

# The Tamarack



Champion International Corporation

The Tamarack is a source of communicating information of interest and of educational value to Champion employees and their families.

BONNER, MONTANA

AUGUST 1993

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## Pride and Respect

By: *Larry Keogh*

Just what kind of beast is this` anyway? We can take pride in things we do, but we can't give pride. You can earn respect but you can't buy it. Why would we want something you can give, but can't buy? We're Americans -- we are used to having things our way right away. Yet our fingers will get tired walking through the yellow pages trying to locate respect or pride for sale. You have to take it or earn it to have either one.

Here are a few areas we can take pride in:

- Working and playing safely each day. Being able to hug your loved ones with BOTH arms.
- Your accomplishments. A fun time with family, friends and co-workers. For some another day without alcohol or drugs.
- Coaching someone so they get the most reward they can from a hobby, sport or task. Giving them your respect for their attempt.
- An earned degree. High School, College or completing any course that will enhance you as a person. Be proud of what you have done.
- Take pride in encouraging yourself or someone else to try something new or different. Share in the experience or excitement. Let them know how you feel, tell them "I'm proud of you!"

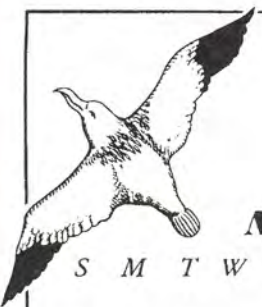
Respect is different. Respect is something you can't take. You have to earn it. Earning respect is difficult. Most frequently you earn respect by being who you are.

We have experienced the respect paid others at their death. A eulogy is read and people's presence, prayers and thought refer back to how the deceased impacted the lives of those present, and we respect them.

Respect is a living thing however. We all have a living, healthy respect for electricity -- and we have made it our friend. Warming our homes and lighting our lives we none the less respect how, when mismanaged it can kill us.

### AUGUST

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Special Olympic athletes earn our respect because despite disabilities they try with all their might to achieve the finish line. We respect them because no matter where they place in an event -- they tried. To the best of their ability they tried. We can do well by following that lead.

So where does that leave us? How can we begin earning respect and taking pride? Try this for starters: Review each day and identify what you can take pride in. If we look in a mirror after an event and say, "Based on the information, knowledge and my personal skills at that particular time, I tried to the best of my ability." If we can honestly say this, then we have earned respect. Take pride in all you do and respect yourself --the respect of others will follow.

So, are pride and respect beasts? You bet they are. Can you tame them? I don't know. But by understanding them, we can work toward making them our friend. Bottom line -- take pride and show respect. You will be a better person for it.

One retired man made beautiful toys in his workshop, and he sold them to a toy store.  
It was hard work



A retired woman made beautiful dolls and she gave them away to poor children.  
It was a pleasure



## “What’s Happening” — “What’s Going On?”

Every employee, from time to time, has a piece of information that needs to be shared with their fellow employees. The information you have may seem trivial to you, but others' are interested in “what’s happening”. That piece of information could have a significant impact on your co-workers job; it could be educational information or just be of general interest.....  
**communication!** That’s what the Tamarack is all about.

If you have something of educational value or just general interest, please contact one of the Tamarack Committee Members. We want to hear from you.

### TAMARACK EDITORIAL COMMITTEE

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# August Safety Coach Update

By John Abel

Your Safety Coaches have been active in July. The Incident Investigation training package is coming together nicely. The revisions and customizing for Bonner are great enhancements to the basic package and reflect the co-operation and input of a great many people. Special thanks to Carla Verworn and the Plant Safety Committee are in order. Without these folks working with us the program would still be bogged down. After presenting the revised course to the Plant Safety Committee and Complex Joint Team on the 16th of July we received suggestions on how to improve the program further. During the last three weeks of September the one day training sessions will be presented to Bonner Supervisors, Leadmen and Safety Representatives at the BFPA. Incident Investigation should be a fabulous tool for all of us to use in further reducing accidents and near misses at Bonner.

Your Safety Coaches attended a two day Team Building session at Fairmont Hot Springs in July. Facilitated by Mel Lockridge and Tim Daniels, the Safety Coaches worked through "Modes Decision Making, Conflict Management, Process Improvement and Communication." Armed with this new information and these new skills, we anticipate becoming an even more effective team as we continue to work toward making Bonner a better, safer place to work.

The coaches would like to remind everyone that your resource library remains available for use by the plant site. Located near the Planer Conference Room, we have video tapes and Safety Meeting outlines available to check out. We've been scratching our heads and trying to figure out how some of the outlines and tapes have sprouted legs and wandered off. If you know the whereabouts of any of these loose and leggy critters, could you either return the materials to the library or give them to one of the coaches. This is a library and we do need the material returned. Otherwise we will be like a public library without books. Please, please, please.

Summer time is here and lots of people are lost in their summer time dreams- including the drivers around you. Be extra cautious with all our visiting tourists, remember they sometimes get lost and can make unexpected turns. Keep your sun block applied and watch our Wee Champions closely. It only takes a moment to change a memorable vacation into one marred by tragedy.

## 10 Ways To Have A Safer Workday

Check this list of safety tips, you may come up with one item or two that may have slipped your mind in going about your work.

Each one has merit and reading them could remind you of an obvious, or not-so-obvious way to enhance your workday, to make it safer and more enjoyable.

1. Start your safety plan the night before. Get enough rest so you won't be tired.
2. Eat a better breakfast. You'll be brighter and stronger all day.
3. Allow plenty of time for the trip to work. Rushing disturbs the calm attitude that is essential to safety.
4. Beware of the first hour. Check to make sure that the equipment and the work space is in order.
5. Be a little selfish. Think of your safety first. An area with machinery is one place where thinking of yourself first is a virtue not a fault.
6. Don't go "on automatic." Even if you have done a particular job many times, something different could happen today. If you're preoccupied and going through the motions, you could have an accident.
7. Skip the heavy stuff at lunch time. The first hour of the afternoon is a dangerous time, especially when a heavy meal has you feeling drowsy.
8. Throughout the day, consider whether you are using the personal protection items you need. Hearing protection in place? Safety glasses on? Using the right gloves? Check your clothes as well: Shirt tails tucked in? Rings safely stowed away?
9. Read the instructions. A different task carries a whole new set of situations you should be aware of. Check instructions yourself, or ask your supervisor if there is something you aren't sure of.
10. Finally, keep your cool when leaving the job. Even if you have an after-work appointment, move in a laid-back fashion through halls, down stairs, and through the parking lot.

## SAFETY

# A Good Fit Of The Worker, Workplace Brings Productivity



Nothing is more true than the fact that everything changes, and changes all the time. It's one reason why supervisors have to continually survey their departments and analyze how people and their jobs fit together for worker health and productivity.

Consider jobs that have repetitive motion. By rotating workers with those in other jobs, you will have more interested people and people who are less prone to repetitive-motion injuries. Robert Rosen, PhD, author of *The Healthy Company* (Putnam Publishing Group, 1991), reports reduction of up to 40 percent of such injuries in one program.

Study the ergonomics of production jobs. Ask yourself if tools could be redesigned so they would produce a better fit with people operating them. The best supervisors place people ahead of machines and are on the lookout for ways to adjust machines to their workers' needs.

Regularly consider such changes as having workers do a couple of different tasks instead of just one. The most

efficient way of production may be for each person to do one thing over and over, but that is not the best plan for people.

In office settings, determine whether people have a balance of privacy, personal space, and group interaction. Cramped spaces where people are too close to others can reduce productivity and create discontent. At the opposite end of the space issue, those who are isolated in their work may feel little connection with the work of others.

Check to assure that lighting is adequate, that people have desks and chairs that are appropriate, flexible and adjustable. That noise is controlled and volume of telephone ringing is adjustable.

It is up to you to determine whether people are, in the words of Dr. Rosen, not twisting and stretching themselves all the way to the medical department.

"To believe all people honest would be folly. To believe none so, is something worse."

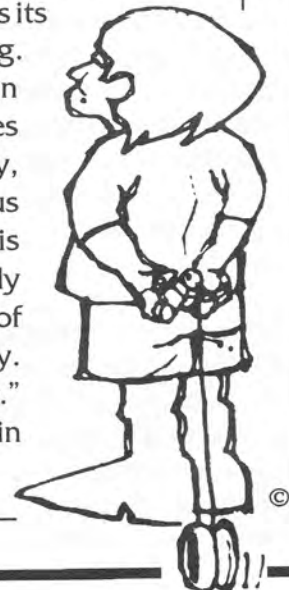
- John Quincy Adams

"How beautiful it is to do nothing, and then rest afterwards."

- Spanish Proverb

The important thing is not to stop questioning. Curiosity has its own reason for existing. One cannot help but be in awe when he contemplates the mysteries of eternity, of life, of the marvelous structure of reality. It is enough, if one tries, merely to comprehend a little of this mystery every day. Never lose a holy curiosity."

-Albert Einstein



## EARLY DAYS AT BONNER

# 30 Years and Counting

**You are cordially invited to attend our open house**

*By Glenn Smith*

For many, August 29th, 1963 is a time to reminisce. This day would see the doors of the Bonner Complex thrown wide open to the general public and the families and friends of the mill workers. A 16 page announcement and special invitation appeared in the Missoulian, inviting a curious public to tour the entire mill site and inspect the newly constructed planer and finished lumber storage building, together with the green lumber storage building which dominated the 100 acre Bonner mill site. The Missoulian article would also tell the story of Anaconda and it's plans for the future growth of Montana and the lumber industry.

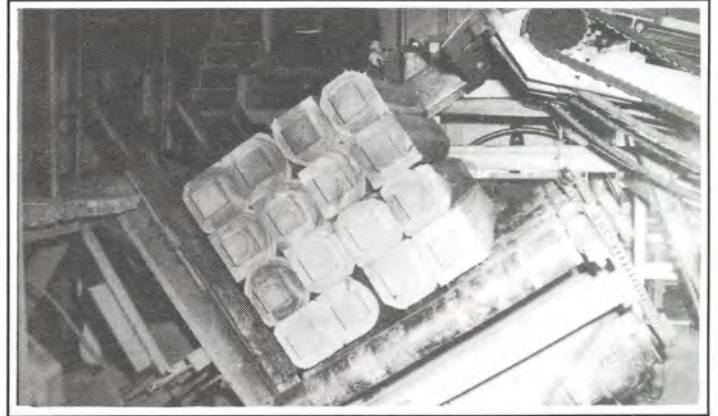


The day's festivities would begin with a plant tour at 10 A.M. with the machines slowed to half speed which allowed the tour guides adequate time to explain each manufacturing process. Small cutting boards, made of strips of laminated Larch with the Anaconda name and logo stamped into them were given out as souvenirs. These momentos demonstrated the talents of the Lam Plant and Box Factory crews, as did the small thin laminated key chains.

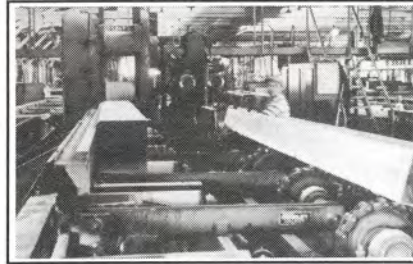


George Neff, land manager at this time looked after the 650,000 acres of company forests which were acquired by Marcus Daly in the 1890's, and huge Ponderosa logs, like those pictured, were common in the log yards.

Another branch of the vast Anaconda Operations required the use of Stulls, (mine timbers) like those shown in the picture. These timbers were produced here at Bonner, in the Studmill which was located slightly behind the Studmill Log Processor beside the river.

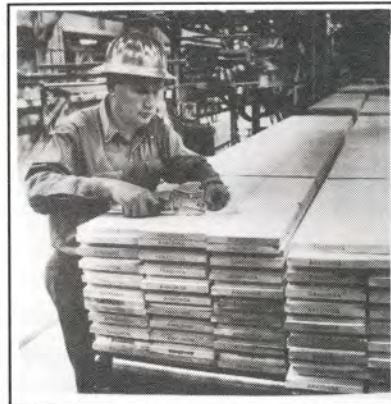
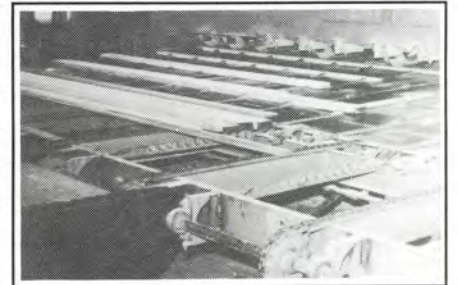


An interesting piece of machinery which helped the Bonner



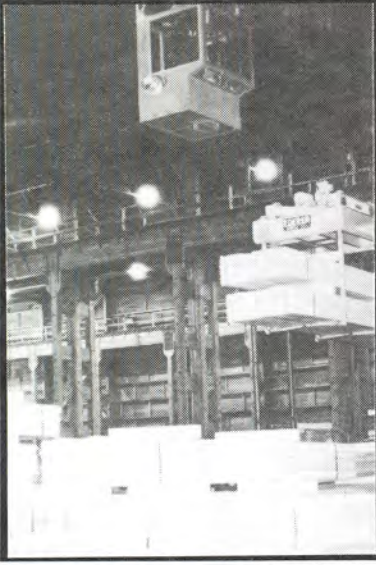
Mill produce it's 125,000,000 annual board footage was the Gang Saw. Anyone pulling the Green Chain during this time period will certainly remem-

ber the massive runs of lumber generated by this machine, especially when the cants were allowed to back up. The first Irvington Moore Trimmer was installed in the Sawmill, followed by two more in the new planer building. The Planer Trimmer Operators not only trimmed the ends of each board for lengths, determined by the Graders,



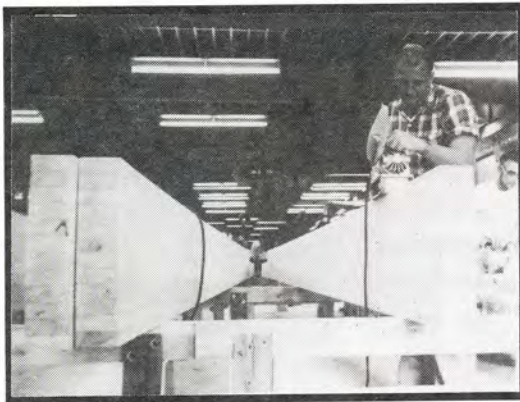
but also assigned the grade stamps and stacking locations. The company logo and name, shown in the picture, was stamped on the end of each board which was finished with a waxed end seal. Parts of this system remain

## EARLY DAYS AT BONNER



in use today on the new stud planer lines. After the ends of the boards were stamped and waxed, they were sent to eight packaging machines or the hand-sort chain for stacking. The packaged loads of lumber were sent to the even ending presses and banding machines before proceeding to the tally station. The tally station operator placed 4x6 spacer blocks between each two packages of lumber prior to dispatching them to the Lumber storage bays.

Four Ederer over-head cranes, like the second bay crane shown in this picture, were used at Bonner. Three of these 65 ton giants were used to store and move the finished lumber in the finished lumber building, while the fourth was used in the green storage building. The operating principles for each of the four cranes was similar, but the control functions and job descriptions were vastly different.

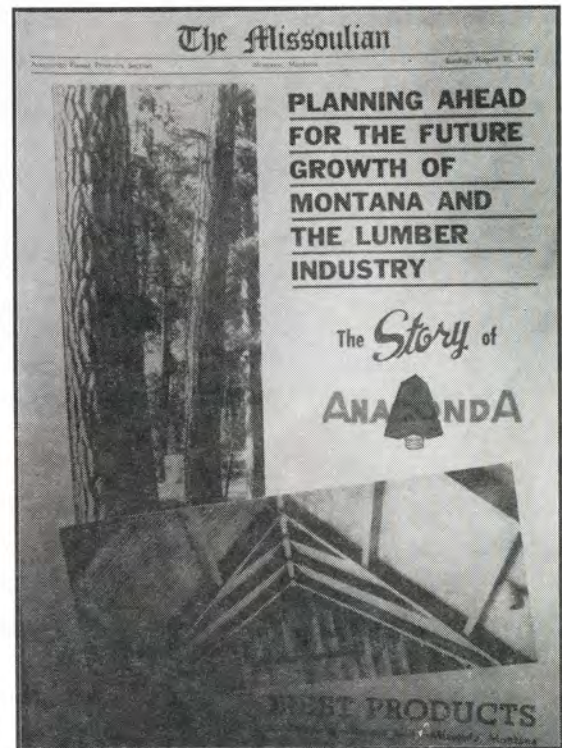


Laminated beams shown in this picture were also manufactured at Bonner. Most of these beams were used in churches, schools, and other large buildings where people congregated. Some of the beams produced in the Lam Plant were so long that they required two flat-cars to transport them to their destination. The best example of their use is shown in the green storage building, which now houses the 8' and 10' stackers and sorter. The new planer and shipping bays show another example of their use.

Panelized homes were also built at Bonner, which were ready to assemble and came in six different floor plans. Each of these floor plans could be adapted to over 100

different home plans, which ranged in prices from \$12,000.00 to \$25,000.00.

At 12:15, a picnic lunch prepared by George and Clara Buckhouse was served at the Baseball field, followed by a dedication program at 1:30. Clyde E. Weed (Chairman of the Board for the Anaconda Co.), together with Edward I. Renouard (Vice President), and Bob Sheridan (General Manager of Bonner) explained the Company's intention for Bonner's expansion and modernization. Senators Mike Mansfield and Lee Metcalf, joined by Representatives Arnold Olson and James Battin sent their best wishes from Washington, while Tim Babcock, the Governor of Montana, offered his congratulations.



The sense of pride and the ability to produce quality building products that existed within the Bonner workforce during the 1960's remains with us today, as we accept new challenges, and continue to strive to manufacture quality building materials.



# Webber Takes 16th Place in Governor's Cup Marathon

By Sue Hogan

A positive mental attitude is a great asset to have when your an athlete. Remaining calm, combined with a positive attitude, could easily have aided Lumber Relief Shift Supervisor, Jeff Webber, to take 16th place in the Governor's Cup Marathon.

One hundred and fifty men and women of all ages turned in a \$20.00 initiation fee and entry form to enter Montana's only marathon race which was held on Saturday, June 5th. Participants ran the 26.2 mile course down a secondary road, which began in Marysville and ended in downtown Helena.

The competition of the marathon was broken down by age groups. When 3rd time marathon runner, Jeff Webber completed the race with a time of 3 hours and 12 minutes, he had taken 7th place in his age group (ages 30-39) and 16th place overall, beating his time last year of 3 hours and 15 minutes. The first place trophy was awarded to a Missoula resident with a winning time of 2 hours and 40 minutes.

The race felt good," explained Jeff. "I didn't kill myself. Last year I hurt. This year I had fun. My goal for next year is to break 3 hours."

Jeff, who has been running for pleasure for the past five years, considers himself to be a recreational runner. He runs two to three times per week. You may find Jeff running down an old logging road near his home in Turah with his golden retriever "Caboose", or you may see Jeff running through the Rattlesnake or Blue Mountain areas.

Jeff began running for the social aspect of it. It has been a great opportunity for him to gain many new



*Jeff Webber running in the 1993 Governor's Cup Marathon. Pictured here, Jeff is two blocks from the finish line.*

friends. For the past two years, Jeff and at least four of his running companions meet every Sunday at the University of Montana to begin a ten mile run to the Rattlesnake Recreation Area parking lot and back. The weather has never been an obstacle. Jeff mentioned that the only time he misses his Sunday run with his friends is if he travels out of town or if he has entered a race.

Jeff described his wife Susie as being tolerant and supportive of his running, also starting to participate in the sport herself. Jeff's seven year old daughter, Tara, and five year old son, Eric, have also ran a few one mile and 5k races.

"In order to be a real competitor, you need to spend the time working at it," explained Jeff. "I'm not willing to devote the time. That's why I consider myself a recreational runner. I consider many other runners from Bonner to be better athletes than myself. Fortunately for me, I have the natural ability and the body type that it takes to be a runner. Otherwise, I would have to work hard at it, and I don't."

"An Oak tree is just a nut that held its ground."

- Fred Shero

"War is a poor chisel to carve out tomorrow"

- Martin Luther King

"Beware of litte expenses. A small leak will sink a great ship."

-Benjamin Franklin

## PROFILES

# George Nuesse: Although He is Retired, His Reputation Still Follows Him

By Sue Hogan

Since the citizens of Thompson Falls first learned of George Nuesse's plans to retire from Bonner, they have made it completely clear to him that they are excited that a part time electrician will be moving into the community. And after working two jobs for the past 20 years, George is excited about slowing down his work load to work only when he chooses to.

Raised on a farm in Sacred Heart, Minnesota, George has been accustomed to hard work all of his life. After graduating from high school, George moved to the Pacific Northwest Region to work a variety of jobs in the logging industry. Long shoreman, cat skidding, and jippo logging were among a few of the jobs George worked at around the Mount St. Helen's area. George also worked as an electrician with the Weyerhaeuser Company for 10 years in Longview, Washington.

However, the farming bug still had the best of George. He moved back to Minnesota, purchased 360 acres of land to grow grain, corn and soy beans. During this time, George said the hours were long and the pay was low, so aside from running the farm, George worked as an electrician at Potter Electric.

George returned to the Pacific Northwest, but this time to homestead in Montana. He started working at the Bonner mill in September of 1972 working as an electrician in the Central Services Department.

Over the past twenty years, George has held a Montana Master's and Contractor's License, enabling him to own and operate *Nuesse Electric*. Depending upon the work load, George employs one to two other electricians.

George's reputation has certainly followed him over the years. George is considered the #1 electrician in his residential area of Frenchtown. During a

time when Frenchtown was building their new high school and ran short of funds, George was hired directly onto their payroll for 1 1/2 years until the electrical part of the job was completed. Since George has worked swing shift over the years, he has been able to successfully operate his own business, working the morning hours prior to his job in the mill and also on the weekends.

When George turned 60 years old in June, he decided it was time to become a "hobby farmer". He and his wife Francie will be residing on 20 acres at Blue Slide. This picturesque area is located nine miles west of Thompson Falls on the Clarkfork River. George first plans to buy a front end loader and backhoe so he can begin to build his own log home and then plans to raise some hay for his horse "Jake". George stated that his life will certainly change and he is ready for it to happen.

"I have completed the cycle - farmer to farmer", explained George. "However, I certainly have had a lot of fun in between".



**WIFE:** Francie - (Married four years)

**CHILDREN:** 4 boys

**STEP-CHILDREN:** 4 girls and 2 boys

**HOBBIES:**

- Gold mining in the 9 Mile area
- Hunting
- Fishing (Northern Pike and Bass)
- Farming
- Cooking

In the past, George has taken his vacation in the fall. During which time he worked as a packer and guide for the Hole-In-The-Wall Lodge during the Idaho and Montana Hunting Seasons.



## IMPORTANT INFORMATION



THE VICE PRESIDENT  
WASHINGTON

June 2, 1993

Ms. Deb A. Moravec  
923 Locust  
Missoula, Montana 59802

Dear Ms. Moravec:

Thank you for contacting my office. I appreciate hearing from you. Forest land is both ecologically and economically important to many nations. Forests offer not only natural habitats for wildlife, they also offer protection for economically important species such as salmon. Forests also provide timber upon which many communities depend for their survival. Additionally, many forests provide scenic beauty and possibilities for economic benefit through tourism. While the economic importance of the extractive industries in forests is clear, it is imperative that we find more innovative ways to ensure that all forests are harvested in a more sustainable manner.

A choice does not need to be made between environmental protection and economic growth. The reality is that environmental protection and economic progress can be complementary. This issue is important to me, and I assure you that I will continue to address problems associated with increasing deforestation in our country and in other parts of the world.

Again, thank you for letting me hear from you.

Sincerely,

Al Gore

## How Being An EE Went From A Status Thing To The Real Thing

Once there was a boss who thought his business could do better. He had heard about empowering employees, so he chose several of his best. He called them to his office, one by one, and designated them Empowered Employees (EEs). They felt honored.

Except for George. He wanted to know what he should be doing differently now that he was empowered. The boss said he wasn't really sure, but he would investigate and get back to George the following week.

He called a consultant who surveyed all the EEs. "What are they doing differently?" the boss inquired.

Apparently nothing," replied the consultant. "Some said they thought about doing something but weren't sure if they should. It seems that there is more to it than a designation.

They did say that employees of other companies were jealous that they had been empowered. It's a real status thing to be an EE."

After checking with other companies, the consultant went back to the boss. He told him part of the answer was "authority equal to responsibility," and that empowerment should have defined bounds giving a person freedom to act in a certain area.

So the boss had his second meeting with George, who apologized for causing all the fuss because he "always enjoyed working here."

After hearing about the consultant's decision, George said it sounded to him like he was empowered to change those things that he was responsible for."

That's right, George, but some people put it more bluntly. They say "If their butt is on the line for it, they get to change it."

The boss finished by saying he wanted everyone in the company to be an EE now, so being one probably won't be so special anymore."

You think not?" asked George.

Remember, remember always, that all of us, and you and I especially, are descended from immigrants and revolutionists.

-Franklin D. Roosevelt

Being powerful is like being a lady. If you have to tell people you are, you aren't.

-Margaret Thatcher

## IMPORTANT INFORMATION

### News From Libby

# One Million Man Hours Without A Lost Time Accident

By Fred Sturgess

That is the accomplishment of the Libby work force. The milestone was set on June 11th.

Congratulations are in order for all Plywood Plant employees in Libby for their important part in achieving "ONE MILLION" man hours without a lost time injury. This is a significant accomplishment that we are very proud of.

To honor the achievement, the Libby complex celebrated the event with a cookout on the grounds by the main office. Invitations were sent to employees, families and friends in the Libby and Troy area. Special invitations were extended to the Governor and other State and local dignitaries. Dick Porterfield from Corporate was here to help us celebrate.

Cal Powell made the initial announcement of this accomplishment, and challenged the Plywood plant to extend our lost time record to one year and promised a celebration that would top even this event.

"Whenever you see a successful business, someone made a courageous decision."  
- Peter F. Drucker

"Leadership is the art of getting someone else to do something you want done because he wants to do it."  
- Dwight D. Eisenhower

"A "no" uttered from the deepest conviction is better than a "yes" merely uttered to please, or what is worse, to avoid trouble."  
- Mahatma Gandhi

"the Difference between a successful career and a mediocre one sometimes consists of leaving about four or five things a day unsaid."  
- Anonymous

Do what others say you can't do,  
and you will never  
pay attention to  
their limitations again.  
-James R. Cook

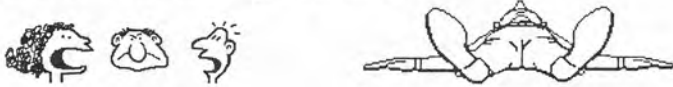


## IMPORTANT INFORMATION

# Family Get-A-Ways

By: John Abel

It's 9:00 PM. My oldest son is still not home, my daughter is spending the night with a girlfriend and our 3 other children are arguing about which TV show to watch. I find myself wondering if my parents went through all this.



As my mind drifts back to my youth, the times I remember most clearly with my parents are the days we spent hiking and fishing on Badger Creek and other favorite family outing places.



Many families have favorite places they love to go with their children when they can get away for a day or two. These places create special memories of family fun that their children will take with them as long as they live. Here are just a few family get-a-way places your friends here at Bonner would like to share with you.



The Bitterroot Valley to the south offers many nice camping and hiking adventures. Rich Lawrence enjoys Bear Creek Canyon by Victor which gives him the choice of two lakes; Bryon Lake and Bear Lake to camp and fish.

Near Hamilton is Blodgett Canyon, a place mentioned by several people. Easy hiking, spectacular views, numerous campsites, and good fishing make this a popular spot.



My favorite day hike is Trapper Peak. Western Montana's tallest peak south of Darby. A steep but easy trail, it offers beautiful scenery and a top of the world view.



Next door to Missoula is the Rattlesnake Wilderness and Twin Lakes by Stuart Peak where Nathan Hill enjoys taking his family.

The Seeley Swan Valley offers many lakes and camping areas you can drive to. Rich Hawley takes his family to Rainy Lake just past Lake Alva to avoid the crowds at the more popular Swan Valley lakes.



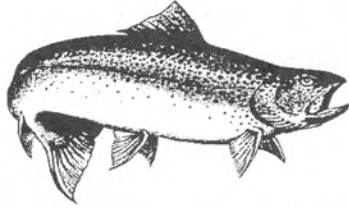
Lolo Creek also offers several camping opportunities. Joe McKay likes the Cedar Log Lakes by Lolo Hot Springs. Two Lakes within 5 miles make this a great place to take the kids.

Remember to take time out from your busy schedule this summer and set aside time when your entire family can spend time together outdoors. Find your own favorite family get-a-ways and create some memories for your children that they can reflect back on when their lives become as hectic as ours.



# Barbecuing Alaskan Salmon with Potti Talalotu

By Sue Hogan



August is a great month for outdoor cooking. The simplest form of outdoor cooking takes place around the barbecue. The tempered glow of the coals, the enticing aroma of sizzling meats and the lilt of happy voices make barbecuing an enjoyable occasion for all. When Champion employees at Bonner associate a name to barbecuing they immediately think of plywood dryer grader, Potti Talalotu.



*Potti and his ten year old daughter, Leah, enjoy family outings.*

Potti jokingly commented that his wife married him for his cooking, not his good looks. Fortunately for Champion employees, Potti puts his barbecuing techniques to work during company picnics, and has been doing so since 1979.

The following recipe is a favorite of Potti's that he agreed to share with us. Let me tell you folks, Potti cooks this recipe to perfection. How would I know? Potti invited my family and I to dinner at his beautiful home to try his Alaskan Salmon personally. Thanks for the fine food and hospitality Potti!



*Potti Talalotu makes the final preparations on his barbecued Alaskan Salmon*

## BARBECUED ALASKAN SALMON

Wrap approximately two pounds of Alaskan Salmon in tin foil. Place strips of bacon on both sides of the fish to prevent the fish from sticking to the tin foil.

### Add:

1/2 Onion  
1 Whole Lemon  
Pepper with Garlic Salt  
Butter  
Touch of Soy Sauce

Cover fish with fresh mushrooms, seal tightly, and barbecue for approximately 1/2 hour.



*Sue Hogan is invited to try Potti's recipe and gives it 2 thumbs up!*

# On The Job

By Ken Wisherd

Job Function : Powerhouse Fireman  
 Base Pay : \$13.14 per hour  
 Shift : 4 eight hour shifts 24 hour operation.



It is the job of the powerhouse fireman (Boilerman) to supply steady steam pressure to the entire Bonner complex, this includes Plywood dryers, vats, sawmill headrig, dry kilns, plant wide heating, offices, some Bonner houses, and the Post Office.

Assisting each shift fireman is an engineer and a fireman's helper. This three man team is responsible for operating as clean and efficient a boiler as possible.

To qualify as a boiler fireman you must work at least three years as a boiler helper then pass a state test and receive a 1st class boilerman's license, then spend time working directly with a licensed boilerman before you get to sit in front of the control board.



The boiler fireman has to be able to monitor and coordinate a multitude of functions, gauges, and graphs, recognize potential problems, and direct equipment and personnel to problem areas.

A fireman is constantly reminded that he is dealing with 600 lbs. of live steam and a lot of very expensive equipment. A major accident would seriously affect (flatten) the entire town of Bonner. He also has nine camera monitors which are focused on problem areas, and controls various chains and equipment all across the plant.

On the upside, the fireman's job is one of the more secure jobs in the plant, it is warm in the winter, and the work environment is pretty clean.

There have been some positive improvements through the creation of the Steam Team. The firemen would like to say thanks to those people on the Steam Team and also to the crew on the Dryers Day Shift for their continued efforts and communications.

If people at the Powerhouse had a wish list, what would they like to see?

- #1) perfect fuel, that flowed like water.
- #2) improved training program.
- #3) for everyone to remember that while you are enjoying your holiday, the powerhouse people are back at work, keeping the steam up, waiting for your return.



## AROUND AND ABOUT BONNER

OKLAHOMA STATE UNIVERSITY  
FORESTRY SUMMER CAMPLubrecht Forest  
Box 5  
Greenough, Montana 59836

June 28, 1993

Mr. Jim Connelly  
Champion International Corporation  
Wood Products Division  
Bonner, MT

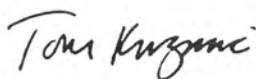
Dear Jim:

I am writing to thank you for arranging the very interesting and informative tours of Champion International Corporation's mills at Bonner for my Oklahoma State University forestry students on June 22. Earl Main and Alan Wagner provided a thorough and detailed tour of the stud mill, Dwight Finney gave a fine overview of the processor operation, and Perry Anglin (sp ?) led a very organized and detailed look at the plywood plant. The class appreciated and enjoyed opportunities to meet several Champion folks and to observe your Bonner operations. We were impressed by the level of technology and quality exhibited in the milling and processing of forest products by Champion International. Moreover, we were impressed by your top-notch people! Their enthusiasm for their work and their clear interest in providing us with fine tours was evident.

We are currently in the seventh week of our nine-week summer forestry program at Lubrecht Forest, amidst our course in silviculture and field ecology. The students are enjoying the break from timber cruising, though they are still wondering if there is such a thing as "summer" in Montana! Regardless, our summer in Montana has been an outstanding one thus far, thanks in part to folks like yourself and companies like Champion International Corporation.

Your time, assistance and consideration has been appreciated!

Regards,

Thomas Kuzmic  
Instructor of Forestry

## Environmental Corner

August 1993

By Clay O'Connor

You may have noticed the recent activities in the West Riverside Log yard. Under the direction of Missoula County, we have buried approximately 50,000 cubic yards of excess bark and log yard materials. This was a requirement we had to meet in order to take any more material to that area. The intent is to remove all the log yard waste material that builds up from decking logs on the Bonner site, store in West Riverside then process into usable products we can use or market. The three products reclaimed from the log yard waste are:

1. Bark which can be used as fuel or sold.
2. Rock which can be used in the log yards.
3. Fine soil & bark mixture which can be used as soil amendment.

Dick Shimer and I are currently working through Montana Wood Products Association meeting with mining and agricultural concerns to develop a use for the soil amendment from the log yard waste.

Recent interpretation of the Federal Law has required us to stop using the Milltown Ash Dump of 20+ years. This dump is clean material consisting of a mixture of boiler ashes and bark. The new interpretation classifies this as a Class II material and we are currently sending it to BFI. Work is underway to cap the Milltown Ash Dump with a sealing cap of soil and growth medium and to be seeded. We are also looking to include this material into possible soil amendment since it is very alkaline and the mining reclamation soils are very acidic.

The riverbank along the South Log yard is nearing clean-up completion and is being seeded. There will no longer be piles of anything stored in that area.

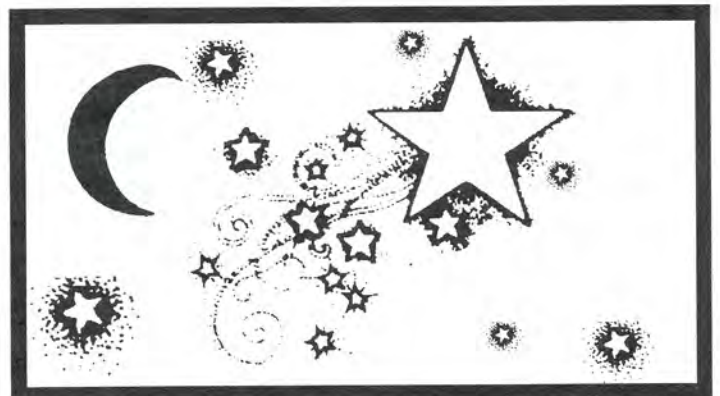
Some of you probably have been contacted regarding the new required training for transportation of hazardous substances. These new Department of Transportation requirements must

be complied with by October 1, 1993. These regulations state that anyone who transports, ships or receives any hazardous substance must have received training for this activity and a copy of their test be kept on file at the location. The definition of hazardous substances is quite broad and if you have any questions or concerns you can contact John Price, Jim Robbins, Dick Shimer or myself.

Current Environmental laws and rules at local, state and federal levels are changing rapidly and we are making every effort to be a part of them and to keep ahead of the changes.

## Night of A Thousand Meteors?

Look skyward on the nights of August 11 and 12, and you should see quite a show. The Perseid Meteor Shower is an annual occurrence in mid-August when planet Earth crosses the orbit of the Comet Swift-Tuttle. As the comet approaches the sun, it leaves behind debris that flares and burns as Earth's atmosphere comes in contact with it in our annual orbit around the sun. The resulting "light show" can be seen by everyone across North America starting at about 11 p.m. Eastern time (look to the northeast for the best view). Since Comet Swift-Tuttle reached its closest position to the sun last December, this year's meteor shower could be spectacular, says Grace Deming, an instructor of astronomy at the University of Maryland. Another plus: this year the moon will be in a crescent stage August 11 and 12, making the so-called "shooting stars" more visible.



## AROUND AND ABOUT BONNER

# 4 x 4 Racing Is In The Bray Family's Blood

By: Dene Cogdill

You may not see them on ESPN or Prime Sports Network, but on the off-road dirt tracks and mud bogs of Montana, the Bray family race team is well known. Racing in everything from hill climbs to obstacle courses, the Bray family excels in 4 x 4 racing.



*The Mud Machine after a race.*

All seven members of the Bray family are involved in the sport. Laudie Bray, the grandfather, worked as an electrician in the Champion Planer before retiring in 1985. Laudie was an auto mechanic prior to becoming an electrician, so he provides the fine tuning and mechanical upkeep.

Gary Bray, works in the Bonner lumber saw filing department. He's been a filer for almost 20 years. Gary has been involved in fast cars since high school. He watched his first 4 x 4 racing in 1972 and has been hooked ever since. Gary doesn't drive but supplies the support and mechanical techniques.

Gary Bray's wife, Bonnie, is the cheerleader of the group and is always there with the video camera. Bonnie has also done some racing. Gary and Bonnie have one son and three daughters who also participate in the sport. Toni, who just graduated from Hellgate High School, took 2nd place dirt dragging her first time out on the Pablo course. She is currently involved in fast pitch softball and is playing the Amateur Softball Association. Toni has set some of her own records in softball. She has been awarded a softball scholarship from Jamestown University in North Dakota.

DeAnn and Amber, the other two girls, both attend grade school at Bonner. Although both girls are active in other sports, they too kick in with their



*Fine tuning The Mud Machine.*

support of the racing team. They assist in the cleaning and of course, join in the cheering. Both girls are active in bowling and softball. DeAnn and Amber took second in the Junior City Bowling tournament in doubles.

Lonnie, Gary and Bonnie's son, is the main driver. When Lonnie received his drivers license, Leo Miller, one of the Bray's racing friends, strapped Lonnie into his Chevy Luv Competition Modified 454 racer and let him go. Lonnie has been racing ever since. Lonnie participates in several events including obstacles courses and dirt drags, and has had some pretty close calls. Bonnie's not always thrilled with the chances Lonnie sometimes takes but she's always in the background cheering.

In 1992, the Brays' decided to build their own Jeep. Bonnie's father and brother got involved in the sport and donated the jeep. Gary and his dad, Laudie, rebuilt the engine and fine tuned the machine. After a slow start in the new rig, Lonnie has now taken the lead and dominates the C/Street/Trail Class.

Gary and his family, attend race meets all over Montana. They have collected numerous first place plaques. Although there's not a lot of money to win since all proceeds from the races go to the sponsoring clubs charity, the Brays' enjoy the racing and feel a real sense of family pride in their accomplishments.



*Laudie (center) with some of their 1st place plaques seated on the racing jeep*



# AROUND AND ABOUT BONNER



June 1, 1993

Champion Building Products  
Highway 200 E.  
P.O. Box 1007  
Bonner, MT 59823-1007

Attn: Mary Ann Buckhouse  
Champion Fund for Community Service Committee

On behalf of the Bonner PTA and all the members of the community who attended the Bonner PTA Second Annual Barbecue, I would like to thank you for your generous donation for this event. It is support from businesses and organizations in the community such as yours that helped to make this barbecue a success. Thank you again.

We really appreciate the use of your picnic tables, barbecue and baracades.

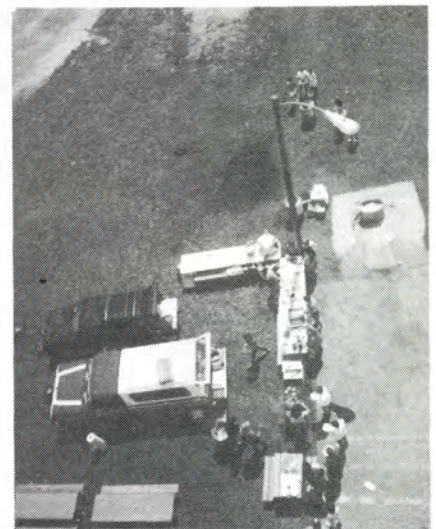
The \$200 donation went a long way to defray the cost of this community get-together, so we could make it free to all.

Yours sincerely,

*Rosanne Hiday*  
Rosanne Hiday  
Bonner PTA



## Bonner School P.T.A.



AROUND AND ABOUT BONNER



BBQ PIG



FUN

CHIPS

AUGUST 22

CHAMPION



SOFTBALL TOURNAMENT



BBQ BUFFALO

AROUND AND ABOUT BONNER

SODA

FUN



BONNER

PICNIC



HORSESHOES



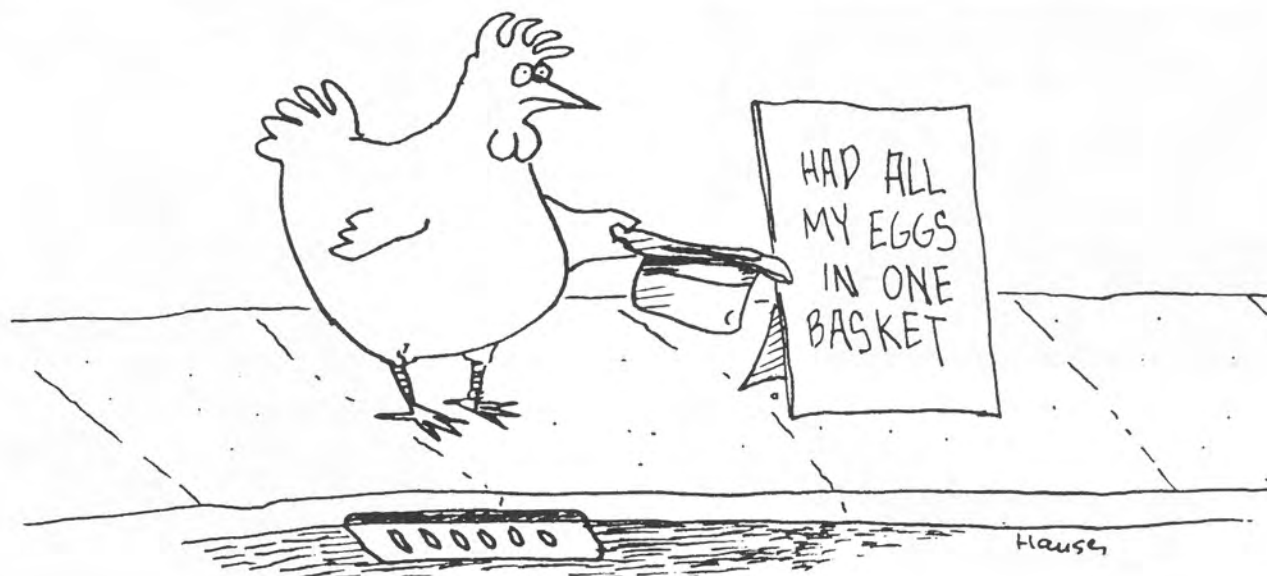
BINGO

# QUICK FACTS

- ◆ Net annual growth exceeds harvests and losses to insects and disease by 27% each year in the commercial forests.
- ◆ In 1991, some 1.7 billion seedlings were planted in the U.S. - more than 6 new trees a year for every American.
- ◆ The forest industry planted 43% of those seedlings; 39% were planted by private landowners; and 18% by government.
- ◆ America's forest products companies have donated more than 1 million acres of land - valued at over \$400 million - for conservation, recreation, or social causes.

## August Anniversary Dates

Dennis Anderson	William Morris
Randy Augustine	Vang Moua
Greg Bauer	Jason Moura
Esther Beard	Nicanor Muniz
John Bernhard	James Nelson
Jack Bishop	Dana Nichols
Neil Blade	Ricky Palin
Clinton Carver	Lyle Phelps
Jeannie Christean	Gene Pierce
Gary Clevenger	Terence Price
Erik Cloutier	Clint Ramer
Michael Conley	Troy Rasmussen
Jim Connelly	Henry Reed
Leroy Donovan	Melvin Richardson
Harry Gedney	James Ritchey
Gerald Gross	David Sandau
Christopher Gullett	Stanley Schlemmer
Willard Hamilton	Jack Smith
Gregory Hill	Ronny Straight
Edna Hill	Dan Thompson
Donald Jager	Stavros Tsakarestos
Jamie Jarvis	Randolph Whippie
Jerry Kinnamon	Curtis Wilber
Jerry Kinney	Don Williamson
David Lewis	Scott Willis
William Lindquist	Ernest Wilson
Kathryn May	Ronald Wolfe
Joseph McKay	



## Better Health Could be a Phone Call Away

**AIDS Hotline (U.S. Public Health Service):** 800-342-AIDS. A recorded message provides information about AIDS and gives a referral number for more specific information.

**American Diabetes Association:** 800-232-3472. Referrals given to local telephone numbers where your questions can be answered. Offers printed material.

**Association of Heart Patients:** 800-241-6993. Provides current information on heart disease. Offers membership with benefits including discount drugs, life insurance, and a magazine.

**Asthma Hotline (National Jewish Hospital and National Asthma Center):** 800-222-LUNG. Answers your questions about asthma and other respiratory and immune system disorders.

**Cancer Information Service (National Cancer Institute):** 800-4-CANCER. Provides printed material, referrals to specialists, and describes treatment options.

**Alzheimer's National:** 800-621-0379. Referrals to local counseling and support services for families and friends of those with Alzheimer's and related diseases. Provides printed materials.

**Hearing Helpline (Better Hearing Institute):** 800-424-8576. Answers questions about hearing problems, hearing aid services, and hearing aids.

**National Health Information Clearinghouse (U.S. Office of Disease Prevention and Health Promotion):** 800-336-4797. Provides printed materials on a variety of healthcare issues including referrals to organizations and descriptions of diseases.

**Second Surgical Opinion Hotline (Health Care Financing Administration):** 800-638-6833. Provides names of community surgeons who have agreed to act as consultants for second opinions for patients considering surgery.

## Eldercare Hotline

Children of aging parents can get advice and information on services for the elderly by calling a free referral service sponsored by the National Association of Area Agencies on Aging.

Information about home-delivered meals, transportation, legal assistance, housing options, adult day care, home health services, elder abuse prevention and senior citizen activities in locations near you are just a toll-free phone call away. Call ElderCare Locator at 1-800-677-1116 between 9 a.m. and 5 p.m. Eastern Daylight Time.



## Rules Of Sun

We all know that the sun's rays are most harmful when the sun is nearly or directly overhead. Here's a tip from the National Cancer Institute to alert you to the danger time: Cover up whenever your shadow is shorter than you are. That way, you'll avoid the sun's most burning rays.

## Be Prepared When Enjoying Summer Hikes



One of summer's pleasures is backpacking. Backpacking is a way to slow down, ease the pressure and spend a little time concentrating on life's simple pleasures.

However, you need to be prepared. If you get lost and can't find your way back before dark, build a fire, eat your snack and wait for daylight before moving on. Learn to use a compass to prevent walking in circles. Never wander out of sight of your pack without these four essential items in your pockets: three-blade pocketknife, lighter, compass, snack.

Champions for Life is based on the belief that healthy lifestyles make for more productive employees. We realize it's not always easy to change your lifestyle to a healthier one. It takes commitment, persistence, and discipline. Those who succeed benefit in many ways.

The Achievement Awards program is designed to recognize all Champions who have made the commitment and are maintaining a healthy lifestyle. Through the program we have developed incentives and awards to recognize these achievements. We believe this will promote a "preventive" approach to personal health, aid in the effort to reduce health care costs, and reduce overall operating costs.

Living a healthier lifestyle offers many personal benefits. You're likely to look and feel better. You'll probably be more relaxed and have a lot more energy. And don't be surprised if this improves your entire outlook on life.

We hope the Achievement Awards program assists you on the road to better health, or helps keep you here if you've already made the change. Good luck!

Along with the Achievement Awards Program, Champion is offering the Preventive Care Plan as part of an ongoing effort to promote and support a healthy lifestyle. It serves as a way to help you get appropriate, cost-effective preventive care, thereby, reducing the cost of health care for you and Champion.

These two programs are available for spouses as well as employees, and dependents are eligible for the tetanus/diphtheria immunization. Retirees and spouses are also eligible for both programs.

If you would like more information or would like to participate in these programs, you can do so by contacting:

**Dorothy Cross** (258-2107)  
**Karen Abel** (258-2135)  
**or Judy Wise** (258-2409)

## Week-At-A-Time Fitness Is Easier

Somehow those lifetime fitness programs we should start are... in the dim and distant future. Why not set up a here-and-now plan instead?

Take it a week at a time, and goals won't be so intimidating. For just one week, promise yourself: "I will walk three miles twice this week. I will exercise once with a video."

Plan your schedule for the week. Calculate available time, and set up a realistic plan that fits into it.

Don't strain yourself or overdo it. Start with goals that are not hard to reach so you won't be tempted to quit. Keep a notebook. Track your progress each week by writing it down so you can see improvements in distance, time, or the number of floor exercises you do.

Enlist a partner. It's more fun to do your program with another person, and you are less likely to avoid the workout if someone else is counting on you to be there.

Bet on it. A University of Michigan study found that a \$40 bet kept 97 percent of participants on a six-month exercise program. For those with nothing at stake, the success rate was less than 20 percent.

Get workout entertainment. Combine walking with listening to music or a book on tape. Watch the news while riding your stationary bike.

Take some fitness tests to maintain high interest in your health progress. A health club or the local Y can measure strength, cardiovascular fitness and body composition. You'll see proof of your progress.




Try counting backwards. One expert claims it's more rewarding to count repetitions of floor exercises if you count backwards. That way you are aware of how many are left to do instead of how many you have done.

Hey, it's not so tough. Anybody can do it...for just one week. And then another.

CALENDAR

# August 1993

## CALENDAR OF EVENTS

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 Friendship Day	2 ●	3 Shutdown for maintenance	4	5	6 ●	7 Halfway Point of Summer
8	9 ● ●	10 Shutdown for maintenance	11 Fair Week	12	13 ● ● Friday the 13th 	14
15	16 Welcome back from your two-week vacation . . . . .	17 Think Safety	18 Out to Lunch at Caras Park	19	20	21
22  Company Picnic	23	24	25 Out to Lunch at Caras Park	26	27	28 
29	30	31	Out to Lunch at Caras Park			



### LEO, The Lion

July 23 - August 22

Flamboyant, strong, hard-working, arrogant . . . Leo is the extrovert on the zodiac, the self proclaimed ruler over all he she surveys. With a natural zeal for life, the Lion thrives on admiration from others. Strength and a healthy vitality are two of your best attributes. Often proud to a fault, you tend to endure pain longer the most before admitting you need help. Flattery is like catnip to your leonine soul, while nothing enrages you more than

a demonstrated lack of respect. The Lion is not bashful about exhibiting pleasure or displeasure in equal measure. Faith and loyalty to loved ones is a rule you abide by, and you expect others to do the same. You are a fiercely loyal friend. *Leo, you are . . .* Not the kind to hide your head under a bushel. *Your Special Reminder . . .* Practice humility *Famous Leos:* Actor Arnold Schwarzenegger (July 30) Journalist Linda Ellerbee (August 15)

### August Observances:

- National Eye Exam Month
- National Catfish Month
- National Water Quality Month
- Romance Awareness Month

## WHAT'S SO SPECIAL ABOUT

# A•U•G•U•S•T ?

- **Friendship Day:** August 1, 1993. A time to focus attention on friendships, more important than ever in this fast-paced, highly mobile age. Since 1935, Friendship Day has been observed on the first Sunday in August.
- **International Clown Week:** August 1-7, 1993. Be a Clown! Celebrate the antics of clowns and the wholesome entertainment they provide.
- **Halfway Point of Summer:** August 7, 1993
- **Friday the Thirteenth:** August 13, 1993. The superstitious believe that Friday the 13th is unlucky. Every calendar year has at least one Friday the 13th, but never more than three. The only one to occur in 1993 is in August. Those who fear the number 13 are said to suffer from triskaidekaphobia.
- **International Left-handers Day:** August 13, 1993. In honor of all southpaws, who often tend toward creative genius. Michelangelo, Leonardo da Vinci, Pablo Picasso and Charlie Chaplin were all left-handed.
- **Middle Children's Day:** August 14, 1993. Saluting those born neither first nor last in a family.
- **National Aviation Week:** August 16-22, 1993. Imagine a world without air travel - how different society would be. Observed annually the week of August 19 (Orville Wright's birthday) to increase awareness and appreciation of aviation.

*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*



P.O. Box 1007  
Bonner, Montana 59823-1007

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GLENN M SMITH  
RT 1 BOX 149  
CLINTON, MT 59825