

The Tamarack

 **Champion**
BONNER, MONTANA

APRIL 1992



Happy Easter
1992



March 3, 1992

Rep. Pat Williams
US House of Representatives
Washington, DC 20515

Dear Representative Williams:

We, as the the joint management/union leadership team at Champion International's mill in Bonner, Montana, are sending you this letter to express our view on **Senate Bill 1696**.

We are in support of SB 1696 and urge you to support its passage. As employees in the wood products industry, we need this debate resolved as soon as possible. We look forward to your response on this issue. Please contact us through:

PO Box 8441
Missoula, MT 59807

Very truly yours,

Robert H. Brewer *Bryan Ehart* *Dick Skimer*
Jerry Bush *Thomas Mussina*
Jeff Verwoorn
Ed Robus *Sam Breum*

Joint Management/Union Leadership Team

RHB:dc



1992

April

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MANAGER'S MESSAGE



A LOOK INTO OUR ENGINEERING DEPARTMENT

By Clay O'Connor

The Bonner Engineering Department's goal is to assist all departments with their engineering needs. **John Price** has been tied up with environmental affairs, but will now be more actively involved in Engineering. I will work with John on environmental issues at Bonner. The first order of business for John is to get up to speed on his Auto-CAD computerized drawing system. John and I will work with the electricians, millwrights and various groups at Bonner on engineering projects as the need arises.

A considerable demand is currently being made and continuing to grow from the Area and Task Teams from both Plywood and Lumber Departments. We are happy to work with these teams and will provide technical support. We will also help in determining who will be used as outside technical resources as the need arises. As more projects are being supported by in-house engineering, we see the awareness of the available resource and the need growing with well thought out projects. Many requests have been made for upgraded drawings of the plant and facilities for various reasons, including log and veneer inventory control. We will try to coordinate meetings with these groups so John and I can cover as many bases as possible. Bonner Facilitators help us in applying our time in the meetings where most appropriate.

When capital projects are proposed, with design, specifications, and estimating required, we will assist in making ARA preparation as smooth and accurate as possible. We work **with** Accounting to assure all capital projects are correctly identified and properly executed. Properly engineered jobs tend to be completed more smoothly and cost effective than those whose procedures and methods are not clearly defined. We feel we

can contribute to those jobs that need a little more research and technical help in the form of studies, estimates, drawings and specifications.

Currently the repair and upgrading of the steam system is a priority along with the handling and separation of residual products from the mill. Lumber Dry Kilns currently present questions of safety and drying problems which we are addressing by assisting in the preparation of bid request specifications and available options. One of our goals is to identify all the systems on the plant site, and provide a current plan of what is and what may be done in the long range to improve! (i.e. water, drainage, refuse, electrical, steam, physical plant layout, etc.)

A long range look is underway into what are the effects and cost effectiveness of electrical co-generation with our No. 2 boiler. We are always on the lookout, not only for what may be unsafe on the plant but, what might be done to improve safety.

We have been getting excellent support from the managers, supervisors and workers. Prioritizing engineering work is not a simple task. Everyone's request is important. Our weekly staff meetings primarily set the priorities so your requests are done in a more timely and organized manner. I thank those of you that support and are helping implement the changes in the Engineering Department. Good work John Price, keep it up. Thanks **Dick Shimer, Ralph Foster, Zale Bender, Jim Robbins, Otis Seal** and all the others.

Spring Is In The Air

SAFETY

BONNER SAFETY AUDIT

By Jim Connelly

The Western Regional Manufacturing Loss Prevention Team conducted a safety audit of the Bonner Operations February 24th through the 27th. The Review Team was led by **Don Mizner**, Controller of Western Operations. Members of the Review Team were from Klickitat, Libby, Roseburg and Stamford.

—Klickitat—

Jerry Flake - Trimmer Operator and Safety Committee

Joe Wiederhold - Sawmill Superintendent

—Libby—

Dave Millheisler - Accounting Supervisor
Darrell Palmerton - Powerhouse Supervisor

Carolyn Peck - Personnel Supervisor

Cal Powell - Plywood Manager

Gene Rowland - Plywood Maintenance Leadman

—Roseburg—

Frances Freamon - Senior Employee Relations Administrator

Larry Helbling - Utility and Safety Committee

—Stamford—

David Breeding - Industrial Hygienist

Bruce Oberstadt - Manager of Loss Prevention

Jim Sutton - Fire Protection Engineer

With the cross section of experience and knowledge the team members possess, a thorough review of Bonner's Safety Program was conducted. The team looked at all facets of Loss Prevention, including talking with employees at their job stations to get their views on safety. The purpose of the audit was to measure our efforts in our overall Loss Prevention performance, and to identify those areas which may need strengthening.

Following the audit, a two-hour closing



Bonner audit luncheon where the audit system and purpose was explained to the group. The Audit Team was introduced to Bonner's Management, Union Executive Board, Safety Planning Committee, Plant Safety Committee, and Department Safety Representatives.

conference was held by the team with members of Bonner's Management, Union Executive Board, Safety Planning Committee, Plant Safety Committee, and Department Safety Representatives in attendance. Overall, the closing conference was very positive, commenting on the progress we have made in our safety program, and at the same time providing recommendations on the areas still needing improvement.

A complete written report of the results of the audit will be forthcoming.

LOSS PREVENTION ACCIDENT/INCIDENT REPORT FEBRUARY 1992

Bonner experienced 12 recordable accident/incidents, 2 of which were lost time and 4 were restricted work activity.

Plywood experienced two lost time accidents during the month; a green chain puller developed a hernia pulling veneer, and a glueroom employee strained his left shoulder pushing a steel rod into the trim saw suction pipe while attempting to unplug it. Injury resulted in corrective surgery. Plywood's lost time rate is 4.4 as compared to 1.4 this date last year. Plywood also experienced 2 restricted work activity incidents. Central Services had a very good month with no recordable accident/incidents. Their lost time rate is 8.6 as compared to 0.0 this date last year. The Log Yard/Processor had a good month with no lost time or restricted work activity. Their lost time rate is 0.0 as it was last year this date. Lumber experienced 2 restricted work activity cases, but no lost time. They have completed 14 consecutive months of no lost time.

Our Lost Time Rate goal for the Bonner Complex in 1992 is 2.2 and our OSHA Rate goal (lost workday and restricted work activity) is 9.9. For the first two months of this year our rates are 4.1 for lost time and 11.5 for the OSHA rate.

	Total Cases	Lost Workday	Restrict Activity	Lost Work Day Rate	OSHA Rate
Central Services	3	1	1	8.6	25.8
Log Yard/Processor	3	0	1	0	10.5
Lumber	7	0	4	0	14.4
Plywood	12	3	3	4.4	8.8
Nurses Station OSHA Log	9				
Bonner Total	34	*5	9	4.1	11.5

*1 LTA charged to Bonner Complex

Have a Blessed
EASTER

Horseplay: Only horses love it.

Be careful with April-fool jokes.

Almost no one is still foolish enough to pull out someone's chair or perform a similar act that could hurt another person. Those jokes are as old as the horse and buggy and just as obsolete (not to mention dangerous).

Words can be almost as bad as pushing someone. Giving people a false message can take up their time or distract them from what

they should be doing.

You could really "pull the rug out from under him" (or her) by saying something like, "The boss wants to see you at 4 o'clock," or "That project is cancelled."

Whether it's the first of April or another day, horseplay is distracting and dangerous. At best, it's inconsiderate.

ROLLING STOCK TASK FORCE UPDATE

From: Department 02

Dick Shimer recently sent out a memo stating that all operators and mechanics will be responsible for checking fluid levels in all equipment before start up and during regular servicing and fueling of equipment.

It was pointed out that this was very difficult in the dark, therefore flashlights and holders will be installed in each piece of equipment.

Communications was identified as the number one problem with rolling stock. In hopes of improving communications between mechanics and operators, it was decided that we need to get back on track with the operators daily reports.

New operator reports have been simplified and cut down in size. Also, holders will be installed so reports don't end up on the floors of the equipment. There will be drop off points for the reports at the processor, south yard and east yard lunchrooms, both garages and, at the shipping and studmill areas.

Feedback seems to be very important to

both the mechanics and the operators. **Sue Hogan** will put out a report on a weekly basis to keep everyone informed as to what is going on with maintenance on the rolling stock. The information on the report will be coming from the operator reports and the work done by the mechanics, so it is important that the operators fill out the reports and write down any other problems they are having. The supervisors then can compile all the information and get it to Sue so she can put it in the report. The reports will be posted for everyone to see.

It is very important that the operator reports be filled out every day. This will enable the mechanics to track the operating hours, so service can be scheduled. Also work that does not need to be repaired right away can be scheduled in a more timely fashion.

Hopefully with the help and cooperation of the operators, mechanics, and supervisors we can improve the maintenance on the rolling stock and make this a more efficient and pleasant place to work.

LOST HOUR LEAVES US COUNTING SHEEP



*Don't forget!
Daylight Savings
Time begins on
April 5. Set clocks
ahead one hour!*

We should all leap ahead when Daylight Savings Time returns the first week of April. Unfortunately, many of us will do more lagging than leaping.

According to **Dr. Charles Czeisler**, a sleep researcher at **Harvard Medical School** in Boston, many people have trouble sleeping during the first week after clocks are set ahead by one hour. Czeisler blames the inflexibility of our internal clock for our problems, which range from trouble falling asleep to sleep interruptions. Other researchers have also noted the phenomenon, but have pegged it on warmer weather, which can make bedrooms too warm, and on spring depression.

According to experts, sleep patterns are not affected by the gain of an hour with the return of Standard Time in the fall.

PARTICIPATIVE MANAGEMENT IN PROGRESS

By Sue Hogan

March will bring excitement to the Plywood Plant as a new process will be implemented by the Dryer Area Team. The Dryers will be using disappearing ink on the veneer panels. Members of the Dryer Area Team are: **Leonard Moore, Brenda Indreland, Liz Brown, Tom McKoy, Kevin Andrews and Joe Zito.**

The concept of this project originated when the Finish End Area Team began considering ways to decrease resanding. They expressed to the Dryer Area Team that 20 to 30% of resand on AC panels is attributable to ink stains.

The permanent ink currently used remains on the panels, unless sanded off, and generally is not appealing to our customers. Over sanding causes the panels to become too thin by the American Plywood Association standards. Therefore, it causes us to downgrade some of the panels. Downgrading the panels causes us to sell the product to our customers for a lesser price than expected for the product. When this happens, we lose money.

The new procedure will involve spraying a new ink concentrate on the veneer panels. The ink will disappear off the panels between four and seven minutes. The new process will eliminate wet marks on the veneer sheets and



Members of the Plywood Dryer Area Team (left to right): **Brenda Indreland, Tim Daniel (Facilitator), Leonard Moore, Tom McKoy and Kevin Andrews.** Members not pictured: **Liz Brown and Joe Zito, Jr.**

will reduce the amount of time needed to resand the AC panels in the Finish End. An estimated savings of \$7,000.00 per year will be the outcome of this project.

Hard work and dedication went into carrying out this project. A special thanks to **Tim Daniel, Bruce DELong, Ralph Foster,** and past team members: **Chance Hiday, Don Coughren, Bill Sell and Diane Farra** for their help in getting this project under way. **Kelly Haugen** from the Libby operation also aided in this project, answering questions and sending us pictures of the filtering system they currently use.

The Dryer Area Team will soon begin working on new projects. One of their first concerns is to alleviate the dust problem at the auto feeder exhaust system. We look forward to hearing from this group in regards to the progress they make as they continue to advance through the Participative Management Process.

Courage will pull your team through

By Jay Rockwell

Even when times are good, many of us worry about job security. Now, confronted with continuing economic uncertainty, only one character will pull us through. It's *courage*.

Fred Pryor, publisher of the *Pryor Report*, recalls how the Wizard of Oz instilled courage in the cowardly lion. He simply pinned a medal on him.

"Yellow brick road aside," Pryor observes, "it's a fact

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(*Courage. . .Continued from Page 7*)

that courage has to be *built in* rather than *pinned on*. Courage is a matter of *being* rather than *doing*.”

“When adversity strikes the workplace — recession, layoffs, diminishing profits — courage becomes a highly valued commodity. Fear robs us of everything important in life and work.”

“Being able to face downturns in fortune with strength gives those around us role models for their own lives.”

Facing fear. Courageous people aren't always free of fear, Pryor points out. Mature individuals have the same apprehensions that others do. Who, for instance, hasn't at some time feared death and the unknown?

Today, however, there are menacing concerns that haven't always been there, centering on the well-being of our families, friends, co-workers, employers, and ourselves.

Yet, even in the face of real trouble, we can stand up to and conquer those fears through the power of our inner selves.

“If you want a strong, even courageous, team,” Pryor advises, “you can get it by establishing a set of personal values that includes honesty, thoughtfulness, and open-mindedness.”

Dispelling fear. “You can dispel half the fears that cripple organizations in crisis if you have a track record for straight dealing,

showing appreciation for personal initiative, and welcoming and considering differences of opinion,” Pryor advises.

The opposite of courage isn't necessarily cowardice, he adds. It may well be *apathy*. When we don't care, we're unable to act. The consequences can be devastating.

Pryor asserts: “Encouraging — ‘making courageous’ — the members of your team and helping them to take personal responsibility is a good start toward strengthening your organization. It's part of your job.”

Encouraging your team. Pryor suggests:

- Become an example for your teammates. Behavioral experts say that 95 percent of what we learn is derived from personal observation.
- Help your team members to reach both their work and personal goals.
- Set ambitious but *specific* team objectives. Don't say: “Let's do better.” Try this: “We've got to increase our productivity by 10 percent.”
- Give everyone on your team immediate and useful feedback.
- Shape a team belief system that's honest, positive and optimistic. Make your work unit the best in your organization.

“Don't wait for adversity,” Pryor stresses. “Build your inner resources before hard times hit. If they do, you'll be ready.”

Easter Egg History Plus How To Make Marvelous Eggs

In the 8th century, the venerable Bede suggested that the word Easter may have come from Eostre, the Anglo-Saxon name of a Teutonic goddess of spring and fertility. Her symbol was a hare, which may explain the origin of the Easter bunny who brings eggs.

The egg was a symbol of rebirth, and the custom of coloring them began in Egypt and Persia where history records that people colored eggs for their spring festivals.

Few individual Easter eggs have made their ways to the history books, but we do know of one. In 1855, Alexander III commissioned Faberge to design an Easter present for Empress Maria.

Faberge designed an Easter egg made of gold and jewels. It was very well received.

To transform a plain white egg into a work of art, you don't really need gold and diamonds. For marvelous creations, try sequins, glitter and beads instead.

After boiling, washing and drying the egg, cover it with glue and roll it in a bowl of sequins or glitter or both. Depending on their size, beads can be used the same way, or they can be individually glued on.

If you want to save the egg from year to year, take a fresh egg, make a very small hole in the bottom, and drain the egg before decorating it.



EMPLOYEE PROFILE

DAVE KALLIS

By Sue Hogan

At the age of one, Dave Kallis and his family moved to Missoula from Elgin, North Dakota. This move made it possible for Dave's mother and father to seek new employment opportunities and to experience a change of scenery. During his childhood, the Kallis family moved to Turah. Along with his sister and two brothers, Dave enjoyed growing up in a rural area.

From 1964 to 1965, Dave worked in Bonner for the **Anaconda Copper Mining Company (ACM)**. After a layoff with the ACM, Dave was hired by the **Evans Products Company** in Missoula. He worked a large variety of jobs for this company from 1965 to 1969. Dave then decided to venture out and pursue a business of his own. From 1969 to 1971, Dave owned and operated a service station in downtown Missoula. In 1971, Dave began working again for the Evans Products Company. In 1974, Evans Products experienced a large work curtailment, at which time Dave returned to work at Bonner. In 1975, Dave worked as a green-end supervisor with the Evans Products Company. After the mill closure of the Evans Products Company in 1980, Dave returned to work at Bonner. Dave presently works as a **GP line operator** in the **Plywood Plant**. As you can see, Dave has had quite the experience working in the plywood business over the past 25 years.

Dave is very active in the Participative Management Program. He is the current team leader for the Glue Room area. *"I believe that if everyone had the attitude about managing their work like they do their households, it would make a difference,"* Dave stated. *"I pour as much as I can into my work for my own satisfaction,"* Dave replied. *"When I get paid, I know I did my part in keeping our operation running. My strongest suit is that I am dependable. I don't like to see my department short handed."*



Dave and his wife **Mary** have been married for 23 years. Dave has four children: **Donnette, Thomas, Angella** and **Jennifer**. Donnette and Thomas live in Texas, along with two of Dave's granddaughters.

Dave demonstrated his community spirit by helping with the **1992 United Way Campaign**. This fund-raising campaign is very successful and rewarding for the community of Missoula.

Dave is an avid motorcyclist. When time permits, Dave and his family enjoy riding motorcycles. Dave owns a 1982 Goldwing 1100 cc road bike. Dave and his friends are currently trying to organize a motorcycle club called the **Goldwing Touring Association (GWTA)**. This organization would give them the opportunity to enjoy traveling together.

For the past 3 years, Dave has participated in the **"Montana Lawman 1000"**, a 1,000 mile/2 day motorcycle ride to raise money for charity. The purpose of the "Lawman 1000" is to team law enforcement officers and civilians to **"Ride On The Side Of The Law"** for a just cause. Together, they raise money for the **Montana Hope Project**. The sole purpose of this project is to provide a **"Dream Come True"** for a chronically ill child. *"Seeing a cheerful expression on a child's face makes it all worthwhile for me,"* Dave replied. *"I feel I am doing something for these young kids. I am showing them that someone cares."* Dave added, *"I enjoy volunteering my time for charities. I will continue doing this as long as I am able to."*

CHAMPION RETIREE

PEARLIE YORK, JR.

By Larry Schneider

Pearlie (P.A.) York, Jr. retired on March 31st. For the past 18 years and 3 months, P.A. has worked at Bonner. He began his employment in the Sawmill and transferred to the Plywood Plant in September 1974.

When Pearlie began working in the Plywood Plant, he was grading off the dryers during the swing shift. Pearlie also worked other jobs: Dryer Tender, Plugger Operator, Plug Line Grader, and then transferred to day shift where he worked as a Plugger Operator for the past three years.

P.A. and his wife Mary have been married for 37 years. They have two sons, one daughter, and 5 grandchildren (all boys). "My grandchildren are definitely all boys," P.A. added. P.A. enjoys hobbies such as fishing, hunting, and camping.

P.A., what are some of the highlights you recall while working at Bonner? "The pay was good and the insurance was very good. The safety program that has been implemented recently is also very good. I have really enjoyed working here."

What will you miss the most? "I will miss some of the people. However, I will not miss having to get up in



the morning."

What are you going to do during your retirement? "I am going to pursue my KM business to the fullest extent. Mary and I will probably travel a lot while doing this. I plan to do some serious fishing and hunting. We plan to go back to Minnesota to see the grandchildren, and to see the grandchildren in Missoula. We sort of hope to spoil them all."

Any parting words of wit or wisdom? "You have to look to the future and sometimes you have to move on. It may not be in the wood products industry, but everyone has a future."

TIMBERLAND RETIREES

During January and February of 1992, three long time Champion Timberlands personnel retired:

Bob Lamley (1959-1992) - 38 Years of Service.

Bob LeProwse (1955-1992) - 37 Years of Service.

Bob Symes (1963-1992) - 29 Years of Service.

Their experience and know-how will be missed at Timberlands. The following outlines their many years of experience.

Bob Lamley Career History:

Champion International

General Manager - Montana Region

Missoula Area Operations Manager

Logging and Procurement Manager

Contract Logging Supervisor

Anaconda Forest Products

Product Department Manager

Chief Forester

District Forester

Road Engineer

Forester

Bob Lamley will no doubt be spending much of his time riding his favorite horse in a nearby wilderness area of back country trail. That is except when he is in Arizona getting away from Montana winters.



Bob Lamley rock drilling on Thompson River in 1957.

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(Timberlands Retirees. . .Continued from Page 10)

Bob Symes Career History:

Champion International
Exchange Forester
Landowner Assistance Foresters
District Lands Manager - Clark Fork District
Procurement Manager - Rocky Mountain Operation
Anaconda Forest Products
Inventory Supervisor
Fire Protection Supervisor
Logging Engineer
Forester

Bob Symes will no doubt be doing a lot more fishing now that he doesn't have to keep forester's hours. A six pack and a rubber raft might be part of his plan also.

Bob LeProwse Career History:

Champion International
Loss Prevention Manager - Western Operation
Manager of Administration
Personnel Manager
Anaconda Forest Products
District Foester - Clark Fork District
Forester

Bob LeProwse will probably be found at his Flathead Lake home fishing or just taking it easy.

Retirement parties were held in their honor, and sometimes at their expense, depending on the stories and memories that were recalled by their many friends. We all wish that the three Bob's will enjoy their well earned retirement.

LUCY HEINTZ LEAVES BONNER

By Larry Schneider and Glenn Smith

February 29, 1992 was the last day at Bonner for Lucy Heintz, **Nursing Supervisor**. Lucy began working at Bonner in 1986. Lucy remarked that for her the most challenging part of working at Bonner, other than the nursing field, was to ascertain the concerns of all employees, and initiate steps to develop a safer and more worthwhile working environment. Lucy served on the **Plant Safety Committee, The Ergonomics Team**, and organized and conducted several C.P.R. and first aid courses for mill workers and their families. Lucy encouraged the development of the **Stretching Program**, and provided for cholesterol screenings, as well as supplying assistance and training videos for many department safety teams. She was the coordinator for the **Employee Assistance Program**, and administered the **Hearing Program**.

What were some of the most noticeable changes Lucy noticed during the last 5½ years? "The reduced accident rate. All of the different types of automation throughout the plant site. Also, all of the changes that are due to economic times, (i.e. reductions in the work force, etc.)."

What are some of the things that you will remember most? "Feeding the dryers while everyone was on strike! I will also remember some of the more traumatic accidents that have happened."

What will you miss the most? "The challenges of the job. I will miss the people and the fun and laughter. One thing I won't miss is packing this radio around."

Lucy accepted a position with **Compensation Adjusters** as a **Coordinator of Rehabilitation Efforts**. "I will be involved with Champion and most of the people working here, so I will still get to see them sometime," Lucy added. All of us here at Bonner will be a little saddened by the loss of a good friend and fellow employee who gave us so much. We sincerely wish her the best of luck in all her subsequent endeavors.

The members of the **Bonner Lumber Department** joined forces to organize a farewell party with cake and ice cream for Lucy. They presented her with a plaque and bouquet of flowers expressing their thanks for her dedication to the welfare of the work force.



*Lucy cutting her farewell cake from the **Plywood Maintenance Department**.*

Jerry Lanoue
(Planer Puller Family)
presenting
Appreciation Plaque
to Lucy.



As many of you already know, I have accepted a new job and will be leaving Champion at the end of February.

I wanted to take this opportunity to say good-bye and thank all of the employees here at Champion who have made the past 5½ years such an enjoyable work experience for me. It truly has been a unique learning experience in the field of nursing!

I also want to wish each of you the very best in the future.

Thank you,

Lucy Heintz

UM student develops computer program that translates math texts for the blind

By Guy DeSantis
Kaimin Reporter



A computer program that translates math texts for the blind is one of 20 projects completed this year by UM students who won **Watkins** scholarships.

Ty Miller, a senior in computer science who was awarded the scholarship last year, said his program enables the computer's voice synthesizer to recognize complex math formulas and put it into spoken words for the blind.

"Before, the voice synthesizer would just sputter and make weird sounds when it came across mathematical text," Miller said.

Miller added that *Computerized Books For The Blind* has picked up his program as a demonstration project.

The Watkins Scholarship, a \$1,500 award, is open to all students either majoring or minoring in the College of Arts and Sciences.

A student must propose a project that could involve a standard research paper, a creative production or performance, or community involvement and service. The deadline for this year's Watkins scholarship is March 31.

Ty Miller is the son of **Ken Miller** who is the **Plywood Green End Supervisor** on Swing Shift. This article was reprinted with the permission of the *Kaimin*.



TREAT HAZARDOUS SUBSTANCES WITH KID GLOVES

Hazardous substances are gathering dust in laundry rooms, bathrooms, basements, and garages throughout American. **The Environmental Protection Agency** estimates that each household has three to eight gallons of hazardous substances stockpiled. Multiply these by 93 million U.S. households for a picture of a potential environmental nightmare.

Sitting on shelves, these materials pose little problem. But toss them into the garbage or down the drain and they become toxic wastes.

As responsible consumers and citizens, we can make a difference if we learn to handle hazardous household wastes properly, live what we've learned, and convince our neighbors to do the same.

Protecting the earth's ozone layer, controlling acid rain, and saving the rain forests — the classic pleas of environmentalists — may appear too large as chores for any individual to assume. Guarding against toxic wastes at home is do-able — and April 22, Earth Day,

marks the day to begin.

To prevent toxic waste problems, we can try to reduce the amount of hazardous substances we buy. Learn about safe alternatives, such as baking soda as a cleanser, lemon juice mixed with olive oil as a furniture polish, and soapy water sprayed on plants to control spider mites. When shopping, read product labels before going to the cash register and, whenever possible, choose nonhazardous products to do the job. If you must purchase a hazardous substance, choose the smallest quantity required for the job, use all that you buy, and follow manufacturers' directions.

Now, what about those unwanted reactive, toxic corrosive, or explosive materials already of the shelf at home? Creative recycling can be the answer. Instead of tossing out used motor oil, car batteries, solvents, and dry cleaning chemicals, locate outlets that can refine

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(Hazardous Substances. . .Continued from Page 12)

and reuse them. Instead of dumping leftover oil paint into the trash, pass it on to a neighbor, scout troop, school, or theatre company. If you're a home photographer with leftover chemical fixer, call a local photo supply house or studio and ask for recycling suggestions; some firms reclaim the silver in photo chemicals.

Other hazardous wastes, such as weed killers, insecticides, paint strippers, and nickel-cadmium batteries should be handed over to professionals for high temperature incineration or burial in a specifically designed landfill. Check the yellow pages under "waste disposal" or call the local health department, Federal Extension System, or the EPA.

If all else fails, consider organizing an area-wide collection project. Many successful local programs began because a concerned individual got involved.

To start a community recycling program or a hazardous waste collection project...

- Contact the EPA for its BIBLIOGRAPHY OF MUNICIPAL SOLID WASTE MANAGEMENT ALTERNATIVES (doc No. 530/SW-89-055); U.S. Environmental Protection Agency, Solid Waste and Emergency Response, 410 M St., S.W. (05-305), Washington, DC 20406, 800-424-9346; in metropolitan Washington, D.C.: 202-260-2080.
- Call the National Recycling Coalition at 202-625-6406 for literature and advice.

- Call the Environmental Defense Fund at 800-CAL-EDF for literature.

HOUSEHOLD TOXIC TRASH ITEMS:

How many of these are shelved at your house?

Acids	Moth Balls
Ammonia	Motor oil
Antifreeze	No-pest strips
Arsenic	Oil-based paints
Asbestos	Oven cleaner
Asphalt tar	Paint thinner
Batteries	Paintbrush cleaner
Brake fluid	Photographic chemicals
Bug/rodent killer	Pool chemicals
Chemistry sets	Radiator cleaner
Chlorine bleach	Refrigerants
Cleaning solvents	Roofing tar
Degreaser	Septic system cleaner
Drain cleaner	Shellac
Dry-cleaning fluid	Silver polish
Fertilizers	Spot remover
Fingernail polish	Toilet bowl cleaner
Fire starter	Transmission fluid
Floor cleaner	Weed killer
Furniture polish	Wood preservative
Herbicide	Wood strippers
Metal polish	

Courtesy of PROBER, Rosemount, Inc., Eden Prairie, Minnesota. Deanna Juergensen, Editor.

WEE CHAMPIONS

**MACKENZIE FITZPATRICK CLARK**

Parents: **Tammy & Gary Clark**

Vat Infeed Helper

Date of Birth: March 18, 1992; 3:00 p.m.

Weight: 8 lbs, 15 ozs.

Brothers: **James, Cory, Timothy, Cody and Johnathon**

ALLYSON MARIE

Proud Grandpa: **Art Bailey**

Date of Birth: February 22, 1992; 6:13 p.m.

Weight: 6 lbs., 9½ ozs.

Length: 19½ inches

Employee's Job Title: **Sorting Crane Operator**

Parents: **Steve & Ferol Bailey**

Sister: **Ashley Ferol**

HAILIE EVELYN HALLFORD

Proud Grandpa: **Les Hallford/Processor**

Date of Birth: March 3, 1992; 7:35 a.m.

Weight: 5 lbs., 2 ozs.

Length: 19 inches

Parents: **Roger & Dusty Hallford**

NEW INSIGHTS ON QUALITY

The Bonner Complex is an organization where countless tasks get done: plugging veneer, tightening the screws on a component, putting labels on envelopes, calling customers, scaling logs, machining parts, and on and on. We need to look at these tasks in a new light, to think of them as steps in a process. Precisely where did the veneer come from and how did it get there?

We can define a process by grouping in sequence all the tasks directed to accomplish a particular outcome. Here are some examples of the steps in producing our products: hiring and/or training employees, filling an order, signing a welding permit, sorting logs. In this light, we begin to see that every activity is part of a process, and there are thousands upon thousands of processes in our organization.

This idea may not seem as glamorous as other quality improvement concepts, but thinking in terms of process is perhaps the most profound change that needs to occur here at Bonner with our concerted efforts on being a "World Class Quality Leader" in our industry. Whole new insights open up when you begin to see tasks as related series of events. You start to see how jobs throughout our complex are related. You can focus your thinking: since our organization works through process, you can only improve your work by improving processes. Better processes means better quality, which means: better utilization of our limited timber resource; job security; doing work safer and smarter; greater productivity; doing it right the first time.

If all employees are united to common goals and can define starting and ending points to their process, and figure out what has to happen in between to make the product or create the service we want; then we will be able to focus on errors, waste, and other problems, and determine what data will help us improve the effectiveness of our Bonner operations. Also, collectively we'll have a better idea where to look for solutions. "What do we want to get out of this process? What do we have coming in? What must we do to get from one point to another? What do we do that is necessary to reach our goals? Which steps are unnecessary? Where do we run into problems?"

The concept of customers and suppliers follow readily once you understand the idea of a process: the people or organizations who precede the series of tasks you identify as a process are "suppliers," and those who follow, who use the product or service, are "customers." These definitions differ from what we are used to because they include customers and suppliers both inside ("internal") and outside ("external") the Bonner Complex.

External customers purchase our products. Obviously it's important to satisfy these people, with a quality product. Inside our complex gates, we all pass on our work to other employees who are our internal customers and it's just as imperative that they receive a quality product or service. . .our future depends on it!

HERE'S THE SCOOP!!!

Looking for an answer to a job or company related question? Want to know if the current rumor is true? Let one of your **Tamarack Committee Members** help you get your answer. Just write your questions on this form, cut it out and send it to one of us. If the question is thought to be of general interest, it may be chosen for publication in *The Tamarack*, along with the answer. Even if your question isn't published, you'll still get an answer by phone or inter-office mail if you sign your name to the form. Your name will not be published without your permission.

Question(s): _____

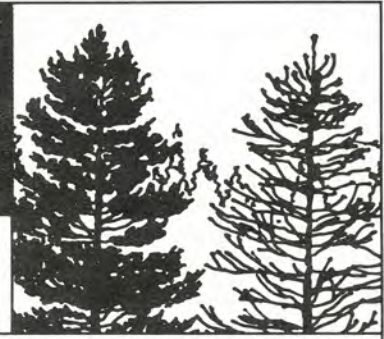
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Title _____

Department _____

FOREST INDUSTRY FACTS AND ISSUES

TIMBER SALVAGE



An Intermountain Forest Industry Association Publication • 703 Lakeside Avenue • Coeur d'Alene, Idaho 83814

All trees die. No matter how old, how large, what species they may be, or where they happen to grow, all trees ultimately succumb, whether by fire, windstorm, insects, disease, or the logger's saw. That, of course should surprise no one. After all, trees are living creatures and not immortal. But what may surprise some people is that the logic of harvesting dead and dying trees in place of live ones seems lost on our politicians and on, of all people, environmentalists.

Tree Killers - The Forest's Destructive Agents

For a tree, the forest isn't exactly a safe place: too little moisture, too little light, and you die; too much of either, and the result is the same. Deer munch on you, bears tear you open to seek your sap, and elk shred your bark with their antlers every fall. Every time something scars you, disease pathogens enter. Insects love you, and they're always around. And weather is a big factor. Drought, wind, subzero cold, lightning and resulting fires always threaten, and often claim you. For a tree, the forest can be a cruel place.

Here in the Intermountain West, the past decade has been especially tough on trees. Drought has stressed them, making them more susceptible to attacks from insects. Winters that were abnormally warm helped normal populations of insects reach abnormal, epidemic levels. Severe cold snaps after trees had broken winter dormancy froze the sap and killed thousands of acres of trees. And, of course, fires, made more intense by the dead, dry fuels in the forest, ravaged the landscape consuming both dead trees and their green neighbors.

Natural tree mortality is growing as one of the forces shaping our future forests. From the Canadian border to Yellowstone Park, the list of ails in our forest reads like a forest pathology nightmare. In Idaho's Panhandle, a root rot fungus, *armillaria sp.* is killing Douglas-fir and Grand Fir. A plant pathologist calls it "a full blown epidemic." Farther south, beetles in the Payette National Forest will, according to the Forest Service, kill all spruce trees in the forest that are twelve inches or larger within five years. On the adjoining Boise National Forest, tussock moths and beetles will likely kill 180 million board feet of timber within the next three years.

Montana has been especially hard hit, with beetles and borers running rampant. Notes a BIA forester near Lame Deer, "You could come up here in the summer and actually hear them chewing. You could see the sawdust flying through the air." Bark beetles are

killing entire forests near Yellowstone and in the Yaak River drainage in northwest Montana. And, near Helena, the winter of 1989 saw a temperature drop of 80 degrees in a matter of hours. As a result, 35,000 acres of timber died, and remains standing, awaiting only the inevitable lightning strike to reduce it to ashes.

Can these problems be prevented or controlled? Yes and no. Part of what we are witnessing is the natural aging process for trees. As they get near the end of their natural lifespan, they lose their vigor and become far more susceptible to attacks from the ever-present insects. Attacks by bark beetles on the lodgepole pine stands near Yellowstone Park and in the Yaak drainage are nothing more than the natural death of those relatively short-lived trees. Weather, too, is a natural occurrence, no matter how extreme the conditions. Weather's contribution to insect populations or tree mortality is outside human control.

IDAHO STATISTICS

	Commercial Forest Land (Million Ac.)	Annual Sawtimber Growth ¹ (Million Bfd. Ft.)	Annual Sawtimber Mortality ¹ (Million Bfd. Ft.)	Avg. Annual Volume Logged ¹ (Million Bfd. Ft.)
National Forests	9.1	1,659	340.4	731
State, other public	1.6	324	38.7	204
Forest Industry	1.3	234	30.2	459
Other - Private	2.0	374	38.0	306
TOTAL	14	2,591	447.3	1,700

¹Sawtimber volumes expressed in Scribner rule

MONTANA STATISTICS

	Commercial Forest Land (Million Ac.)	Annual Sawtimber Growth ² (Million Bfd. Ft.)	Annual Sawtimber Mortality ² (Million Bfd. Ft.)	Avg. Annual Volume Logged ² (Million Bfd. Ft.)
National Forests	8.2	850.0	241.1	479
State, other public	1.3	91.0	17.0	71
Forest Industry	1.6	100.9	54.2	374
Other - Private	3.0	333.9	42.0	176
TOTAL	14.1	1,375.8	354.3	1,100

²Sawtimber volumes expressed in International 1/4 inch Rule

(Continued on Page 16)

(Timber Salvage. . . Continued from Page 15)

But man has a role, too. Harvests of old, overmature timber allows new, more vigorous trees to become established. Younger stands of trees can more easily withstand the invasions of the insects or diseases which could easily kill their older predecessors. Logging is also a major contributor to fire crews, and the resulting young stands of trees "break up" what would otherwise be large stands of mature timber. When those large stands, with their years of accumulated fuel on the ground are dry, and conditions are right for wildfires, no amount of control measures are adequate. As we saw in the Yellowstone fires of 1988, major conflagrations are the result.

For forest managers, in order to fire-proof and insect-proof forests, the best defense is a good offense. An aggressive effort to harvest older timber and reforest the stands with young trees, build access roads, and immediately salvage dying trees before insects or disease spreads is the key.

Timber Salvage - Controversy is Disease and Bug's Ally

Quite correctly, the Forest Service and state land managing agencies want to harvest dying timber. Their rationale is twofold: the timber is either too old (that is why it is dying) and, therefore, ready for harvest, plus harvesting that timber will utilize an otherwise wasted resource, sparing other growing stands of timber.

This reasoning finds favor among many. Polls conducted by the forest products industry show that, in Idaho and Montana, about 90 percent of the people favor salvaging dead or dying timber. So why are salvaging efforts lagging? The answer seems to be in the cumbersome current legal system where any number of obstacles delay logging and allow the timber simply to decay.

The Helena National Forest

In the early spring of 1989, a sudden drop in temperature after the trees had broken dormancy and were filled with running sap, killed 35,000 acres of mature timber in the Helena National Forest. Of this acreage, the Forest Service determined that 10,000 acres were "suitable for salvage harvest." None of the potential salvageable areas were included in the wilderness proposals of the Montana congressional delegation, although some areas were in roadless areas.

In December 1989, the Forest Service notified industry, environmental and community groups of its intent to move ahead with salvage operations on the 10,000 acres. The goal was to produce a "decision notice" specifically outlining salvage plans by April, 1990. What happened is a comment on our legal system and the will of the Forest Service to confront environmental groups on such mundane matters as salvaging dead timber.

Local environmental groups challenged Forest

Service plans to salvage the dead timber. Although the original estimate of 60-90 million board feet of salvage plans was ultimately reduced to about 20 million board feet, environmental groups still were not satisfied. Attempts by the Forest Service to negotiate an acceptable level of timber harvest bore no fruit. Now, two years later and long after most of the timber has lost its value, the Forest Service sold 3.7 million board feet, offered 10.4 million feet in sales that were appealed by environmental groups, and is still "analyzing" sales of another 10.4 million feet.

What is truly tragic about this situation is that federal law permits Forest Service officials to exempt decisions relating to timber salvage from the agency's appeals process. While the agency could have exercised its plans, it chose not to. In an October 1990 letter to Montana Senator Max Baucus, a local timber industry leader invited the Senator to view the area firsthand. He noted, "Barring any unforeseen natural disaster (such as wildfire), I'm confident most of it (dead timber) will still be there to see."

The Yaak

The "let burn" policy employed in the national parks and on some national forest land was heavily criticized when, in 1988, about half of Yellowstone Park was destroyed by wildfires. What resource managers failed to point out to the public, however, was that "let burn" or not, a major conflagration was inevitable in Yellowstone. Miles upon miles of standing dead timber, the natural end of lodgepole pine forests that followed the last major fires in the park, represented a disaster waiting to happen. Foresters could have, and did, tell the public that the "let burn" policy was, in fact, destined to become a "will burn" reality. The only questions were when and with what intensity.

A similar situation now exists in the Yaak River drainage, near the far northern boundaries of Idaho and Montana, and the Canadian border. Within over a quarter of a million acres, the Forest Service estimates that "all the mature lodgepole pine will die within the next few years." Much of it already has. The area is also prime habitat for the threatened grizzly bear.

In order to capture some of the value of this timber and to stave off the inevitable wildfire, the Forest Service proposed, after much public debate, to log 5,500 acres, less than 2 percent of the area. About 43 new miles of roads would be built to harvest the timber, and the Fish and Wildlife Service determined the proposed logging would not jeopardize the continued existence of the grizzly bear.

The Forest Service's plan, unveiled in the spring of 1990, was appealed by the "Save the Yaak Committee," long active in stopping timber harvests in the area. In order to resolve their concerns, the Forest Service negotiated with the "Save the Yaak" group, and in August, 1990, reached agreement on how these timber

(Continued on Page 17)

(Timber Salvage. . .Continued from Page 16)

harvests would take place.

Two months after this agreement was reached, however, yet another local environmental group appealed the Forest Service's decision, urging that the environmental impact statement be redone to "remedy the inadequacies." The group also asked that "all timber harvest, road building, and road improvement activities in the Upper Yaak" be halted until the appeal is decided.

It has now been nearly a decade since the Forest Service first began to battle the "Save the Yaak" group and others over logging in the Upper Yaak. The issue now reads like a hypothetical case in a law school textbook on "federal procedure," involving administrative appeals, district court decisions and federal court injunctions, preparation of draft and final environmental impact statements, and reams of "citizen involvement." At one point, Congress even ordered that some of the timber be harvested.

In the Yaak, the timber still stands, dead, dying and being wasted while the lawyers haggle. Charges and counter charges fly, and truth is an elusive quarry in the debate. But one thing is certain, this summer, next summer, the year after, the Yaak will burn. The only questions are when, how big will the fires be, and what will be the effects.

The Payette and Boise

North of Boise, a variety of beetles, a dozen of which might fit on a dime, are racking up some impressive numbers. Already the Boise and Payette National Forests have lost 272 million board feet of timber, enough to build 55,000 homes and nearly twice the maximum amount that each forest would normally sell each year. Payette officials estimate that one species of beetle will kill all spruce trees larger than twelve inches within five years.

Again, salvage and reforestation is the Forest Service's preferred strategy for coping with the problem. To facilitate this plan, Forest Service officials plan to delay selling green, growing timber to focus efforts on the salvage logging. Industry agrees, and has altered logging and sawmilling plans to accommodate dead timber.

The stage is set, though, for major confrontations over salvaging this timber. Part of the fight will be over areas that are currently roadless. Even though the Forest Service has offered to restrict salvage operations in roadless areas to trees within one-half mile of an

existing road, challenges to some of the operations seem inevitable.

Unlike lodgepole pine which often grows in pure stands, Engelmann spruce occurs as scattered trees within the forest. Salvage techniques necessarily require small scale, easily movable logging equipment that can pick up a tree here and there and move on. Therefore, Forest Service officials were surprised when a challenger to the Council Ranger District's salvage program was the Idaho Department of Fish and Game.

In a now familiar litany, the Department's September, 1990, appeal of the salvage logging around the Forest Service plan failed to analyze a sufficiently broad range of alternatives, did not discuss the "cumulative impacts" of the sales, and did not disclose impacts on fish and wildlife populations. An almost humorous part of the agency's appeal is the claim that the Forest Service failed "to delineate the proposed sale areas," as if foresters could know in advance which trees might be hit and when.

Summary

Part of the continuing debate over management of public forest lands is the timing, source and amount of timber that should be harvested. Those are legitimate questions, but while we are seeking to answer them, in many areas of the northern Rockies, far more timber is dying and being wasted than is being logged. It is a waste of precious resources that is tragic.

One answer is for the public, particularly elected officials and other "opinion leaders", to let Congress and the Forest Service know of their outrage over waste of timber in our national forests. Often, the Forest Service can shortcut the appeals process to salvage dead timber.

Ironically, many of the arguments used to halt the salvage of dying or dead timber focus on the need to leave the trees standing to protect fish or wildlife habitat. But in the northern Rockies, stands of dead timber generally burn, and the fires result in destruction to these same values.

Unfortunately, a vocal minority who seem to oppose timber harvests of all types are not likely to be convinced that harvesting dead trees is any better than cutting live ones. Therefore, it is vital that the 90 percent of those who do see the wisdom of salvaging this otherwise wasted resource assure their voices are heard.

A cooperative effort of:



Montana Wood Products Association

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1714 9th Avenue
Helena, Montana 59624
(406) 443-1566



INTERMOUNTAIN FOREST INDUSTRY ASSOCIATION

WHAT ARE THE FIRST THOUGHTS THAT COME TO MIND WHEN YOU THINK ABOUT EASTER?



CHANCE HIDAY
"The celebration of the resurrection of Jesus Christ."



ROD HOCHHALTER
"Jesus, the Cross, and a rabbit that brings you eggs."



DON PEARSON
"Grandchildren."



OK I STYGER
"Coloring Easter Eggs with the kids."



KEVIN ANDREWS
"Hiding Easter Eggs, and bunnies."





DOUG SCHWARTZ (pictured on left)
"Easter Egg hunts."

ORVIL SMITH (pictured on right)
"The Crucifixion of Jesus Christ."



RICK SWANSON
"Church, family and friends."



LOREN GETSCHMAN
"Bunnies."



TRACY CUPLIN
"My daughter and a big fuzzy rabbit."



**"HAPPY
EASTER!"**

The True Endangered Specie

By Deb Moravec

It is imperative that every employee realizes the magnitude of decisions that are being made throughout the United States by biologists, scientists, environmentalists, politicians, and how these decisions are and will be affecting our industry.

Our National Forests are being shut down to our industry by legal and regulatory gridlock, and the majority of the people that these decisions affect - - *sit back and do nothing!*

The issues existing on our public lands are many and varied - - excessive roads, clearcutting, destruction of habitats and watersheds, to name a few. I find it rather ironic that not once have I heard about the destruction of the habitat to wildlife and watersheds from all the fires Montana sustained during the late 1980's from the environmental groups. Nor, do these environmental groups utter a word about all the thousands of acres of beautiful forests and their habitats that are destroyed every year by wind-blow downs, insects and disease. But that's ok, because Mother Nature is a good steward - - in some people's eyes.

I think this group of self-appointed saviors, that want to stifle the Forest Products Industry, are a bunch of hypocrites! They live in houses that are constructed from Forest Products; they use pencils and paper products; they even use toilet paper - - I wonder if they recycle it!

It is just a matter of time before a wildlife specie is identified as endangered in Montana, as was the spotted owl in the Pacific Northwest. In Texas, and its surrounding states the endangered specie is the red-cockaded woodpecker; these are just a few of the endangered. *The Endangered Species Act has become a means to shut down our industry.*

The Jack Ward Thomas Committee met for five months behind closed doors, with no record of the proceedings. They emerged with a set of plans that set aside so much forestland (private and public) in the Pacific Northwest for the spotted owl habitat, that more than 100,000 people stand to lose their jobs.

It's time society asks itself where we've placed our values? Take the California condor for example. Government sources report that we're spending \$5 million each year on efforts aimed at preserving the condor. If there was a family in Eugene, Oregon or Missoula, Montana with a medical emergency, do you think our society would commit the same resources to save them?

The down sizing that we experienced here at Bonner in the spring of 1991 was largely due to timber availability. Now, with Senate Bill 1696, we have the opportunity to free-up over 4 million acres of public land - - increasing timber availability for Bonner. There are several environmental groups that are doing everything they can to stop Senate Bill 1696 from being adopted, as our State's Wilderness Bill. Senate Bill 1696 needs your help in passing the House of Representatives. **Call and voice your support of Senate Bill 1696 to your Congressmen: Pat Williams - phone number 1-800-332-6177; Ron Marlenee - phone number 1-800-332-5965.**

All of us in the Forest Products Industry need to become actively involved in the issues that are affecting our future. Speak out - - let it be known that: true environmentalism needs to put humans back in the equation, where we belong! If we don't take a proactive stance - - *if we sit back and do nothing* - - I envision, that we'll become the "Spotted Forest Products, Industry Workers".

What happens to those who 'endanger' species?

If anyone wonders whether the Endangered Species Act has teeth, ask three Fort Benning, GA, foresters. They have been charged with concealing the presence of red-cockaded woodpeckers on part of the U.S. Army post. If convicted, the three face penalties exceeding 30 years in prison and up to \$650,000 in fines.

A federal grand jury indicted the men in January after a joint investigation by the federal Justice Department and the Fish and Wildlife Service. The federal complaint claims each of the men violated the law by not reporting woodpecker nests in areas later logged commercially.

The woodpecker is the South's version of the northern spotted owl: a bird officially listed as endangered whose habitat is used to stop logging of southern pine forests.

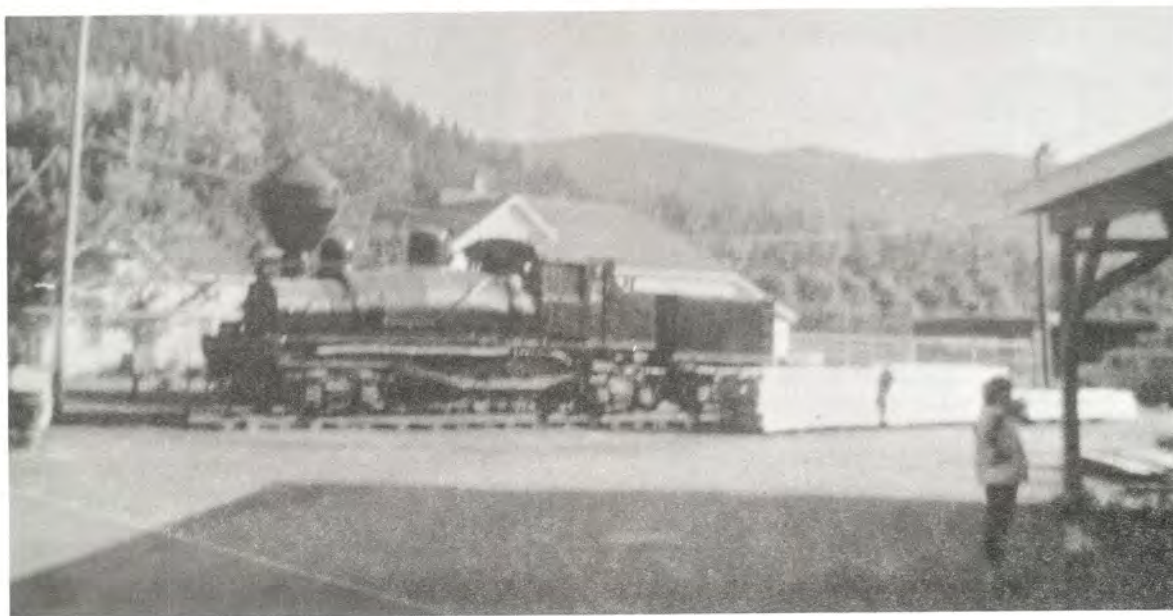
Christopher Dunn Jr., Robert K. Larimore and Carl A. Divinyi are civilian employees. Dunn told the Southern Forest Products Assn. that he is innocent, but is receiving no legal help from the Army.

SFPA has set up a fund to help all three pay their legal fees: **Foresters Legal Defense Fund, account 24-39-824 at Columbus Bank & Trust Co., P.O. Box 120, Columbus, GA 31902.**

*Reprinted from March/April issue of Forest Industries
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THE EARLY DAYS AT BONNER

A Benchmark For Progress 1962 & 1988



By Glenn Smith

After the completion of the movie *"Timber Jack,"* Old No. 7 was returned to the mill yard and parked in an area located by the **Wagner Garage**. It was given a coat of red lead paint to preserve it from the elements, and for the next six years, sat idle while the weather faded the red paint to an embarrassing shade of pink. Several conversations were held about taking No. 7 out of retirement and using it for odd jobs around the mill site, but nothing developed until 1962.

By this time, the Anaconda Company was well underway with construction of the Planing Mill, Shipping Department, and Green Storage Building. This modernization of the Bonner complex would make it the most up-to-date lumber manufacturing facility in the Northwest. A grand open house ceremony was being planned where this new facility would be shown to the public. The open house would include plant tours, a picnic lunch, and a dedication ceremony.

Senators Mike Mansfield and Lee Metcalf, together with Representatives Arnold Olsen

and James Battin, wrote articles for *The Missoulian* expressing their congratulations and best wishes for this modernization project. The congratulation message from Governor Tim Babcock read as follows: *"Together with all Montanans, I extend my heartiest good wishes to Anaconda Forest Products on the completion of its modernized lumber mill at Bonner. This fine new plant almost certainly will make an outstanding contribution to the growing economy of western Montana. It reflects industry's confidence in Montana and its people, and is a source of pride to us all."*

The Margret Hotel grounds would become a park and Old No. 7 would reside there, not only as a window to the past, but would also mark the Bonner Mill's first major step towards modernization. A crew of mill workers was assembled to repaint the Old Shay and move it to this park. Ernie Stroh, Mutt Teague, Bill Kurts, Bill Bader, and Emanuel Regal pulled No. 7 from the mill yard to the park, using a **Caterpillar Dozer**, a **Road Maintainer**,

(Continued on Page 22)

(Early Days . . . Continued from Page 21)

and a **Pettybone Front End Loader**. The connecting rods from the pistons to the drive shaft on the Shay were removed to allow the wheels to turn more freely. Three sections of track and railroad ties were assembled, with one section remaining under the engine and tender, while the second and third sections were moved to the front, as the engine and tender was pulled forward. Ernie commented that the weight of the Old Shay was too much for the Caterpillar to pull, so the Road Maintainer was added to provide extra pulling power. Ernie used the Pettybone to pick up and position the sections of track, as the Shay was pulled towards the park.

Turns were made by pushing the front of the section of track located under the engine in the direction of the turn. Ernie would use the Pettybone to perform this procedure. This crew of engine movers discovered that when the Caterpillar moved onto the asphalt paving, it could not maintain traction, and would sit and spin. Old rubber tires had to be placed under the cleats on the Caterpillar which solved this problem. After a week of tugging and pulling, the park was reached and Old No. 7 was displayed here for the next 26 years.

Changing times and log availability rendered the most modern mill in Montana obsolete and inadequate to compete in today's lumber market, so Champion International rebuilt the Sawmill and Planer Mill in 1988 and 1989. Once again, this immense project was marked by moving Old No. 7 to a new location. This time the move would be to the museum at **Fort Missoula**, where it would become part of a display showing several pieces of early day logging equipment. Old No. 7 would continue to be a window to the past, but in a more detailed setting.

This move required the drive shaft to be disconnected between the tender and the engine to allow each unit to be transported separately. Two large cranes, belonging to **D & G Crane Service** and **Industrial Services** were used to lift each unit onto special designed trucks. Danny Lake hauled the fuel tender for Old No. 7 to Fort Missoula with a semitrailer that had railroad tracks



welded onto it. Montana Rail Link uses Danny's truck for many of their transportation needs. Dennis McKenny, from Anaconda, Montana, arrived at Bonner the next day in a semi truck with a bed extension of 41 feet, and a total overall length of 135 feet. Dennis's truck had 50 tires under it, and could carry an estimated weight of 130,000 pounds. This truck would become the truck that would haul Old No. 7 to Fort Missoula, which laid to rest the beliefs that so many old timers had about trucks being unable to effectively replace steam locomotives. Dennis advised me that hauling large oversized loads is the way he makes his living, and he has grown accustomed to receiving curious stares from other motorists, but moving Old No. 7 certainly created its share of attention. The overall length of Dennis's truck was long enough to require pilot cars, front and rear, and mandated that he drive to the Wye to turn the truck and trailer around before continuing the journey to the Fort Missoula Museum.





Useful bits of information for Bonner employees

The day shift nurse works 6:45 am to 3:15 pm, Monday through Friday.

Since there is time each day when no nurse is on duty, first aid kits have been made available in most departments of the mill. Contact your area supervisor to find out if a first aid kit is stored in your department, and how you get to use the supplies if you need them.

All of the first aid kits include a small garbage bag and a set of latex gloves. The garbage bag is for waste, like used bandages, bloody gauze and used tape. OSHA now requires that this kind of waste be bagged right away.

The gloves in the kit are for anyone who assists the hurt person. The gloves **MUST** be used if the patient's skin is cut or punctured, or broken in some way. Using the gloves is **not** a personal thing. It does not mean that one person is worried that the other has AIDS. Using gloves makes both the hurt person and the helper safer from infection. People who use gloves are smart. If you are cut and someone tries to treat you without gloves, make them stop and get the gloves on their hands. You will **BOTH** be safer.

If you are helping someone, wear gloves. Wear them with **EVERYONE** that you help, always. That way you will always be protected. Neither you nor the hurt person want to take any new germs home to the family.

If you use supplies from the kit, tell your supervisor. Then, the supervisor can get replacements from the nurse's office.

The first aid kits do not contain tweezers. If you want to have tweezers at work for the times when the nurse is not at work, then

bring your own tweezers. **And disinfect them after each time they are used.** That way you will know that the tweezers are clean **every time you use them.**

A 10% bleach solution will kill all germs, even the hepatitis virus and the AIDS virus. A 10% bleach solution contains one part straight bleach to ten parts water. For example, use one teaspoon bleach and ten teaspoons of water.

Remember also to clean your clothes right away. If you get blood on your clothes or your skin, wash right away. Research has found in the last few years that the hepatitis virus can still be alive after **3 months** in **dried** blood. The AIDS virus dies within one minute of exposure to air.

However, hepatitis can be fatal and as yet, is much more common than AIDS. So, always be careful, so you don't get any illness and you don't give any illness to someone else.

Now, let's move on to other items.

If you cut or puncture your skin, check the wound each day for about four or five days for signs and symptoms of infection. There are five of those: swelling, discoloration, pain, warmth (at the site of the wound or in your whole body), and pus. If there is an infection present, you don't have to have all five of these signs and symptoms. However, if you have two or three, check with the nurse at the mill, phone number: 258-2146, or call Ask-a-Nurse at 542-0259.

Do you know when you got your last tetanus toxoid injection? That information is available in the nurse's office for most employees. If an employee got the injection here or if the employee notified a nurse at the office about an injection received elsewhere, then the injection date will be recorded.

Tetanus toxoid boosters last for 5 to 10 years. Whether a patient gets a tetanus booster between the fifth and the tenth year, when seeing a doctor, has to do with the doctor's preference and experience, and what caused the wound. If a rusty nail punctures a foot in the seventh year, chances are great that the patient will receive a tetanus booster, but it's still up to the doctor.

(Continued on Page 24)

(Hot Shots...Continued from Page 23)

Now, a few specialty items about slivers. First, make sure to use **disinfected** instruments, if you use any. **Don't** try to pull out the sliver if the person with the sliver is experiencing **numbness or tingling** farther down the limb. That is, if the sliver is in the forearm and the person's fingers feel "*weird*" or numb, then don't try to pull the sliver out. Send them to the doctor, because the sliver may be in a tendon or a nerve and have to be cut out by a physician. Let a doctor take out the sliver and avoid any possible further damage to the tendon or nerve.

Taking out a sliver from a muscle always works much better if the limb is positioned the same as it was at the time that the person got the sliver. For example, if someone was reaching out, stretching their arm and twisting the forearm at the same time, in order to pick up a piece of wood, try to get the arm and forearm back in that position before pulling on the sliver. Many times this will orient the muscles so that the sliver will slip out **easily**, and not have to be pulled except very slightly. This technique doesn't always work but it helps a great deal.

If a sliver has to be pulled strongly to get it out, the chances increase to leave a piece of the sliver imbedded in the skin or muscle.

One other note: **The Montana Poison Control phone number is 1-800-525-5042.** Put it by your phones. The Poison Control strongly suggests that if someone swallows a poison, that the poison control is called **right away**, especially **before** making the person throw up. Throwing up may not be necessary and may make the person's condition **extremely** worse.



Skip the Easter eggs, eat jelly beans instead

Easter is upon us, and eggs will soon be everywhere.

They are not the food of choice for the cholesterol-conscious. One medium-size egg yolk contains 240 milligrams of cholesterol. For people on a low-cholesterol diet, that's two and one-half times their quota for an entire day, according to *The New American Diet* (Simon and Schuster).

The good news is that egg whites contain no cholesterol. For those who still like egg salad made from those colored eggs or scrambled eggs for breakfast, cholesterol can be cut in half by setting aside the yolks from half of the eggs you use. The scrambled eggs and salad will taste just about the same.

What can you do with the leftover yolks? Feed them to your dog or cat, say authors Sonja Connor and William Connor dietitian and doctor, respectively, because these natural carnivores excrete cholesterol.

How about those other delightful-looking Easter treats? Watch out for that half-pound chocolate-coated, coconut cream egg, it's one of the worst Easter offenders with 931 calories, 40 percent of which are from fat.

Go for the jelly beans. At just four calories per bean, the total adds up, but most jelly beans contain no fat.

IMPORTANT REMINDER

The Foundation is still in need of your help to help gather information on the topic of child abuse and child sexual abuse. Please be aware of any articles or information on this topic published in your local area, and send a copy to The Foundation at:

The Dr. Karl Jurak Foundation
15 W. Sixth St., Suite 1212
Tulsa, OK 74119
attn: Media Clips

Your help may lead to a solution for abused children even in your own home town. The more we know about the problem of child abuse, the more we can do to prevent or treat it. Please help protect the children.

CHAMPION INTERMOUNTAIN FEDERAL CREDIT UNION

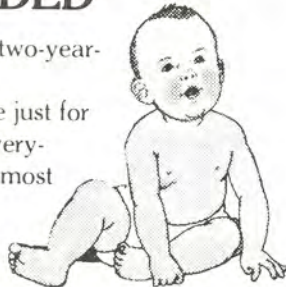
April 15, Due date for income tax.



BABES GET CARDED

First it was five-year-olds, then two-year-olds. Now it's newborns.

Social Security cards used to be just for working folks. They now cover everyone from cradle to grave. In fact, most birth certificate application forms offer a convenient box to check if you want a Social Security number for your baby.



The reason for this extensive promotion? The IRS wants to be sure that parents who claim children as dependents really do have extra mouths to feed. IRS says that about 7 million dependents disappeared from tax returns when children were first required to have Social Security numbers.

ERRORS TO AVOID AS TAX DEADLINE LOOMS

In the last-minute rush to file your '91 tax return, you might want to complete this checklist to avoid what the IRS calls the most common taxpayer errors.

- ✓ Is your tax return complete? Have you attached all W-2 forms to the front of the return and included all supplemental forms and schedules needed to report income and claim deductions?
- ✓ Have you taken all available tax benefits? For example, many eligible people fail to file a return to claim the earned income credit, available to some who have a child and income under \$20,264.
- ✓ Have you used the correct standard deduction for your situation? Persons over age 65 or who are blind receive a larger deduction.
- ✓ Have you read the tax table carefully to get the correct tax for your filing status and taxable income?
- ✓ Have you checked all math, especially subtraction, to figure your refund or balance due? To make calculations easier, round off cents to the nearest whole dollars: for example, \$1.49 is rounded down to \$1; \$1.50 is rounded up to \$2.
- ✓ If sending a payment, have you included your Social Security number, daytime phone, and "1991 Form 1040" (or 1040A, 1040EX) on the check or money order?
- ✓ Have you signed and dated your return? When filing jointly, make sure that both spouses sign, even if only one had income.

For questions, call the IRS toll-free information number—1-800-829-1040.

WHERE'S A SAFE PLACE FOR YOUR MONEY IN TODAY'S WORLD?

This is not a trick question. The obvious answer is the right answer. But let's review some of the reasons why the Credit Union is the right place for your money these days.

First, your share account is federally insured by the National Credit Union Share Insurance Fund for up to \$100,000. The National Credit Union Share Insurance Fund that protects your share account is the same one that protects the savings of millions of credit union members across the country. So you don't have to worry about losing your savings at the Credit Union, no matter what problems rock the financial markets.

Second, the Credit Union is expressly prohibited from making investments in stocks, futures contracts, or other risky instruments. Credit unions are simply not allowed to gamble with their members' money in this way.

Third, our investment policy is fundamentally conservative. Other than loans to members, most investments the Credit Union makes are in securities in which both the principal and interest are guaranteed by the U.S. government or are guaranteed by financial institutions that are insured by the U.S. government.

So if the continued uncertainty in the financial markets is making you nervous about the safety of your investments, look to the Credit Union for a place where your money can grow both steadily and securely.

APRIL ANNIVERSARY DATES

William Ailport
 Lorene Allen
 William Ambrose, Jr.
 Frederick Artis
 Kenneth Barker
 Ron Beich
 Frederick Beyer
 Donald Blackler
 Neil Blade
 Robert Bonar
 Randall Bray
 Gary Bray
 Tim Brenden
 Donald Brinkerhoff
 Gustav Bruns
 Jerald Caluori
 Pete Caluori
 Robert Chambers
 Alvy Chapman
 Tony Chavez
 Sonja Cheek
 Don Clark
 Gordon Cooper
 Pearl Cully
 Alan Daw
 Steve DeMers
 Mark Dierking
 Patrick Doty

Darwin Eisenbarth
 Ted Erhart
 Don Felde
 Shawn Field
 Melvin Frady
 Sue Ginn
 Jerry Gordon
 Sheldon Harris
 Tommy Hatch
 Mark Hebert
 Stephen Heinrich
 Danny Hendrix
 Ed Hettick
 Russell Hickman
 A.T. Himes
 Mitchell Hines
 Gaylen Hoerner
 Lawrence Hubbell
 John Hunt
 Kenneth Jacobsen
 Jamie Jarvis
 Jan Jewett
 Robert Johnson
 Kim Kadlec
 Susan Kahm
 Laurence Keogh
 Deryl Knox
 Ricky Koeplin

Susan Kruse
 John Lamb
 Otis Landrum
 Duane Larson
 Robert Lowry
 Robert MacArthur
 Tammie Marquardt
 George McGinnis
 Daniel McKim
 Frank McLaughlin
 Ken McMillan
 Thomas Messina
 Anton Meuchel
 Ray Miezos
 Brent Milliron
 Francis Mocabee
 John Montgomery
 Nicanor Muniz
 James Nelson
 Lisa Nordby
 Debbie Ochsner
 Gary Pamin
 Scott Peterson
 Joseph Peterson
 Clint Ramer
 Jesse Rhoads
 Kim Ridge
 Wilbur Ritter

James Robbins
 Duane Rusk
 Elmer Schafer
 Damon Schrecengost
 Carrie Selensky
 Walter Sieler
 Brad Smith
 Deborah Stanley
 Craig Swartz
 Albert Talalotu
 Dennis Thornes
 James Tribble
 James Troy Heath
 Stavros Tsakarestos
 Barbara Unacks
 Mark Verworn
 Bradley Walters
 Jerry Wemple
 Tony Zito



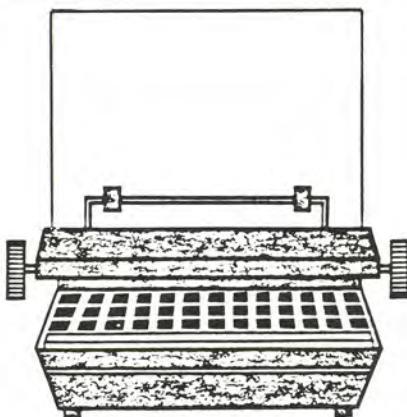
NOTE: Last month, we unintentionally left out Tom Daugherty on the March Anniversary Dates! Tom has been here since 1965. Our apologies, Tom!

CORRESPONDENTS

We are currently looking for several staff correspondents for the *Tamarack*. We are looking for people who can interview employees, gather information, take photos, and/or write articles for the *Tamarack* on a monthly or bi-monthly schedule.

If you are interested in working with a team of correspondents to produce an interesting, informative monthly newsletter, please call a member of the *Tamarack* Editorial Committee.

TAMARACK EDITORIAL COMMITTEE



	Ext.
Ed Roberts	2108
Sue Hogan	2214
Karen Carter	2206
Alan Wagner	2259
Deb Moravec	2212

	Ext.
Larry Schneider	2337
Mel Lockridge	2231
Jim Bentley	2611
Tom Hilmo	2285
Glenn Smith	2259



APRIL 1992

CALENDAR OF EVENTS

Best Wishes for a Happy Easter Day



SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY

APRIL CELEBRATIONS: Keep America Beautiful Month Mathematics Education Month National Cable Month National Garden Month National Humor Month National Occupational Therapy Month			1 APRIL FOOLS DAY	2 CONTINUOUS IMPROVEMENT SESSIONS PLY. CDQ AWARENESS SESSION	3 CONTINUOUS IMPROVEMENT SESSIONS PLY. CDQ AWARENESS SESSION	4
5 7:00 P.M. UNION MEETING DAYLIGHT SAVINGS TIME BEGINS	6 PLY. CDQ AWARENESS SESSION	7 PLY. CDQ AWARENESS SESSION	8	9 LOGGER'S TOUR	10 LOGGER'S TOUR PLY. CDQ AWARENESS SESSION	11
12 PALM SUNDAY	13	14	15 TAX DUE DATE	16	17 GOOD FRIDAY	18 PASSOVER
19 EASTER	20 PLY. CDQ AWARENESS SESSION	21 PLY. CDQ AWARENESS SESSION	22 SECRETARIES DAY EARTH DAY	23	24	25
26	27	28	29	30	APRIL is named for <i>aprilis</i> , a Latin word meaning <i>to open</i> .	

Every month we will be including a calendar of events for you to announce your clubs, fund raisers, drawings and raffles, union meetings, company events, and other items of interest. If you would like to put your events on the calendar, please contact a **Tamarack Committee Member.**



WHAT'S SO SPECIAL ABOUT

A·P·R·I·L·?

April 2, 1992, 200th Anniversary of the United States Mint. On this date in 1792, Congress authorized establishment of the first U.S. Mint in Philadelphia. It is still in operation today, manufacturing coins — cents, nickels, dimes, quarters, half dollars, and dollars — for the Bureau of the Mint, a division of the Department of the Treasury.

April 19-25, Reading is Fundamental Week. Pick up a child's picture book or story on your way home this week. Then set time aside to read it aloud with a child. Children of all ages appreciate the attention, as well as the magical flow of information from books read together. And reading is always a delightful alternative to TV viewing.

April 1-30, Cancer Control Month, with fund-raising and education programs by the American Cancer Society, 1180 Ave. of the Americas, New York, NY 10036.

April 4, Martin Luther King, Jr. assassination anniversary. Rev. King was shot at Memphis in 1968.

April Fool's Day
April 1

Daylight Savings Time Begins
Set Clocks Forward
April 5, 2 AM

Passover
April 18-25

H·A·P·P·Y
EASTER
April 19

Earth Day: April 22

April 18-25, the first day of Passover beginning the eight-day Hebrew celebration of the delivery of the Jews from slavery in Egypt.

April 19, Easter Sunday, the most joyful event of the Christian year, celebrating the resurrection of Christ. (In 1993, Easter will be celebrated on April 11, and in 1994 on April 3.)

April 19-25, Professional Secretaries Week, to show appreciation to secretaries for their contributions. By Professional Secretaries International, 10502 NW Ambassador Dr., Kansas City, MO 64195.

April 26 - May 2, Big Brothers-Big Sisters Appreciation Week, by Big Brothers-Big Sisters of America, 230 N. 13th St., Philadelphia, PA 19107.

April 26 - May 2, National Volunteer Week, to show appreciation to givers of time and talent for community projects. By the National Volunteer Center, 1111 N. 19th St., Ste. 500, Arlington, VA 22209.

This newsletter is the monthly publication of ALL Champion/Bonner Operations employees and their families. Your suggestions and articles are welcomed and encouraged.

The Tamarack Editorial Committee



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