wish to outline fully the composition of our Industrial Council at Imperoyal. It now embraces eighteen members who serve one year. Nine are elected by the employees' ballot—every employee voting must have been in the Company's service one year and nine are selected by the Superintendent from the salaried group of employees. The Superintendent always acts as Chairman. Only on a tie vote is he privileged to vote. The Chairman so far has never found it necessary to use this privilege. The Council meets on the 15th day of each month. Every employee on our payroll through his delegate had a vote on all questions of hours of work, rates of wages, and in fact on any question affecting the employees' Industrial or Social Life. At these meetings all these matters are carefully and charitably considered.

As to employing Labor: When additional help is required, an applicant must first satisfy the Employment Department and pass Medical Examination before he is eligible for a position. If he is accepted, the Employment Department keeps in touch with him and from time to time his efficiency is noted, so that when an opportunity for promotion crops up, his efficiency and merit are fully considered. At the end of one year, the employee pays the Company's expense as long as he remains in the employ. The amount of Insurance is regulated according to the wages he receives, the minimum Insurance in case of death being $500.00, and the maximum $2,000.00.

There is also the Sickness and Accident Benefits Plan, to which each employee is entitled at the end of one year's service. For instance, when an employee is taken sick or meets with an accident and is unable to work for more than seven days, he is entered on our Sickness Benefits' Payroll and gets 50% of his wages for a number of weeks, according to the length of his service with the Company; that is, an employee who has been with the Company for one year and becomes sick or hurt can draw Sick Benefits for six weeks and for each additional year's service he draws five weeks more Sick Benefits. To get the maximum of this Sickness Benefits Plan an employee must have ten years of service with the Company; when he would be entitled to $2 weeks at half pay, and twenty-six additional weeks at the discretion of the Board. For all these Benefits not a cent is deducted from the wages of an employee. The services of the Works Doctor is at the disposal of the employees, free of charge.

In the cases of sickness where an employee whose permanent home might be as far as seventy-five miles from Imperoyal and who while on sick list has moved elsewhere it is not unusual for the Works Doctor to visit these cases and give what aid he can for their comfort. I personally have accompanied him on several occasions.

In addition to maintaining a Doctor at the Works, we have a First Aid Office fully equipped where all injuries receive immediate treatment. Our Auto Ambulance is not only used in case of accidents or injuries to our own employees, but it is at the disposal of the public for the asking.

We have also a Superannuation Plan providing Annuities for employees who have had ten or more years service with the Company. This is based on physical condition or age. The maximum amount is 2% per year of service and is calculated on the average salary for the ten years preceding retirement.

We have had in our eight years' operation at Imperoyal a number of men who have been incapacitated from age and in all cases we have given them one months' pay for each year's service when leaving our employ.

We also have a T.B. Plan which we have found useful and beneficial to our employees. Our first case was a young man among our employees who was frequently absent from work. We had this employee examined for the purpose of finding out the seat of the trouble. T.B. was the conclusion arrived at from the X-Ray examination. This man had a wife and four little children depending on his wages. We concluded that he should be sent to the Kentville Sanatorium and arrangements were made with the Officials of that Institution to accommodate him and give him all the care and attention possible at the Company's expense. The fact is that we properly clothed him and transported him to the Institution. In the meantime, the Works Doctor, the Chief of our Employment Department and myself had consulted with the wife of this employee, saw how conditions were at their home and arranged to put their little home in order, found out the grocer with whom they were dealing and gave him an order to keep the family supplied at our expense. The result was that after eleven months this employee returned home practically cured and is again a steady member of our force.

We also have another Plan, known as the Co-Operative Investment Trust Fund. This plan was put in operation on April 1st, 1929. The general purposes of the Co-Operative Investment Trust established by the Directors of Imperial Oil, Limited, are; the creation within the Organization of a body of shareholders embracing all of those who contribute in any degree to the conduct and operation of the business; the encouragement of thrift; and the extension of the actual conditions of partnership within the Industry which it has always been the endeavor of the Directors to promote.

Every employee who has been employed by the Company one year is eligible to become a subscriber in this fund. A synopsis of the Benefits obtained follows: Every employee is entitled to invest in this fund to the extent of 25% of his wages and the Company add this amount 50%. In other words, for every dollar the employee puts in to this Fund, the Company adds 50c to his credit. When the amount subscribed by the employee and the amount added to the employees credit by the Company is sufficient to buy one share of the Stock of the Company, the Trustees of the Fund purchase the share or shares to equal the amount accumulated to the employee's credit. The term of this Fund is for five years. The purchase price of a share is set by the Company at the first of each year. It would be readily apparent that this Co-Operative Trust Fund on the basis outlined is equal to an increase in wages to the employee. Not only that, but he becomes a stock holder in the Company, resulting in a greater increase of interest in his employment.

In concluding I would like to cite two cases out of a number that will demonstrate the benefits derived from our Company Sick Benefits Plan, the Insurance Plan and the Investment Trust Plan:

A — One of our employees took sick with an incurable disease, his sickness extending beyond the time limit of our Sickness Benefits Plan. I took the case up with our Plan Board in Toronto, advising an extension of three month's pay. This was granted. I later asked for a second, third and fourth extension, amounting to $94.10, all of which were granted, before the patient crossed the Great Divide. In addition to these payments his Investment Trust and his Death Benefit Policy were paid to his widow. The amount paid by the deceased into the Trust Fund was $322.50. His widow received from the Trust Fund $694.30. The total amount paid this family in Sick and Death Benefits for which absolutely no charge was ever made against employee's wages was $1,782.10.

B — The second case occurred last Christmas. One of our employees was taken sick and died within thirty-three hours, leaving a widow and nine children, the eldest a girl under fourteen years. Within a few days I called a special meeting of the Welfare Council to express in a practical way our sympathy towards the widow and family. It was agreed at that meeting to cannavse every employee for a small sum to be given each pay for one year. The sum was promised and will be paid excess $2,000.00. The Insurance paid by the Company amounts to $1,735.00 and the Investment Trust amounts to $1,046.79. To insure the payment of this money, I appointed four Trustees for that purpose. These Trustees also act as Guardians of the children. All expenditures are paid by check by cheque from the Fund, and later they will have been examined by the Trustees and received my approval.

From what I have said, you will realize that there is such a thing as BROTHERHOOD IN INDUSTRY and that it is being practiced at Imperoyal. In the face of, not only our own policy, but that of other large industrial organizations in Canada little now remains of the saying that "There is no sentiment in business." You have exemplify the words. The up-and-downward trend of industrial relations is evident.
The Fisherman’s Paradise

When Zane Grey went to Cape Breton he found more than coal and iron

BY W. T. NELSON
SALEMNA HALIFAX DIVISION

The British Empire Steel Corporation, the most important steel producing plant in Canada, is located here.

Sydney Harbor ranks among the finest in the world. It is two miles wide at its mouth and extends four miles inland, dividing into two arms which reach several miles further. Sydney is situated on the more protected waters of the South Arm while North Sydney and Sydney Mines are on the North side of the main Harbor.

Cape Breton boasts many acres of farm lands. The quality of the soil is equal to that of any other portion of Nova Scotia and agriculture is carried on extensively.

Fishing is an important industry. The waters surrounding the island abound in cod, herring, mackerel, haddock, salmon, swordfish and tuna.

A new industry for Nova Scotia has been discovered in tuna fishing. This fish, until only a few years ago known casually to fishermen as albacore, or horse mackerel, has come to be known as one of the greatest sporting attractions of modern times. Ranging in weight from 300 lbs. and upwards the tuna has perhaps furnished more thrills to anglers than did the wilds of Africa for the late Theodore Roosevelt. Men of note from all over the continent have visited Nova Scotia waters to take a hand in the famous sports, among them the distinguished author, Zane Grey, who, with a party of nine, arrived during the latter part of July last year and made a five weeks’ stay, during which he established for himself the world’s record for catching the largest tuna, 758 pounds, being 106 inches long and 76 inches in circumference. This fish was sent to the United States, where it was stuffed and mounted, and placed aboard the “Fisherman.” Mr. Grey also caught another fish during his stay, weighing 684 pounds besides many others which were hooked but got away.

The author’s visit had a double motive. He was collecting material for his literary work as well as satisfying a desire for this sort of exciting sport, and in both cases the results must have been very gratifying. It took him just three hours to land his catch and, needless to say, the three hours were like as many minutes for, like many of his smaller brothers, the tuna, when caught, proves a much livelier contender than when we see him banking in the summer sunshine, and considering his great weight, most anything is liable to happen.

Mr. Grey came to Liverpool, N.S., fully equipped and prepared for a successful fishing trip, even to the extent of having a specially built motor launch shipped from his home in Alameda, Cal.

His boat was equipped with an arm chair which is fastened on the forward part of the house, and it worked on a swivel; from the bottom of the chair, and in easy reach, is fastened a large steel rod, also on a swivel, to which is secured a large metal reel, on which is wound about 2,000 feet of line—the whole affair being an exact replica of an ordinary fishing rod, only the great weight makes it necessary to be fastened to the chair.

Speaking generally of the sport, many methods are tried to attract the tuna to the bait. In many cases the sportsmen get a tip from neighboring fishermen. Very often a large quantity of herring, which is the tuna’s chief food, is taken in the boat

Almost eleven years ago, Imperial Oil Limited was shipping steel barrels of gasoline in tank cars lots into Cape Breton. The oil came from Halifax by rail up to the Strait of Canso where it was trans-shipped on a powerful car-ferry, across the mile of water which separates C.B. from the mainland, for the rest of the journey to Sydney, C.B.

A year later rail shipments of gasoline were made in tank cars and to-day Sydney Harbor is visited at regular intervals by an Imperial tank steamer which pumps its contents into the 420,000 gallon storage tanks at our fine new sub-station located at Battery Point.

Situated at the extreme eastern end of the province of Nova Scotia, Cape Breton Island has an area of 4,400 square miles and a population of 150,000.

With the final fall of Louisbourg in 1758 warfare ceased and from that date may be traced the peaceful settlement of Cape Breton which has led up to its present development.

It is a land of summer loveliness, a grand island wherein are other isles innumerable. Its shores are washed by the billows of the Atlantic and by the

The photographs accompanying this article generously contributed by Canadian National Railways.
and thrown overboard. They are eagerly devoured, and into one will be placed a hook which is also swallowed. Sometimes the kite method is used—a contrivance which when a herring is put on a line, keeps it afloat at a good distance and makes it look very appetizing. At other times they do what is called called. An ordinary meat grinder is fastened on the stern of the boat and a quantity of herring is ground up; as the boat goes along, this leaves an oily streak on the water for a long distance. The tuna, on seeing it naturally follow, looking for something more substantial, and a carefully baited herring is put before him, which he invariably takes.

Cape Breton’s growing reputation as the happy hunting ground for tuna fishing brings every year followers of Izak Walton from two continents who spend much time whisking its streams invariably with munificent reward for their labors.

Convention of Chief Clerks

BY S. T. MCCABE

B. many and devious routes the Chief Clerks of all Canada assembled at Sarnia bright and early Monday morning, March 9th, paid their respects to the Treasurer’s Office, meeting some old friends and making many new ones.

The morning and afternoon sessions were under the leadership of Mr. McCobb and with the assistance of Mr. Galbraith they went over without vibration, with a capital “P” in power. We do not mean that there were no dissenting voices—much constructive criticism being offered from all sections of the table, no one monopolizing the floor, all taking a full part in the discussions.


As you will note here and hereafter, the dominant feature was “elimination.” The Chief Clerks were unanimous in the opinion that this Convention would go down in history as the Elimination Meeting. Through the co-operation of the Treasurer’s Department each one of these

elaborations had received the acid tests and results obtained will save our Company Tens of Thousands in dollars and cents each year. Day by day old methods are being thrown into the discard and new, better and shorter ways found for handling the accounting.

On the second day of the Convention D. F. Harris of Montreal covered “Ledger Machine Bookkeeping” by T. J. Millar of Winnipeg argued successfully the “Elimination of Cash Disbursements—Voucher Index;” and S. T. McCabe brought up “Elimination of Tank Wagon Sheets S-122.” General discussion was made on the handling of “Credits,” “Elimination of Unauthorized Credit Sales” and “Uncollected Cash Sales.”

During the third day (Wednesday) T. J. Millar introduced “Sub Station Auditors and Duties;” J. A. D. Webb of Brandon talked on “Elimination of Agents’ Monthly Inventory;” while P. B. Walley from Regina advocated “Revised S-59—Sub-Station Auditors’ Report.” C. T. Griggs, Assistant Treasurer placed before the meeting many new angles and much beneficial information on “Defalcations and Bonding Claims.” An interchange of ideas on “Auto Reports and Records” was likewise helpful.

Part of Thursday was given over to a trip through Sarnia Refinery where many questions were asked. In the afternoon of that day a study was made of the Treasurer’s office departments with a view toward better understanding of routine. Here the Hallerith Code and Machine was the focus of attention and an interesting study. We do not now claim to know all about this almost human machine, but can for the future more readily visualize what happens to our coded vouchers on arrival at Sarnia. P. B. Walley later spoke on “Taxes” and Frank Key of Vancouver wound up the session with two talks—“Bulk Boat Deliveries” and “Credit Account Service Station.”

Friday morning was spent in Hamilton office studying the various machines. Of special interest was the new stock bookkeeping system.

Toronto was visited the same day and memories of the splendid banquet and theatre party given by the Company in the evening are still with us. In the presence of many of the Officers and Directors it was our good fortune to be able to show in some slight manner the high regard and respect for Mr. McCobb held by the Chief Clerks from Coast to Coast, who along with the Sarnia Office management, presented him with a very handsome watch and chain, and to Mrs. McCobb a silver cake dish.

Mr. Wolfe, when called on to address us, in a few well chosen words pointed out the necessity of Service with a capital “S,” and ended up by hoping that all employees who could, would hold on to their “Trust Fund Stock.”

Right here in the name of the Chief Clerks of Imperial Oil Limited and on behalf of the Accounting Department we want to take this occasion to thank the Directors for the splendid opportunity offered of saving and participating in the profits of our Company.

On Saturday morning we had the pleasure of meeting the officers and Directors of our Company at “900” where we received final instructions from Messrs. Wolfe, McCobb, McNiel, Bell, Galbraith and others. That assembly marked the conclusion of the convention and we returned to our respective divisions highly satisfied with the work accomplished and filled with fresh ideas.

And above all the business there sparksles the gem of good fellowship. Who among us was not grateful to the young ladies of Sarnia for the splendid dance they staged? Who was not deeply sensible to our evening spent at Mr. and Mrs. McCobb’s beautiful home. Mr. McCobb as host was at his best. Mrs. McCobb’s solicitude for our comfort cannot be forgotten. It was an evening of whist, the radio softly playing, of music and song, and that master whistler, Jack Robertson.

The luncheon at Mr. and Mrs. P. W. Gordon’s home was also much enjoyed. We of the West were glad to re-establish our friendship for old times sake.

The friendly feeling displayed wherever we went reassured us that we were not strangers, but among our own. And after all, that “big family” sensation is grand for bringing men close together for an interchange of thoughts.
The Bagpipes In Peru
An Open Letter from the South
BY GEO. S. WALKER

Did you know I had my bagpipes here? They have skirried in Peru. Twice have they skirried. I hesitate to risk a third skirril lest greater evil befall! The music seems to have a singular and most remarkable effect upon Peru and its inhabitants !!!!!!!!!!

The first "near execution" took place in my room from which for a whole day, weird and ghostly groanings and low, terrifying rumblings issued forth, like the soul-shaking horrible noises which sometimes precede a volcanic eruption. The frightened "boy" neglected my room entirely. Then, one beautiful, clear afternoon (during Xmas holidays) the sun was shining and I could hear the house boy singing to himself some plaintive Peruvian serenada (he having regained his aplomb somewhat during two days' respite, when no uncanny noises were heard). The house cat lay curled comfortably in the doorway, licking her whiskers and sunning herself - as is the way of felines. The World was at peace. The Great Moment had come. The pipes, looking so gallant in their gay tartan ribbons, lay near by. The Muse whispered to me. I thought of beauteous hills of furze and gorse and bracken, of belted plaid, feathered "Glengarys" and basket-hilted claymores. I heard the lifting, lilting strains of "Pibroch Donal Dhu". The Urge was too strongly upon me. I took up the pipes!

Assuming an heroic figure and "blowing fu' brawly," I marched round and round in my room. Very soon Peter picked his head in the door and said "Hey! What in seven furies is the matter? For Gawd's sake stop - all the natives have taken to the sea, the house boy is foaming in a frenzied fit and the cat has died with a horrible twisted look on its face!"

The second time I blew them out was here in camp. I wanted the solace of their music. Again the urge was overwhelming, so I played...

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May, 1925
The Imperial Oil Review

"The Glendraluar Highlanders March." And, as I played, I fancied I could see them swinging down the quebrada valley, the long line of bared knees, kilts swaying in unison, sporrans top glinting in the sunlight. I felt a slight earth tremor heave the solid ground beneath my feet. My boys fled in terror, their shrieks echoing far up the quebrada. I stopped playing. Everything was still. I was quite alone. Presently their scared faces appeared from behind boulder and bush and tree. I asked my man, Sallas, what he thought of the music? Was it not stirring? Powerful? He vouchsafed no answer but avoided me and made the sign of the Cross!!

I hesitate to give further of my musical talent to so unappreciative and skeptical an audience. That such sweet music would have startling and disturbing effect upon this country and its inhabitants is beyond my comprehension! It has saddened my heart and grieved me sorely. All we Great Musicians are very sensitive in matters touching our technique!

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You Won't Lose If You Wait

"WAIT! You May Lose" was the slogan posternized at railroad crossings last year. Most of the 14,900,000 or more automobile drivers in United States and Canada stopped, looked, listened and lingered until it was safe to cross but over 2,000 were killed and 7,000 injured in the unequal encounters between locomotives and automobiles. Statistics do not show how many got across unhurt through good luck rather than good judgment.

Worst of all, many of these victims were the innocent passengers of drivers who gambled with other people's lives. The driver who invites anyone to share his car assumes the responsibility of doing all within his power to give his passenger a safe ride.

There is another side to the grade crossing problem which few of us stop to consider - the feelings of the railroad engineer who is involved in a grade crossing tragedy through no fault of his own. And for every engineer who has had the terrible experience of seeing his locomotive crush an automobile and its passengers, hundreds of others have gone through the agony of apprehension at seeing some motorist beat the train across a hair's breadth.

The recklessness of motorists imposes a terrible nervous strain on the man who is entrusted with the lives of his passengers. Statistics of the Brotherhood of Locomotive Engineers show a considerable increase in heart and nervous diseases, due largely to the strain of the ever possible grade crossing tragedy. Is it fair for one worker to injure the efficiency and shorten the productive years of another? We are all workers, regardless of occupation, and few of us have any capital other than our ability to work.

The most you can lose by looking both ways is a few seconds, which you won't miss in half an hour. Stop, look, live - and spare the engineer.
A Crossword Puzzle mentioning service in general and Imperial Oil in particular. Contributed by Harry Edlin of the London, Ont. office.

**JOTTINGS**

66. An acknowledgment of debt...
67. A signal for help...
68. Advertisement (Abbrev.)...
69. A dirty mess job not appreciated by service station attendants...

**VERTICAL**
1. A way by which sales can be increased...
2. A need for output...
3. The Church of Rome (Abbrev.)...
4. A reduced tariff...
5. Tidy...
6. A ship's company...
7. A necessity for pneumatic tires...
8. Sargent Major (Abbrev.)...
9. A garden implement...
10. An article of uniformity and quality...
11. Used to row a boat...
12. Away from...
13. Noisy disturbance...
14. An oil seal suited for correct lubrication...
15. Not fresh...
16. To strore or touch lightly...
17. Raw or uncooked...
18. Roy's nickname...
19. More than...
20. To shoot applause...
21. Province of Canada (Abbrev.)...
22. Palm off lightly...
23. What all smokers should make...
24. Little devil...
25. A small slipper used mostly on dirigibles...
26. Oily material...
27. Month of the year (Abbrev.)...
28. To set free...
29. What all smokers want...
30. Ground floor of a theatre...
31. To cause to give way...
32. Not...
33. Part of the word "To be"...
34. Sixties...
35. Assail (Abbrev.)...
36. A large quantity...
37. Somebody's nickname...
38. Household pet...
39. An imperial social entity (Abbrev.)...
40. Numbers (Abbrev.)...
41. Imperial Oil Products are brought before the public...
42. Not out...
43. Farmer's nickname.

**HORIZONTAL**
1. A religious sect (Abbrev.)...
2. Should be drained every 600 miles...
3. Horse Power (Abbrev.)...
4. A Canadian National Exhibition (Abbrev.)...
5. Edge...
6. In place of...
7. Background...
8. Small wax candle...
9. Grin...
10. Dregs...
11. Boy's name...
12. Pronoun...
13. Part of the word "Thou"...
14. Aside...
15. Jambed type...
16. Canadian Expeditionary Force (Abbrev.)...
17. Repartee...
18. Observe...
19. Independent Order Daughters of the Empire (Abbrev.)...
20. Barbecues...
21. Free from any dark base...
22. Largest Oil Refiners in Canada...
23. To catch Palomino with difficulty...
24. He who kedged while Rome burned...
25. The track of a wheel...
26. Softening of the brain...
27. A title of respect...
28. For the sake of example...
29. Laburnum...
30. The eye of a bird...
31. Doctor of Divinity (Abbrev.)...
32. A small house or cabin...
33. A porpoise...
34. Motor fuel (Abbrev.)...
35. A native of Scotland...
36. Roy's name...
37. The restricted actor in a movie...
38. Water (French)

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**FUEL OIL vs. Coal**

**FUEL OIL** has a decided advantage over coal in having a higher evaporative efficiency, it being the heat content of the fuel actually utilized rather than the heat that is available in fuel that is of greatest importance. On an evaporative basis approximately three barrels of oil are equal to a ton of coal. Some modern oilburning locomotives have an oil capacity equivalent to more than forty tons of coal. In passenger service they can haul a 750-ton train over 650 miles without refueling en route. Considering coal of 11,500 British Thermal Units per pound and oil at 18,500 British Thermal Units, 3.7 barrels of oil are equal to a ton of coal on a heat basis.

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**JOINT COUNCILS, 1925**

**MANUFACTURING DEPARTMENT**

**DELEGATES**

**Sarnia Refinery**

- **Elected**: C. H. MacMurray
  - **Selected**: A. E. Kinchin

**Regina Refinery**

- **Elected**: C. B. Moore
  - **Selected**: H. O. McFarland

**Montreal Refinery**

- **Elected**: Fred Gooderham
  - **Selected**: J. H. C. Edwards

**Halifax Refinery**

- **Elected**: Fred Gooderham
  - **Selected**: J. H. C. Edwards

**Toronto (Princess St.)**

- **Elected**: C. E. Whitall
  - **Selected**: J. R. Luttrel

**Montreal**

- **Elected**: J. A. Neustell
  - **Selected**: E. R. Boyd

**Winnipeg**

- **Elected**: T. J. Dipple
  - **Selected**: J. R. Luttrel

**Vancouver**

- **Elected**: H. H. Fortin
  - **Selected**: Theodore C. Amos

**Edmonton**

- **Elected**: T. J. Dipple
  - **Selected**: J. R. Luttrel

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**ANNuITIES AND BENEFITS COMMITTEE**

- **P. F. Sinclair (Chairman)**
  - **C. D. Dean**
  - **W. B. Buxton**
  - **E. V. A. Kennedy**
  - **G. L. Thompson (Secretary)**

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**DELEGATES**

**Brantford**

- **Elected**: W. W. McInnis
  - **Selected**: C. E. Whitall

**Manchester**

- **Elected**: F. C. C. Smith
  - **Selected**: C. E. Whitall

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**DELEGATES**

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  - **Selected**: J. H. C. Edwards
FULL MOON

The palms wave dusky plumes tonight
But where the white moon shines
Are silver spears with polished points
Arranged in even lines;
And streams of light go trickling down
On coconuts in clusters brown.

The black, forbidding bars around
My spacious patio
Are mild and silver-limned tonight
And some blue shadows throw
As do the pines on snow at home
At sunset time ere Spring has come.

My tile a polished mirror is,
A clean and placid lake
Where mottled shadows shift and play
With patterns in their wake.
When velvet fliers of the night
Beneath my roof continue flight.

What magic in these bright moonbeams!
I half expect to meet
The chaste and lovely Artemis
With long, white limbs and fleet;
And I may see a vision rare:
A fairy in my hammock there.

—Anne Newman Sutton