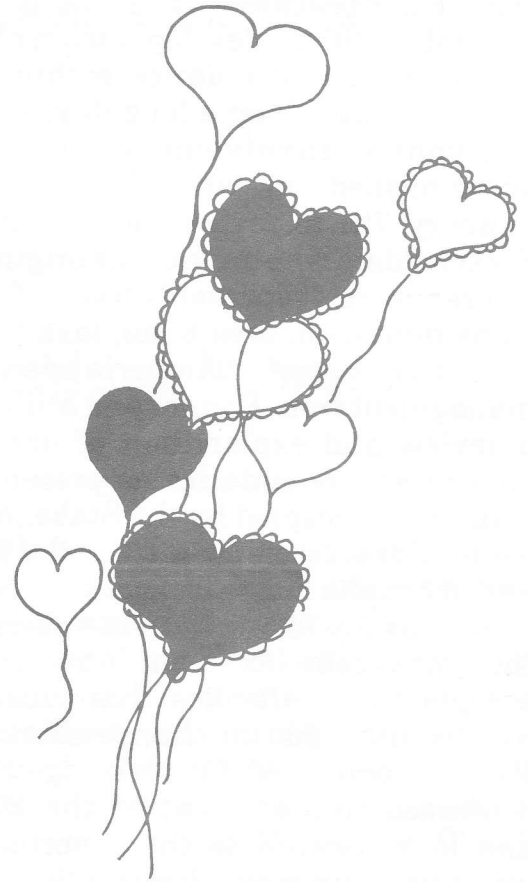


# The Tamarack

**Champion**  
BONNER, MONTANA

FEBRUARY 1992

## Happy Valentine's Day



### IN THIS ISSUE:

FEBRUARY						1992
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

**Message From**  
**Bob Brewer** ..... Page 2  
**Safety Coaches** ..... Page 4  
**Petrified Molasses**  
**Syndrome** ..... Page 7  
**Employee Profile** .. Pages 14-15  
**Timberland News** ..... Page 17  
**Early Days At Bonner**. Page 19  
**Hot Shots** ..... Page 22

# A MESSAGE FROM BOB BREWER

In the January issue of *The Tamarack*, I wrote that, "I believed the establishment of the joint union/management complex team is a positive step and commitment toward improving and facilitating the change efforts at Bonner." Since writing this statement back in early December, I am even more convinced this team has an opportunity to provide strong leadership and focus for the PM process throughout the entire Bonner complex. The team met for the first time on December 19th to develop a team charter and determine the boundaries within which we would operate. After a long day, and through everyone's involvement and help, we accomplished our task. The team then met January 7th to review our efforts with the Stakeholders who gave us the original charge. There were representatives from each transition team, area team, task team, union executive board, Timberlands and also management from Bonner and Milltown. After a review and explanation of our work, the charter and boundaries as presented by the team were accepted by the Stakeholders. The support expressed by all, for the team itself and of our charter, was most gratifying to me, as well as my fellow team members. I believe the joint complex team understands and accepts the challenges that face us as we oversee and guide the change effort at Bonner. We are committed to work together for the continued improvement of the PM process and look forward to the opportunities that await us as we move through the year. Listed below is the charter and boundaries developed by the team and accepted by the Stakeholders.

## CHARTER

A team established to encourage, guide and challenge the PM process, and to address operational needs through joint leadership cooperation.

- Keep Process On Course
- Encourage Decision Making At The Appropriate Level
- Reinforce Commitment to PM
- Provide Improved Communication

- Resolve Issues Before They Become Adversarial.
- Prevent Projects Or Ideas From Being Stifled
- Meet No Less Than Once A Month
- Help Allocate Resources
- Promote Cooperation
- Plan The Change Effort (Strategy & Training), \$
- Make Recommendations To The Other Teams
- Body Of Final Resolution For Process & Operational Issues
- Develop Philosophy, Mission & Goals For The Bonner Operations

## BOUNDARIES

Matters that pertain to wages, hours, and other terms and conditions of employment must be affirmed by the joint bargaining committee and, where required by union bylaws, its membership and/or international union.

Matters that exceed the authority of location management must be affirmed at the appropriate level of authority within the corporation.

We can't act on a problem unless it appears on the agenda prior to the meeting. Exception being, if everyone was in attendance.

We will keep everyone informed as we work on issues key to the change effort as we believe timely and accurate communication is imperative in meeting our mission.

"Pour enthusiasm into your work, and you enhance your future; change your chores into challenges, and you ensure your success."

"The successful person studies...setbacks, researches...reversals, and profits from... problems."

—William A. Ward in QUOTE

# MANAGER'S MESSAGE



By Bart Goldbar

1991 was the first year in the history of the Bonner operation during which there were no lost time accidents in the **Lumber Department**. This accomplishment was the result of a concerted effort by all of the employees of the department to work safely. Thank you all and congratulations on this outstanding achievement.



## SAFETY

### Loss Prevention Accident/Incident Report December 1991

By Jim Connelly

A well earned and deserved **Congratulations** to the **Lumber Department** for completing **1 year** without sustaining a lost workday accident/incident. This is an outstanding accomplishment for the department, the first time ever this department has gone **12 consecutive months** without sustaining a lost time accident. The department is proud, and we are all proud of them for this splendid record.

Bonner had a good year in 1991 when compared to previous years. Our lost workday rate for 1991 was much lower than last year, **2.4 vs. 4.4** and very favorable when compared to our goal of **3.5** that we set for 1991. Our OSHA rate (lost workday and restricted work activity) was also lower when compared to last year **12.4 vs. 13.1**, however it was higher than the goal we had set at **10.5**. The complex experienced **14** recordable accident/incidents, **1** of which was lost time and **5** were restricted work activity.

**Log Yard/Processor** had an excellent

month, with no recordable accidents, their second in a row. The **Lumber Department** had no lost workday cases, their **12th** consecutive month. They experienced **9** accident/incidents, **1** of which was a lost workday accident, a sprained knee, and **4** were restricted work activity. There were **2** incidents that were treated at the nurse's station that were recordable on the OSHA Log.

	Total Cases	Lost Workday	Restrict Activity	Lost Work Day Rate	OSHA Rate
Central Services	23	3	6	5.0	15.0
Log Yard/Processor	5	2	0	4.2	4.2
Lumber	28	0	10	0	8.3
Plywood	106	10	45	2.8	15.6
Nurses Station	48	0	0	0	0
<b>Bonner Total</b>	<b>210</b>	<b>15</b>	<b>61</b>	<b>2.4</b>	<b>12.4</b>

## Safety Coaches

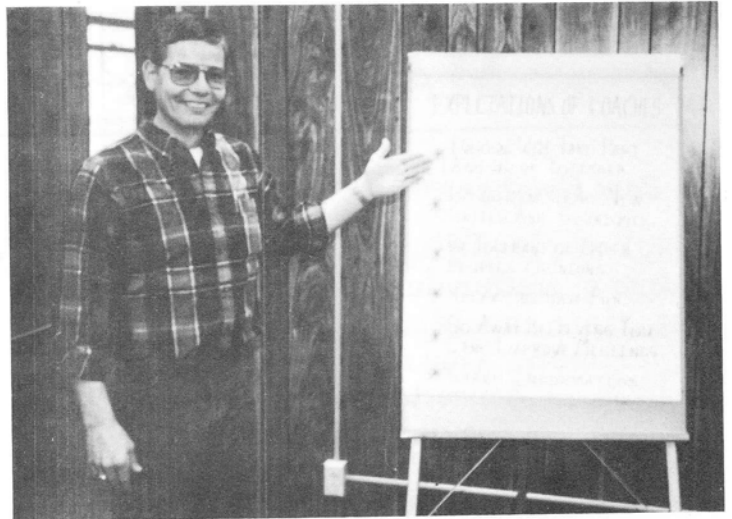
By Adrian Hoyer

The big news from the Safety Coaches is that we have secured a permanent location for the **Safety Resource Room**. It is now located at the old Nurse's station at the main gate. We think that this location will be much more convenient to everyone seeking material and advise of safety meeting material. We will be posting a list of all Safety Coaches, their working hours and locations in the plant, and a phone number where they can be reached. We are also developing a schedule of hours when the resource room will be open and staffed. Our plan is to have the resource room up and running by March 1st.

The month of February is going to be a busy one for the **Safety Trainers**. They will be conducting sessions on the following dates:

February 4-5	February 18-19
February 10-11	February 20-21
February 13-14	February 27-28

By the end of February we hope to have most of the training done, but are planning on having more training sessions as they are needed throughout the year.



*Larry during a training session.*

One of our goals is to compile a complex wide safety meeting calendar. This calendar will show meeting dates, times and locations. When we have completed this calendar, we will post them around the plant site. We are doing this in an effort to make every safety meeting more accessible to visitors, such as plant managers and safety coaches who need to attend and observe meetings from time to time.



*Pictured (l to r): Brad Verworn, Rick Hogan, Chris Rice, Doug Farmer, Steve Gillespie and Gary Engebretson.*



**Don't Forget  
President's Day  
February 17th.**





## Lumber Department Team Building Focus On CDQ

*By Alan Wagner*

Team building sessions were held in early December for employees in the Lumber Department. This year's session focused on **Customer Driven Quality**. A Customer Driven Quality team comprised of **Larry Keogh, Tim Sayles, Alan Wagner** and **Jeff Webber** from the Lumber Department put together a program on CDQ and gave presentations for the sessions.

Customer Driven Quality is focusing on the customer, starting with the external, driving it back to the internal to truly satisfy them around the area of perception of quality. Quality means a lot of different things to a lot of different people. It can mean quality of the product, quality of the process and quality of the service. There are a whole lot of areas in quality that mean just one thing.

If we are to remain competitive in the world marketplace, we have to produce a quality product. The customer demands it and our competition is using it to their advantage.

In most organizations, power has traditionally stayed near the top. This is in direct contrast to many successful and recently highly touted firms, where power and influence are shared to truly close the productivity and quality gap. Everyone must have the power they need to do their jobs. **Work Force empowerment** is what Champion has been focusing on for the past two and a half years at Bonner. It is a way of utilizing the resources of knowledge of minds, experience, as well as our body. People are not being restricted but are being empowered to help.

Once the work force is empowered, we can improve our process to better satisfy our internal and external customers. Everything we do is part of a process. We could be processing numbers, invoices, studs, plywood, it's all a part of a process. You are getting material from someone and giving material to someone. How we improve the process, improves the products and services that these persons get.



*Alan Wagner talks about work force empowerment.*

Customer focus is understanding the external customer better than we have ever before. There are things that our customers want. We have to take time and ask them questions to determine what kind of a product they want.

To stay competitive and be a leader in the Forest Products Industry, we have to produce a quality product at a low cost.



*Tim Sayles talking about external customers.*

## *Inland Northwest Team Management Workshop*

*By Tom Blake*

Several people from Bonner recently had an opportunity to attend the Inland Northwest Team Management Workshop in Spokane. This workshop was jointly sponsored by Ponderay Newsprint of Usk, Washington and Northwest Alloys of Addy, Washington.

There were many companies in attendance including: **Champion Libby** and **Bonner**, **Boeing** of Spokane, **Boise Cascade** of Kettle Falls, **Kaiser Aluminum** of Spokane, **University of Washington** as well as **Ponderay Newsprint** and **Northwest Alloys**.

The focus of the workshop was concerning work teams and what we have learned during the process of developing these teams. It should be noted that self-managed work teams are considered a method of management. The ultimate goal is to achieve the organization's mission, values and business objectives. The end result is not just to create teams.

Items a self-managed work team might manage include:

- Productivity
- Quality
- Environmental Impact
- Selection of new team members
- Safety
- Discipline of Tardiness, Absenteeism, and other Violations
- Discipline for Disregard of Processes
- Other Items

One key concept is:

Without clarity about authority and continuous maintenance of work relationships, the teams will fail no matter what they are called (e.g. teams, self-managed teams, participative groups, etc.).

Clear standards would include:

1. Individual, team, and management roles must be clearly understood.
2. Company goals, (operation plans,

milestones and action plans) must be clearly understood.

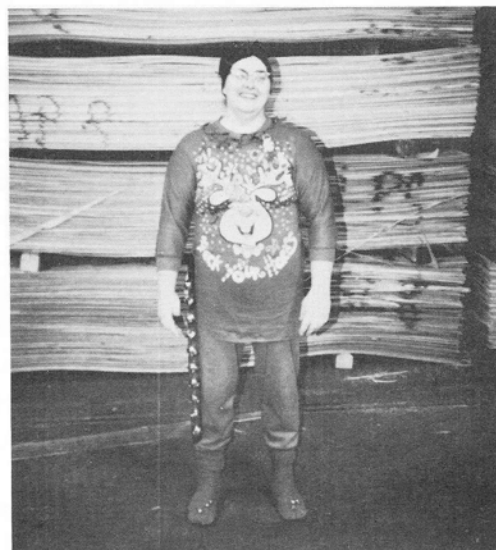
3. Standards of acceptable performance must be in place and clearly understood.
4. Product or production Quality Standards need to be in place for everyone involved.

The workshop also had concurrent breakout sessions on Quality Management, Authority Influence & Accountability, Decision Analysis and Personality Styles. These sessions were approximately 1½ hours each and were conducted by their local facilitators.

The final segment was a fishbowl style, question and answer session that included all the workshop instructors.

Overall the workshop was informative and pertinent to the changes we are going through at Bonner. It also allowed us to make contacts with change agents in other businesses.

## *Keeping Up With The Holidays*



**Esther Beard**, a Plywood Plant day shift dryer grader, certainly had the "holiday spirit" this past season. On Friday, December 20th, Esther dressed up like an elf to enhance the Christmas spirit in her department. We are told that Esther dresses up for most holiday occasions. Thank you, Esther, for keeping holiday spirits alive in the Plywood Plant.

# Petrified Molasses Syndrome In The Processor

By Dwight Finney

This month, PM could stand for **Petrified Molasses**. January being the season known for retarding the flow. The weather and, more probably, the recent holidays have slowed the **Participative Management** process to a frustratingly slow rate. Frustration has given rise to a psychosis identified in Boardrooms, Pressboxes, and other sophisticated circles as **P.M.S.**, which, of course stands for **Petrified Molasses Syndrome**.

Those in the PM process who suffer the syndrome manifest the disorder in a curiously predictable pattern. The following stages of development of the malady have been shown to exist. The first stage is "*Denial*", in which the management participant cannot believe how slowly PM is taking the place of the archaic, autocratic method of implementing change. He...(For literary convenience, we will consider our participant to be male even though the series of symptoms affects both genders similarly)...He considers it incredible how much time, money, and loss of production the company is willing to pour into what seems to be a bottomless pit.

The second stage toward recovery is "*Anger*", exhibited by him in stomping out of meetings, slamming doors upon exiting, scrawling vile epithets on wash-closet walls, and calling his supervisor an ineffectual nincompoop.

Fortunately, the course of these symptoms does not pass at the same rate in all cases, so while some of his co-workers view the symptoms with confusion, and other dismiss his behavior as, "*he's just being a jerk*", those who have already experienced the phenomenon can see it for the temporary inconvenience that it is. They can continue the process and perpetuate encouragement that the PM process will work and will be a great advantage to workers and corporations alike.

The third stage of P.M.S. is "*Withdrawal*". Even though this stage is discouraging to the casual observer, it is the turning point from the abyss of despair. It can be identified when

the management participant rises from the floor or descends from the ceiling after his tantrum, sighs, shrugs his shoulders, and mumbles something about never wanting to have anything to do with PM ever again. At this point, he must be given space to reflect inwardly, consider facts thoroughly, and search his soul for the real reasons he comes to work each day, besides for a paycheck. Given the solace to sort out his priorities, he can get his act together and pass to the fourth and final stage of the syndrome.

"*Acceptance*" is the final step to recovering from P.M.S. Usually, the participant eases back into the mainstream of the process, attending meetings, joining task-teams, and prompting others to exercise patience and persistence in making consensus decisions with co-workers about how to improve the product, the process, and the workplace. In some cases, the recovered participant re-enters the PM process inspired with such zeal that he sets himself up for a relapse. His insistence that the process should progress more rapidly causes frustration which, as we have seen, predisposes him to suffer another round of the symptoms of P.M.S.

There is hope, however! The facilitators can set up training sessions, and individual therapy to establish a frame of mind that can deal with potential problems. One of the techniques they use is to get the patient to think of PM as a huge machine that takes time and steady effort to set into motion. Once this machine gets started forward, it has great power; it can gain momentum, and with everyone in the organization providing drive, it can become a tremendous force to plow through hard times, competing powerfully in an industry in which only the fittest will survive.

Even with the organization humming along in a self-managed mode, there will still be a need for facilitators. They should not fade off into the sunset. They will be needed to continue to fight the threat of **Petrified Molasses**.



# DEPARTMENT NEWS

## Jack Purington and Clay O'Connor Move Their Offices

Jack Purington, Materials Manager, and Clay O'Connor, Engineering and Technical Services Manager, have moved their offices from Milltown to Bonner.



**Jack Purington**  
(Materials Manager)



**Clay O'Connor**  
(Engineering and Technical Services Manager)

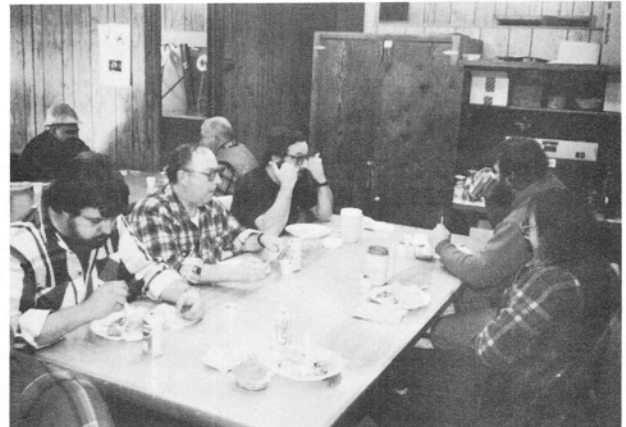
This move will enable Jack to work directly with the Purchasing Department at Bonner and also continue to perform his material responsibilities for all of Champion's Western Operations. The consolidation of security guard services and the regulating of resin purchases for the three plywood plants are among some of the examples of projects Jack is currently working on to improve service, increase efficiency, and save money for Champion International. In addition to these responsibilities, Jack is also involved in special projects (i.e. working with a contractor to dismantle the old mill site at McCloud, California).

Clay O'Connor is responsible for all necessary technical engineering services needed at Bonner and Champion's Western Operations. Clay assists Champion International personnel and outside vendors with all technical projects. Clay will also be working with **John Price**, Environmental Coordinator, on environmental issues concerning Bonner.

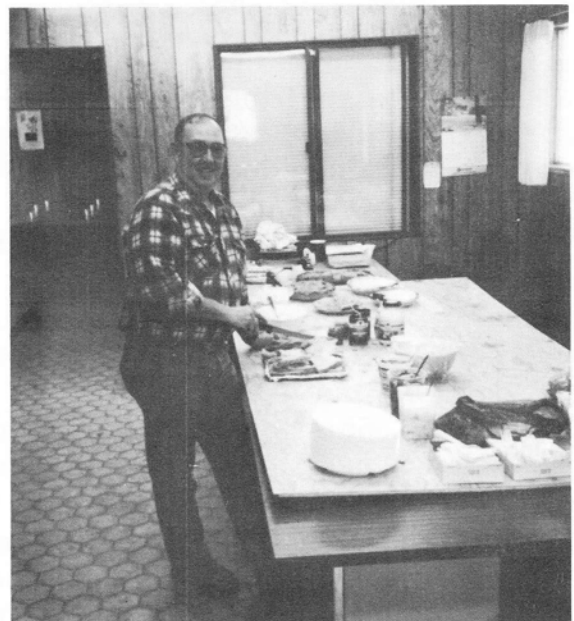
## Pot Luck Pig Out At The Processor

By Joe McKay

The Log Processing Department day shift celebrated Christmas with its second annual "Pot Luck Pig Out". As the title indicates, nearly everyone brought their speciality dish and all definitely over-indulged. Those who opted not to bring food



Processor crew over-indulged themselves.



**Ron Bailey**, organizer of this year's Pot Luck Pig Out.

gave money which in turn was donated to the **Missoula Food Bank**. Special thanks to **Ron Bailey**, this year's organizer, and to **Dick Shimer**, who provided smoked turkey and ham. **Department 02** would like to wish everyone a safe and prosperous 1992.



## Job Security

By Deb Moravec

There are many things in life that we as individuals have no control over, a good example of this is the potential sale of Champion's Montana Forest Products holdings. On the other hand there are things we can and do have control over; we can all make a positive impact on, i.e., improving our daily work areas; improving safety; improving product quality; and reducing our product costs...by means of the change effort (PM).

One thing I've come to realize, is that you can't motivate people. You can only create an environment where people choose to motivate themselves. Champion and the Union have entered this change process jointly by creating an environment that gives everyone the opportunity to get involved, be motivated, make positive impacts on our future job security...no matter who owns the Mill.

The change process provides a method to empower employees. The key components of empowerment are:

- Employees feel responsible not just for doing a job but for helping make the entire organization function better. Workers become active problem solvers.
- Teams continually work together to improve their work place, safety, productivity, and quality.
- Organizations are structured so that teammates feel they can achieve the results they want. They also believe they can do what must be done rather than merely what's required of them.

*I believe if we are going to survive in this industry:*

1. Everyone must let go of the past. We have all been crippled by the past. The Union and Management must stop taking advantage of each other and start trusting each other. It's time for us to put the past behind us and begin to have some faith in each other and in this change process.
2. Everyone needs to actively support Senate Bill 1696 - - Senators Max Baucus and

**Conrad Burns Wilderness Bill.** This bill, if adopted by Congress would free up over 4 million acres of land that has been locked up in legal limbo, for over a decade. These lands will remain locked up to development and non-wilderness use until the Wilderness Issue is resolved by Congress.

3. Our work place needs employees who can make decisions, invent solutions to problems, take initiative(s), and be accountable for results.

Everyone of us has *control* over whether or not we choose to let go of the past, be motivated, and take the initiatives to achieve a common goal...creating a better, safer, more competitive work place — resulting in job security for us all.



## THE COMPANY'S REPUTATION IS IN EVERYONE'S HANDS



**T**he Research Institute of America reminds us that every employee works in customer service.

- Secretaries and clerks present the company's image to the public in polished correspondence, promptly filling requests for information, keeping files organized, and assisting other staff.

- Production workers—in design, fabrication, quality control—shape the end result.

When products and services are tops, customers are happy.

- Delivery staff, from mail room, to warehouse, to trucks, assure that goods are delivered on time and intact.

- Personnel sees to it that the best people are hired and that employees are satisfied. Every job applicant should leave with a good opinion about the company.

Whether on paper, in person, or on the phone, we all serve customers—the number one priority of every business.

## These Fellow Champion Employees Are Sharing With Us Their Plans For Making This Coming Valentine's Day Special



**SUE GINN**

(Purchasing Secretary)

*"Since it's Friday and payday, I will probably order take out from The Mustard Seed and treat myself because my sweetheart will forget what day it is."*



**ALAN WAGNER**

(Lumber Trainer)

*"I will buy my wife some candy, just like I have for the past 31 years. Also, I buy my two daughters, daughter-in-law, and four grandchildren candy."*



**LARRY SCHNEIDER**

(Plywood Journeyman Millwright)

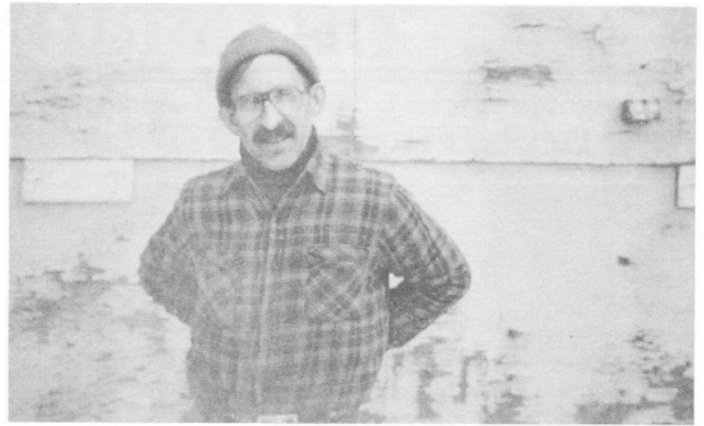
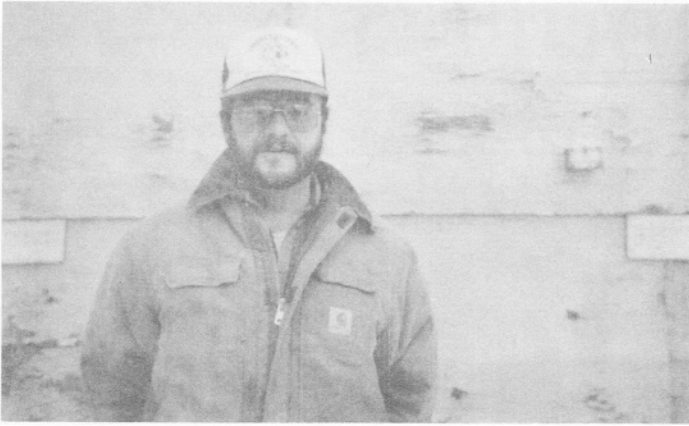
*"I plan on buying my wife flowers and taking her to dinner at Guy's Steak House in Lolo."*



**WILBUR STEDMAN**

(Forklift Driver in the Planer Family)

*"I will probably take my wife out to dine at a restaurant of her choice."*



**PRESTON RICCI**

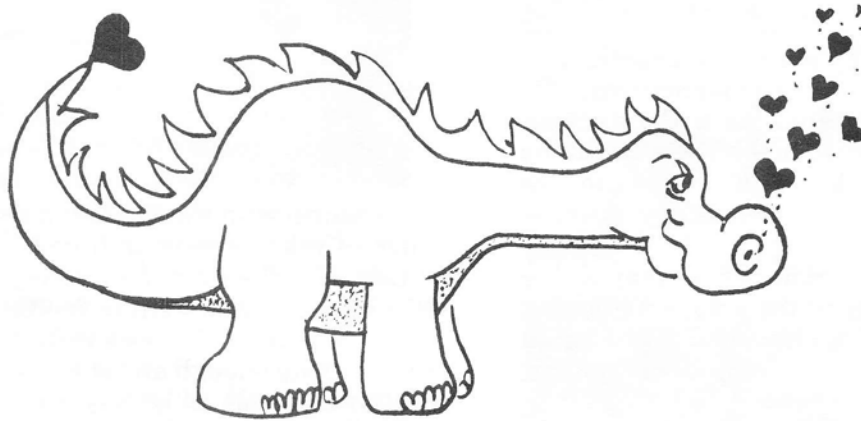
(Planer — Puller Family)

*"I will take my wife out for dinner, and buy candy for my children."*

**RON SCHWARTZ**

(Planer Utility)

*"Since I just bought a wedding ring, I think candy will do."*



**GENE HERTZ**

(Lumber Grader)

*"I'll take my wife out to dinner."*

**LARRY FORD**

(Sawmill Utility)

*"Nothing special."*

***What Are You Planning On Doing For  
Your Valentine On February 14th?***



# CHAMPION RETIREES

## DOROTHY DOHERTY



By Larry Schneider

January 31, 1992 is Dorothy's last day. Dorothy has been working for Champion for the last 8½ years.

Dorothy started in the **Planer** as a **Production Secretary** and was transferred to the **Main Office** on the **switchboard** and later was moved to the **Plywood Shipping** office as a **Secretary** working with **Harley Rex**.

Dorothy and her husband **Art** have been married for 14 years and between the two of them have 8 children. Five sons and 3 daughters. They have also been blessed with 7 grandchildren and with a twinkle in her eye, Dorothy said, "We hope more in time."

Dorothy and Art will be relocating to Sacramento, California where they will be closer to family, a different line of work, and warmer weather so that she and Art can pursue one of their favorite hobbies of hiking and getting back to nature.

Dorothy also likes to collect cookbooks and trying out different and challenging new recipes.

When asked what are some of the highlights of your time here at Bonner, Dorothy replied, "Working in *Plywood Shipping* and having made some wonderful friends while here". Dorothy explained that the people are what really make the work place, and all the people and friends that she knows here have made work here more than just a job.

"I know I will find another job, but never another one like this one," said Dorothy. "Of all the things I will miss the most, I will miss the shipping crew and all the people at Bonner. I will also miss the seasonal changes in the weather and snow for Christmas time."

Dorothy said she would like to keep in touch if possible with people here in Bonner. She would like to stay in Missoula, but it is exciting for her to move on to new places and see new faces. Most of all, she wants to be closer to the children and those grandchildren.

We will all miss your smiling face Dorothy. The best to you and your husband in your new home and job.

## LOLA MAE LEPROWSE



December 30th was the last day of work for Lola, who after 14 years is retiring from Champion.

Lola said she started on graveyard shift as a **Utility Person**. She then went to **feeding dryers** and ended up in the **Finish End** as a **Putty Patcher**. She said 14 years is long enough and she was glad that only 2 years of that time was on graveyard.

When Lola was asked what were some highlights or things she enjoyed most while working here at Champion, she replied, "I always liked meeting other employees and working with them. I always enjoyed working for the various foremen and supervisors in the different departments. One of my biggest highlights was leaving graveyard shift to go to days."

Lola says that she will miss the people here at Champion, but mostly the close friends that she has made during her time here.

Lola's husband **Bob (Loss Prevention Manager** for Champion) is also retiring as of January 31, 1992. Lola and Bob have been married for 8 years and between their 7 sons and 2 daughters, 17 grandchildren, and 1 great grandchild, they should be very busy. They plan to visit all of the kids and grandkids and travel to Alaska, Florida, Connecticut, and places that are yet unknown. They also plan to spend some time at their place on Flathead Lake. They will certainly be busy with that list.

Lola said that she and Bob are both looking forward to their retirement and are hoping to have the time of their lives.

Bob and Lola, all of us here at Champion wish you the very best and may your retirement be filled with many happy times.



## GORDON VERWORN



*Gordon Verworn cutting his retirement cake.*

*By Sue Hogan*

Gordon Verworn, **Central Services Millwright**, retired on December 27th at the age of 60.

In April of 1954, Gordon began his employment at the Bonner operations pulling **green chain** in the **Sawmill** on the graveyard shift. Over the next several years, Gordon worked a variety of jobs in the **Studmill** and **Yard Department**. However, to break the monotony and to learn another trade, Gordon began working in **Central Services** as an **apprentice millwright**. During this time, Gordon attended a 4 year **Carpenter Apprenticeship Program** at the **Missoula Vo-Tech**. *"I began this program all on my own,"* Gordon replied, *"I did it because I like to learn and enjoy finding new challenges. Working as a millwright takes a lot of figuring, nothing is standard. The job is interesting and I enjoyed meeting people."*

In years past, Gordon was a member of the **Local 3038 Union Executive Board**, serving 2 terms as a trustee and one term as treasurer. Gordon also had been a member of the **District Council** and served over 20 years on the **Inland District Council**, in which he served terms as trustee, vice-president and president. *"While serving on the Inland District Council, my biggest reward was meeting other people,"* Gordon stated, *"I enjoyed making a difference in working conditions. It also showed me how we measured up to the rest of the industry."*

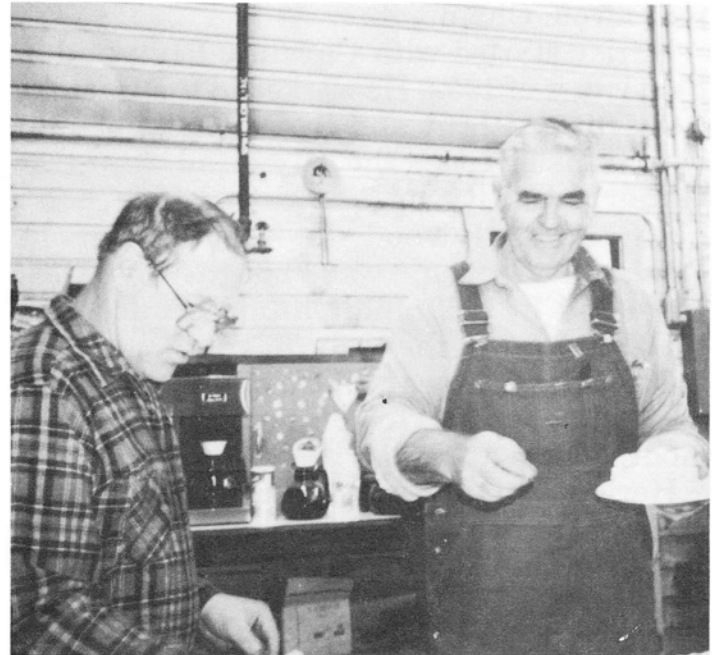
Gordon was a member of the **Plant Safety Committee** for over 20 years. *"I found working with this committee very satisfying, but stressful. You really had to use your head while bargaining, because there were a lot of people out there you had to satisfy,"* Gordon added.

During his retirement, Gordon plans on spending time taking care of his 4-plex rentals in Missoula. Before summer, Gordon plans on building a 24' x 36' tool shop, which will aid him in making repairs on

whatever needs to be done to his rentals or his 50 year old home. Gordon also enjoys fishing and metal detecting.

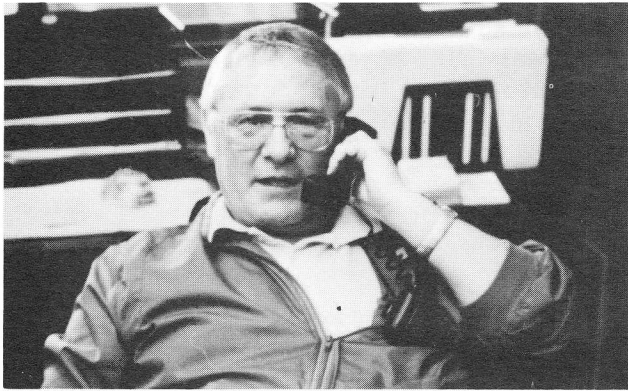
Gordon has been married to his wife **Shirley** for the past 38 years. Shirley has been employed with the **Western Montana Clinic** for over 20 years, and plans to continue working. Gordon and Shirley have two sons, who are both employees of **Champion International**, **Brad** (**Central Services Fireman's Helper**) and **Jeff** (a **Shovel Operator** in the **East Log Yard**). Gordon also has 6 grandchildren.

Gordon has seen many changes take place at Bonner over the years. He also cares about the changes that will take place at Bonner in the future, as he has many friends who will continue working here after his retirement. When asked, Gordon shared with me his philosophy, *"Life goes on and time waits for nobody."*



*Gordon Verworn, Central Services Millwright (pictured on left), is presented with a money collection from his friends at Bonner for his retirement by his supervisor **Jim Johnson**.*

## HARLEY REX



February 29, 1992 is the last day for Harley. After 39 years and 5 months, he is going to retire from Champion.

Harley started with **Cascade Plywood** in September of 1952. He worked in the **Battery Separator Plant** and in December of 1952 was transferred to the **Plywood Plant** as **General Utility Person**.

Cascade Plywood, a corporation in Portland, Oregon, was bought by **U.S. Plywood** in 1962 and **Champion** acquired U.S. Plywood in the early 70's.

Of Harley's 39 years and 5 months, 32 years were at Lebanon, Oregon and 7 years and 5 months were at Bonner.

Harley and his wife **Glenda** have been married for 39 years. They have 3 sons and 4 grandchildren.

I asked Harley what were some of the

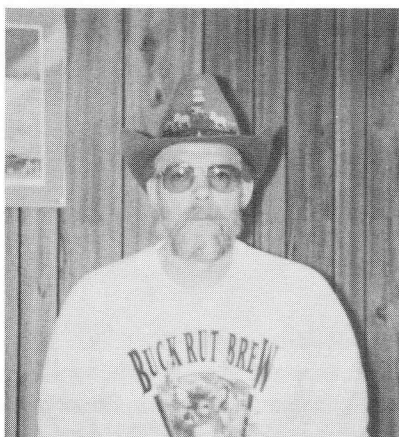
highlights of his time with Champion. He replied, *"Working with all the different people that I have had the pleasure to be around, coming up through the ranks to a supervisory position, seeing the changes in the industry, and having the opportunity to move to Bonner and again meet more new people. Through the years while my sons were growing up, I liked coaching **Little League Baseball** teams that Champion sponsored and my sons played on."*

Harley said what he would miss most were the people and the many friends that he has worked around for many years. He said, *"There is no perfect job, you will find ups and downs in anything that you do, but all things being what they are, I have more ups than downs and I have always been happy in the job that I have done. I will miss coming to work and the pace to keep up, but I will probably get used to time off real quick."*

He stated that he and his wife plan to move back to Oregon to be close to their family and will be spending time with their children and grandchildren. They also plan to travel some and to find some kind of social or community work to get involved in. Harley plans to play a lot of golf, but most important, they will take one day at a time.

All of us at Bonner wish you and your wife a long and happy retirement Harley. Good Luck!

## EMPLOYEE PROFILE



### ROGER KETTERER

In 1968, Roger quit a semi-truck driving job which he had held for 18 years in South Dakota, where he was born and raised, and moved to Missoula. When asked why he made this move, Roger stated, *"I liked the country."*

Roger worked various odd jobs after he arrived in Missoula. In 1970, Roger began working for the **White Pine and Sash Company**, performing a variety of jobs; however, his employment with this business was terminated in 1974, due to a large company lay-off.

*(Continued on Page 15)*

*(Roger Ketterer. . .Continued from Page 14)*

In January of 1975, Roger began working for **Champion International Corporation** pulling green chain in the **Sawmill**. Roger has also worked a variety of jobs in the **Planer** and **Dry Kiln** areas, prior to his current job of **Lumber Grader**.

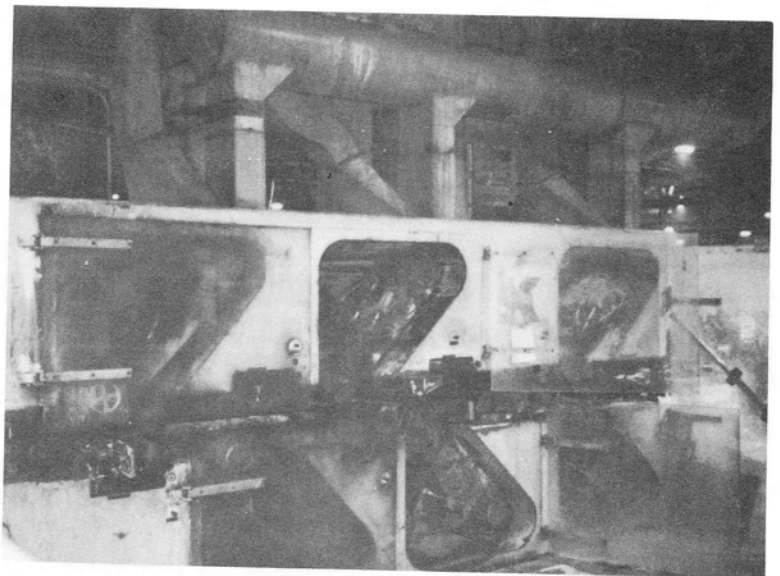
For the past three years, Roger has dedicated much of his free time to operating a small business out of his home called "**Montana Cast Bullets**". He also spends time enjoying his hobbies of pistol shooting, silhouette shooting, reloading bullets, and hunting. Roger is also a member of the **Hellgate Civilian Shooters Association**, **Northwest Hunters Association**, and the

**Rocky Mountain Elk Foundation.**

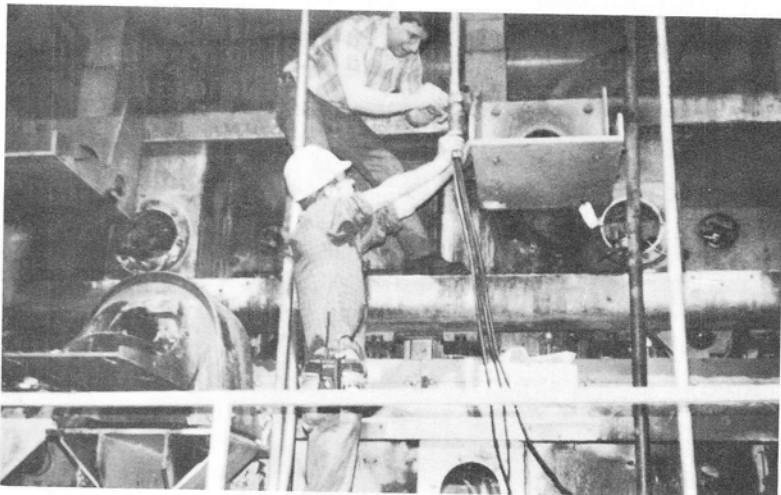
Roger and his wife **Louis** have been married for 23 years. He has three stepchildren in Missoula, four children who reside back east, six grandchildren and one on the way.

Roger's biggest ambition is to someday spend a month in Alaska. "*I would like to hunt moose, caribou, grizzly bears, and kodiak bears with a pistol.*" Roger replied, "*preferably on horseback so I could see the country.*" However, Roger doesn't like to predict the future. He added, "*I like to take one day at a time.*"

*I'd like to take this opportunity to commend and thank the entire Maintenance Dept., for the superb coordination between all 3 shifts, & all the hard physical work, that resulted in the Sander up and running in 6 days! Our Tacoma Sales Rep. has expressed that our customers also, appreciate the Maint. Department's team effort in repairing the Sander in such a timely manner. Sincerely, Harley Rex*



*Results of the Sander Fire.*



*Ralph Foster and Ron Perkins working on the sander.*





# CHAMPION INTERMOUNTAIN FEDERAL CREDIT UNION

## Annual Membership Meeting

### THE ANNUAL MEETING:

Will be a dinner meeting at the **Sizzler Restaurant** on **February 15, 1992**. The price will be \$4.00 per member. (The balance is paid by the Credit Union.)

### HURRY FOR TICKETS:

**TICKETS ARE LIMITED TO THE FIRST 100 MEMBERS.** They go on sale **January 15th**. Tickets cannot be reserved, but the cost of the tickets can be deducted from your account by telephone request. The tickets will be mailed to you.

### TIME:

Sign in will begin at 5:30 p.m. and dinner will start at 6:00 p.m. The business meeting will begin at 7:15 p.m. Members are welcome and urged to attend the business meeting if they do not wish to attend the dinner.

### ATTENDANCE PRIZES:

Members attending the dinner will be eligible for cash and other prizes.

## IRS PUBLICATIONS MAKE TAX FILING EASIER

To make it easier to file income taxes, the IRS provides a series of free publications with updated and wide-ranging information—topics from “Child and Dependent Care Expenses” (Publication 503) to “Taxable and Nontaxable Income” (Publication 525). To find out specifically what’s available as you prepare your 1991 tax return, call toll free 800-829-3676 and ask for “Guide to Free Tax Services” (Publication 910). It takes two weeks for delivery, so call early.



## WHO WILL MAKE THESE CRITICAL DECISIONS?

Whether to keep or sell your house? How much of your money your family may spend each month? What investments are made with your savings? Whether to sell your personal property at auction?

Most people wouldn't dream of allowing the State to make such fundamentally personal decisions for them. Yet, in fact, many people do allow the State to intrude in just this way in the lives of their family members...by failing to make out a will and keep it up to date.

Every year decisions like these are made for hundreds of thousands of Americans by probate courts. These courts decide how to disburse and manage the estates of people who died without leaving a will. Just the expenses connected with a probate court deciding what to do with your estate would consume a good part of what you left your family. And then, there's the frustration your family would feel when a faceless bureaucracy begins to “administer” the details of your estate -- your home, your savings, your personal property.

It doesn't have to be this way. A carefully prepared will, reviewed by your attorney and updated as needed, changes the function of the probate: from making your decisions for you, to seeing that your decisions are carried out. This not only reduces the expenses associated with the probate process, but, more importantly, insures that these family matters remain in the hands of the family.

For most people, preparing a will is not complicated or expensive. The hardest part is deciding how you want your estate divided and administered. Once you've done that, your attorney can help you prepare the actual document very quickly. So, as you make out your list of resolutions for the New Year, put this at the top: “*Prepare a Will.*”

There are few things more important that you can do for your family.



---

# TIMBERLAND NEWS

---

## Another Side Of Champion

By Joan Bird

The Champion Corporation is sometimes criticized for being a single-use manager of its forests. However, this corporate giant, which owns or controls 6.4 million acres in 21 states, increasingly recognizes values other than timber.

This year **Missoula Area Manager of Timber and Forestry Operations, Jim Bentley**, signed a "*Registry Agreement*" to protect 115 acres of old Ponderosa pine parkland. "*Primm's Meadows*" is located about 25 miles northeast of Missoula and is an outstanding example of this rare forest type. Although common historically, many of these Ponderosa pine parklands have been lost because of their accessibility and their high value. Ponderosa forests are also dependent on fire to keep Douglas fir and other tree species from growing up in the understory and eventually replacing them. At Primm's Meadows, mowing of the understory by the original homesteader and later residents, has protected these trees from competition and replacement.

The **Nature Conservancy** first contacted Champion about protecting this site in 1980, but the company was noncommittal. In 1990, a TNC member who is a professional forester, prodded us to try again. Champion's positive response demonstrates a new flexibility in their forest land management.

Champion's commitment goes beyond simple agreement to assist in the protection of the old pines. They have also announced a new "*Special Places Program*" for their Montana Region. At Primm's Meadows, they have enlisted a cooperative long-range planning team, which includes staff from the **University of Montana School of Forestry** and the **Montana Department of Fish, Wildlife & Parks**, as well as The Nature Conservancy. They also recognize and desire to enhance the property's recreational and historic value.

With the launching of their Special Places Program in Montana, Champion has joined a collaborative statewide natural areas effort. They are the first corporation to sign a recent **Memorandum of Understanding (MOU)** concerning interagency coordination and support for a comprehensive **Natural Areas System** in Montana. Champion representatives attended this year's **Montana Natural Areas Conference** held in Missoula.

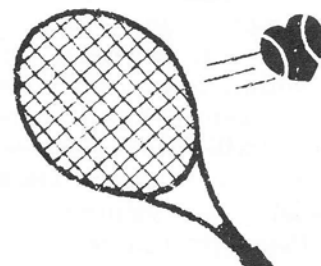
Champion's willingness to manage for values other than timber is not unique to Montana. The corporation has worked elsewhere with The Nature Conservancy and state resource agencies to protect rare plants, enhance wildlife values, and provide valuable recreational opportunities. In **Maine**, Champion cooperates with the **State Planning Office** to protect eight sites that are part of the state's **Critical Areas Program**.

Recent headlines indicate that Champion's Montana operations are in for some upheaval. We hope that the corporation's interest and participation in the state natural areas effort will persist through these times of transition.

*Joan Bird works for the Montana Nature Conservancy in the position of "Protection Planner".*

**Take your heart  
to court.**

Exercise serves you right.



 American Heart Association

# Needed: a rebirth of the conservation ethic

By William W. Keye

Powerful special interest groups are plundering our natural resources. They are abandoning conservation and multiple use and substituting a selfish program of forest land allocation which threatens our nation's future.

This must be Big Timber right? Wrong. How about such unexpected darlings as the Audubon Society and the Sierra Club? Try the Natural Resources Defense Council and the Wilderness Society.

The truth is that "environmental groups are trashing our resources more than you can imagine. Their purpose is to mothball our forests. They are doing a terrific job of it with spotted owl hysteria and "ancient" forest hyperbole.

The tragedy is that the issues are complex, but the dialogue has been corrupted. One ugly picture of a recent clearcut conveys a fearful message that only reason and discourse can counteract. Reason and discourse take time, and do not fit well into the format of the popular media, which instead rewards imagery and profits on fear.

Urban isolation from the physical reality of the productive resource base doesn't help, either. The wood we buy at the corner lumber yard doesn't originate there — it comes from the forest. We all benefit from the agricultural goodness of our forests, as we do from the art and science of forestry which informs resource management decisions. Houses are built of wood, and our modern service economy is fueled by paper made of the wooden fruit of the fertile soil.

At the same time, we already have tens of millions of acres of National Parks and Wilderness Areas where multiple-use forestry is off limits. The "environmental" special interests aren't satisfied with anything resembling a balanced allocation of our forest resources between human use and preservation. To them, preservation is everything—and use is a threat. This is why slick photos of clearcuts and cuddly-looking owls are so effective. The message to our urban culture is that our forests are being destroyed and must be "saved". Since many average citizens now have little feeling for the direct benefits of forest management, our modern culture has become very susceptible to preservationist disinformation and propaganda.

What makes propaganda effective is that it has an audience predisposed to believe it, and it contains a kernel of truth within its basic dishonesty. The truth is that resource management has never been perfect, and mistakes have and will always be made. Forestry is like medicine in this way. A generation ago, physicians were telling patients to eat plenty of red meat. Now they have changed their prescription.

The same thing is happening in forestry. New ecological knowledge and changing social attitudes are currently battering some of the basic utilitarian tenets

of traditional forestry. Change is necessary and healthy.

But the emerging "New Forestry" will in its own time be found to be flawed, and eventually discredited.

Regardless, I would challenge the popular "environmentalists" to do a better job of managing the nation's renewable resources than the forestry profession has done in the past century, when you consider the complexities involved and the conflicting demands on those resources. This despite all their great passion (standing on the edge of a clearcut, pointing fingers for the camera).

You have been, and are being, deceived by the environmental fundamentalists. They have found the Endangered Species Act to be the long-sought magic carpet to fulfill their elitist fantasy. Their present mascot, *Strix occidentalis*, the famed Northern Spotted Owl, is every bit as much a victim of their deceit as the loggers and sawmill workers in the Pacific Northwest.

We desperately need to rethink just what "environmentalism" is, or should be. I submit that *true* environmentalism puts human beings back into the equation, where we belong. It advocates a continued faith in the guiding philosophy of conservation and wise use of our limited renewable resources—albeit with greater emphasis on social values such as esthetics, sensitive wildlife and ecological diversity, in keeping with our changing awareness of the physical world around us.

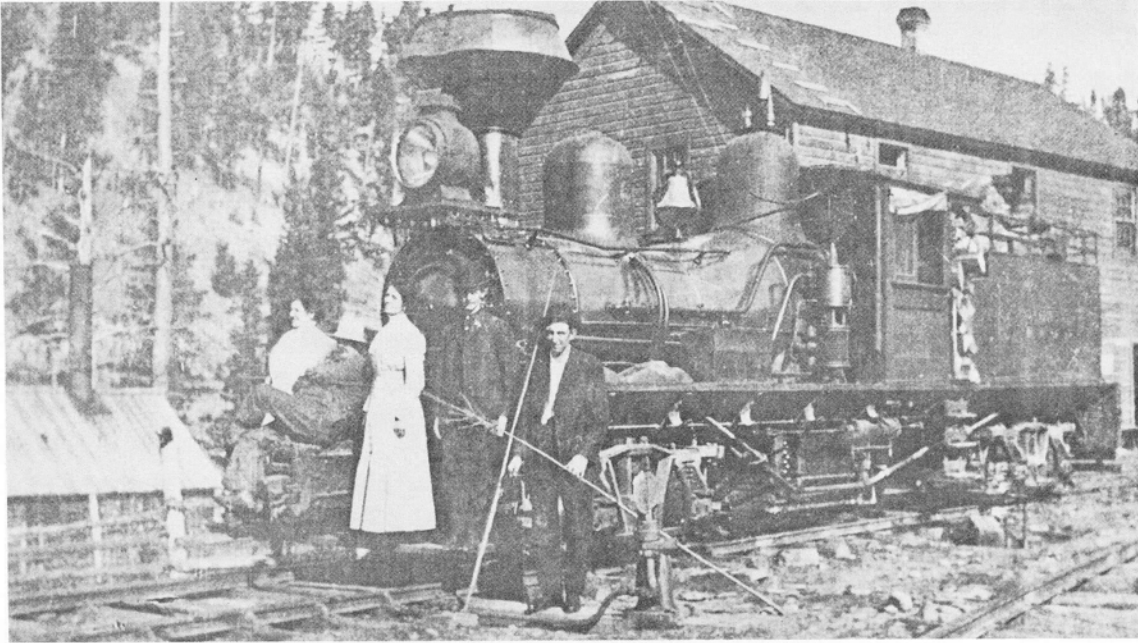
*True* environmentalism should embrace preservation only as a desirable component of a greater conservation ethic—not as the end in itself.

As our western forests are shut down by legal and regulatory gridlock, and commodity prices spurt in the coming months, hopefully our finite resource base will cease to be such a simplistic abstraction in the public mind. Perhaps in time our puffed-up "environmentalists" will be exposed for the manipulative, arrogant power brokers they have become, wastefully imprisoning our precious resources in their insatiable quest for the Garden of Eden.

*THE AUTHOR is a Registered Professional Forester living in Susanville, California. He writes: "In recent years, I have begun writing as a way of trying to articulate to the public my viewpoint of what is happening in contemporary forest policy." One such essay, The Relentless Spread of Forest Protectionism, was published as an opinion column in the July 26, 1991 edition of The Seattle Times.*

*This article published by, and reprinted with the permission of, Forest Industries.*

## THE EARLY DAYS AT BONNER



*A smile for the camera on a Sunday afternoon, McNamara landing early 1900's. (University of Montana library, Dengler collection)*

*By Glenn Smith*

By the turn of the century, most of the stands of timber along the **Blackfoot River** were depleted so the old **Anaconda Company** had to look at new stands in the surrounding hills. It was decided that steam locomotives would be the most efficient way to bring logs from these new stands to the river for their final trip to the sawmill at Bonner. The Anaconda Company placed an order to the **Lima Shay Locomotive Works** in Lima, Ohio for two **Shay Locomotives**.

Pictured above is one of these early locomotives "**Lima Shay No. 811**" sitting on a side track at **McNamara's Landing (Johnsrude Park)**. This engine is a class 37 two truck shay, commonly called a 37 ton, and is noticeably smaller than old No. 7, which was moved from the park east of the Lumber Department parking lot to **Fort Missoula**.

The empty weight of this locomotive would have been 64,900 pounds, and would have weighed in at 42 tons, with a load of fuel and water. Engines of this type could use wood, coal and oil as fuel, and the one shown in the picture is using wood. The fuel requirements for coal on this engine would have been two

tons for an average shift. Imagine shoveling two tons of coal per day into this firebox during the hot summer months, with temperatures in the 80's and 90's.

The boiler on this engine was a 42 inch wagon top with a working pressure of 180 PSI, which supplied the three 10 x 12 cylinders with power to drive the two geared wheel trucks. Each wheel truck consisted of two axles and four wheels, which made this Shay an eight wheel drive. The water for the boiler would have to be replenished approximately every 3 hours by siphoning from a creek at a logging spur trestle crossing, or drawing from a storage tank on the main line.

With a load of fuel and water, this old engine could push a string of cars on a level grade at 12 MPH. It could push two empty **Russell Type Log Cars** up a maximum grade of 11% at 6 MPH. The brakes on this Shay were steam powered jam brakes, and the brake system for the log cars were **Westinghouse Air Brakes**.

The active service record for this old Shay Locomotive was from August 24, 1903 to September 24, 1940, or 37 years.



# FEBRUARY ANNIVERSARY DATES

— 1966 —

Bob Martel

— 1974 —

Ernest Cahala, Sr.  
Perry Anglin  
Don Coughren  
Ed Davalos  
Wayne Schumann  
Terry Best  
Katherine Hansen  
Peter Mavity  
James Lane  
Larry Schneider  
Anton Barth  
Julius Engebretson  
Joe Araya  
Jerome Brenner  
Tim Sayles  
Jack Roy, Jr.  
James E. Sturgill

— 1975 —

Paul Dickerson  
James Heinemeyer  
Adrian Hoye  
Greg Hansen  
John Bernhart  
Jack Carman  
Luther Umphrey  
Michael Hansen

— 1976 —

Brad Verworn  
Dale Jarvis

— 1977 —

Ferris Dean Smith

— 1978 —

David Wegner

— 1981 —

Thomas McKoy  
Carl Dayton  
John Ballas

— 1983 —

Mary Lou Dawson

— 1984 —

Loren Speiser



THERE'S MAGIC IN  
YOUR SMILE®



## *Put On An Act To Become A Better Worker*

With material things such as cars or homes, wishing doesn't make them ours. Fortunately, there is one wonderful area of our lives where wishing gives us what we want.

Psychologists tell us that if we want to be a certain way—such as happy, successful, productive—all we have to do is begin to act that way and the attribute will soon be ours.

Try it! If you feel badly and want to feel better, start to act as if you were happy, and

see how quickly you turn yourself around!

Wishing can also make you a better worker, if you are serious about it. Do you see a work habit that you wish were stronger? For example, do you sometimes put convenience or time requirements ahead of quality? Decide to turn around and settle for nothing but the best from yourself and others from now on. Soon quality will be your nature!



## H.E.A.L.T.H S.H.O.R.T.S



## Winter Health Watch



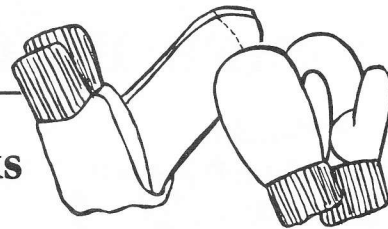
### No Whispering, Please

**I**t's the day after the Super Bowl, and who has a voice left? Laryngitis can strike for a variety of reasons, including shouting, singing, or just plain talking too much. Some people lose their voices because of colds or flu, or from exposure to smoke or strong chemicals.

Laryngitis results from swollen vocal chords that fail to vibrate properly. Soothe the tender throat with higher humidity, perhaps in a steamy shower; hot liquids such as soup; lozenges; or salt water gargle. Tea with lemon and honey may also give relief. Try not to talk, whisper, or take antihistamines. Instead, write notes and hold telephone calls for a day or two. Give your voice a break!



### Remember Socks and Mittens



**C**hildren aren't the only ones who need to dress warmly in winter. Adults do, too, to prevent the possible onset of Raynaud's syndrome, a circulatory disorder that is marked by numbness, pain, skin ulcers, and sometimes gangrene.

Raynaud's syndrome seems to be triggered by extreme temperature changes (frostbite, picking up frozen food, or holding a cold steering wheel). But it can also be brought on by emotional stress, exposure to chemicals (especially vinyl chloride), and vibrations (from hand-held power tools such as jack hammers or saws).

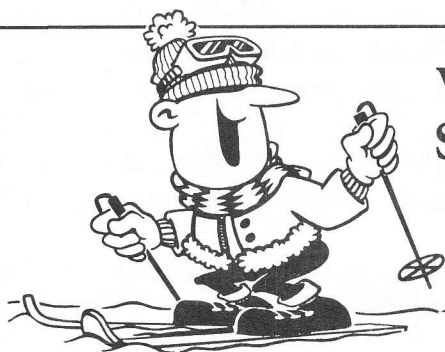
The disease is complicated by smoking and other drugs that cause blood vessels to constrict, and by low blood pressure.

To do what you can, bundle up with layers of clothing, hats, socks, and mittens to help keep Raynaud's at bay this winter!





### Winter Sun Fun



**S**unscreen routinely is packed in beach bags, but does it also accompany skis, sleds, and skates? It should!

Snow and ice reflect the sun's rays just as much as sand and water. And the level of the sun's ultraviolet A (UVA) rays—those that damage the skin and increase skin cancer risk—are identical, summer or winter. People who head for the high slopes further increase their exposure to the sun's radiation, warns The Skin Cancer Foundation.

Whether the family's preferred winter sport is playing in the snow or doing some serious skiing, apply a sunscreen of at least SPF 15 on exposed body parts, including lips and nose. Choose UV-filtering goggles or sunglasses to protect the eyes. Don't be misled by the cold and frost!

### Drowning Without Water

**E**very winter, pneumonia germs permeate the air. People whose immune systems are weakened by colds, the flu, or smoking are most susceptible.

Adults should seek medical help, according to Johnson Memorial Hospital in Franklin, Indiana, if any of these possible signs of pneumonia occur:

- Oral temperature higher than 103°
- Sore throat combined with a 101° or higher temperature for longer than 24 hours
- Severe chest, head, stomach, or ear pain, or enlarged neck glands
- Shortness of breath

Any of these may indicate that the lungs' air sacs are filling with fluid—and the victim may, in effect, be drowning due to pneumonia.





## “HOT SHOTS”

# EMERGENCY ACTION FOR POISONING

By Carla Verworn  
Champion Nursing Staff

**Inhaled Poison:** Immediately get the person to fresh air. Avoid breathing fumes. Open doors and windows wide. If victim is not breathing, start artificial respiration.

**Poison on the Skin:** Remove contaminated clothing. If the poison is a powder, use something stiff, like a credit card, to brush the powder off the skin. Then flood skin with water for *10 minutes*. If the poison is a liquid or gel, flood the skin with water for *10 minutes*. For both poisons, finish by washing gently with soap and water and rinsing thoroughly.

**Poison in the Eye:** Flood the eye with lukewarm (not hot) water poured from a large glass 2 or 3 inches from the eye. Repeat for *20 minutes*. Have patient blink as much as possible while flooding the eye. *Do not* force the eyelid open. Use a gentle stream of water and blink often. An older child or an adult can just get into the shower and rinse the eye. *Do not* flush contents in affected eye toward the unaffected eye.

### Swallowed Poison:

Call **MONTANA POISON CONTROL** at **1-800-525-5042** Before You Do Anything Else.

**Medicines:** *Do not* give anything by mouth until you have called for professional advice. Liquids can make medicines dissolve quicker and be absorbed into the body faster.

**Chemicals or Household Products:** The best thing to do is call *Montana Poison Control* first, before you give any liquids. Tell them what the patient swallowed and when. If the Poison Control is busy and you can't get through to them right away, try a local emergency room or give them some liquid.

Unless the patient is unconscious, having

convulsions, or cannot swallow — give milk or water and keep trying to get the Poison Control Center.

Always keep on hand at home a one ounce bottle of **Syrup Of Ipecac** for each child or grandchild in the home. Keep this with the rest of the medicines, out of reach of any children. **USE SYRUP OF IPECAC ONLY ON THE ADVICE OF THE POISON CONTROL CENTER, EMERGENCY DEPARTMENT, OR PHYSICIAN.**

There are reasons for this: For instance, if someone has swallowed a chemical, like bleach, the chemical will burn the mouth, throat, and stomach as it is swallowed. Then if the patient is made to vomit, the chemical will burn the person again, in the stomach, throat, and mouth as it comes up.

Probably the most important aspect is prevention of accidental poisoning. Keep poisons, household products, medicines, and other harmful substances out of reach of small children. In some cases, it may be appropriate to lock these substances up. Educate children at an early age about poisons and their dangers.

Accidents do happen, so keep the Poison Control number posted next to the phones in your home.



# The Whole Tooth...And Nothing But The Tooth

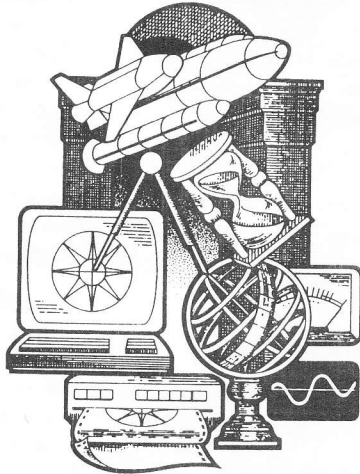
Don't you just love your child's big, beautiful smile? Well, during February, **National Children's Dental Health Month**, you might ask your dentist about sealing your child's teeth as a way to keep that smiling mouth healthy as well as beautiful.

Dental sealing is a safe, simple, and inexpensive technique that can virtually eliminate the formation of cavities in young people. Developed in the 1960's, it is often overlooked for childhood tooth decay prevention.

To seal teeth, the dentist begins by cleaning, then bathing the teeth in a mild acid solution. This creates small pores in the teeth so that the sealant can bond to the teeth when it is brushed on.

Dental sealing: Check it out as a way to protect that perfect smile!

## ENGINEERS HAVE CONSTRUCTIVE IDEAS!



We salute all men and women in this fine profession everywhere.

### NATIONAL ENGINEERS WEEK

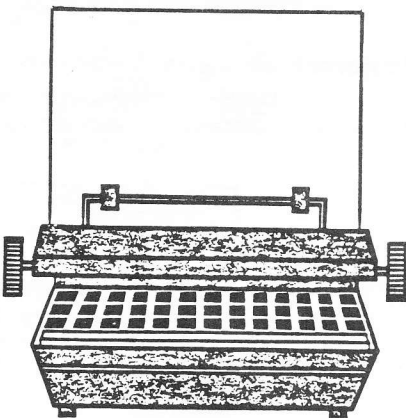
February 16-22, 1992

## 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



Ed Roberts .....	Ext. 2108	Larry Schneider .....	Ext. 2337
Sue Hogan .....	2214	Mel Lockridge .....	2231
Karen Carter .....	2206	Jim Bentley .....	2611
Alan Wagner .....	2259	Tom Hilmo .....	2285
Deb Moravec .....	2212	Glenn Smith .....	2259



WHAT'S SO SPECIAL ABOUT

# F·E·B·R·U·A·R·Y·?

**FEBRUARY** comes from the latin *februarius*, meaning to purify. Romans cleansed themselves in February while preparing for their new year festivals in March. Then Julius Caesar moved the new year to January, and February became the second month.



**Great American Pie Month & National Cherry Month:** In honor of George Washington, bake a cherry pie this month! With today's convenient ingredients, it's as simple as one, two, three to create a mostly home-baked pie! Fill a ready-made crust with one or two cans of fruit, then sprinkle streussel on top. For streussel, take 3 tablespoons each of melted margarine, sugar, and flour mixed with a teaspoon of cinnamon. Bake at 400° for one hour. Great aroma! Good eating!

President's Day  
February 17, 1992

**February is American Heart Month:** Because it's the month that includes Valentine's Day, February is a good time to celebrate heart health. The National Institutes of Health (NIH) suggest that you mark the month with hearty gift-giving. Give your loved ones not chocolates, but the push to add years of life with exercise apparel or equipment, a health club membership, or a healthy cooking class or cookbook. Give yourself a new direction too: Quit smoking, watch your fat intake, and start a regular exercise program.

**Robinson Crusoe Day: February 1st.** In the spirit of Daniel Defoe's hero, whose story derived from the adventures of a real Scottish sailor rescued on this day in 1709, never say, "I can't!" Be positive, inventive, self-reliant...and make your life an extraordinary adventure.

Valentine's Day



Groundhog Day February 2

**National Crime Prevention Week: February 9-15.** On an average day in America, someone is murdered every 27 minutes, raped every 8 minutes, and robbed every 78 seconds. Car thieves get away every 33 seconds and burglars strike every 10 seconds. For your protection the National Exchange Club warns: be wary, be cautious, be constantly on guard!

**National Engineer's Week: February 16-22.** Do you know what airport radar, the Space Shuttle and the artificial heart all have in common? They are all ideas brought to life by the ingenuity of engineers. Push a button and the television goes on. Touch a thermostat and you soon have heat. Lift a telephone and you can reach almost anywhere in the world, thanks to engineers. Join with the National Society of Professional Engineers in marking the 40th annual National Engineer's Week.

**President's Day: February 17.** The third Monday in February observes the birthdays of George Washington, our first president, and Abraham Lincoln, our 16th president and one of the most honored. This is a public holiday and has become a day to honor all U.S. presidents.

*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*



**Champion**

Champion International Corporation  
P.O. BOX 1007  
BONNER, MONTANA 59823-1007

"An Equal Opportunity Employer M/F/H/V"

BULK RATE  
U.S. POSTAGE  
PAID  
MISSOULA, MT  
PERMIT NO. 74

GLENN M SMITH  
RT 1 BOX 149  
CLINTON, MT 59825