

# The Tamarack



BONNER, MONTANA

JUNE 1992

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## In Honor of Dear Old Dad

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## Father's Day: June 21, 1992

Some dads are old-fashioned. Others are cool. But the man who cared most about us — whether father, stepfather, uncle, or big brother — made a difference in who we are today. This June 21, think about all the things a father is, or that we dads wish we could be.

## A Father Is . . .



- **Playful.** Dad was delighted when he could crawl around on the floor with us. As toddlers, he tossed us in the air and played Pat-A-Cake. He rolled snowballs with the neighbor kids. Cards, board games, trains, badminton, RC planes—he was always ready to play. Whenever we fielded a team, Dad was always there to cheer us. Smiles were abundant, but Dad laughed with, never at, us.

- **Tenacious about values.** All of us saw first-hand the worth of honesty and hard work. If a clerk handed him too much change, he returned the extra. We told the truth because it was the right thing to do. Living with pride in hard work—at home and on the job—instilled the work ethic in us.

- **Dedicated to what he believes.** Integrity is still Dad's middle name. He was committed to all he did, and expected each of us to live up to our responsibilities, too. "If a job's worth doing, it's worth doing well," he always said. Mom and all of us felt loved—kisses and hugs were plentiful, and his tears were genuine. People counted on dad at work, at church, and in our community, too. He was there to lend a willing hand to the causes that mattered most to him and our family.

- **Ever confident.** "You can do it. Here's how," and Dad took precious minutes to put on our goggles and teach us how to safely use the tools in the shop. We learned to eagerly accept challenges, because dad was sure we could do "whatever you set your mind to." We would have been insulted with bribes for good behavior and trivial rewards for a job well done. Instead, we knew by the look on Dad's face that we shared pride in who we were and what we did.

- **Strong during times of trouble.** No matter what the calamity—from a flooded basement to a scraped knee—we knew Pop had everything under control and would find a way to make things better. From our father we saw the value of patience, as he cleaned up yet another puppy mess. Angry? Pop might yell, but then he'd plunge in and use his energy to restore order. Pretty soon, we had our own sensible solutions to problems.

- **Wise.** Dads are always eager to learn, and they have lots of common sense. Pop read countless bedtime stories; our favorite was when he read the book backwards. Remember all the questions 4-year-olds ask? Dad took time to find answers to why it rains and how peanut butter is made. For days, he kept watch with us as a spider built its web. He gathered all the facts and weighed all the possibilities before he made decisions, and we still follow in his path.

We found what matters in life by watching our role models. Thanks, Dad, for all we learned just by living with you.



June 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	30				



## MANAGERS' MESSAGES

# Andy Sigler Replies

By Bob Brewer

In the May edition of "The Tamarack," I published the letter from the Western Region Union-Management Forum which was sent to Champion CEO Andrew C. Sigler. As you recall, the letter dealt with the sale of Champion's Bonner, Libby and Roseburg, Oregon Timberlands and mill operations. We have received a reply to our letter which is shown below.



April 28, 1992

The Western Region Union-Management Forum  
c/o Rod Bradley, Vice President-Wood  
Products Manufacturing  
Forest Products - Timberlands  
Highway 200  
P.O. Box 8  
Milltown, MT 59851

Dear Union-Management Forum:

I have received your thoughtful memorandum of April 9 and want you to know that I applaud the cooperation and commitment of the Western Region and very much appreciate your concerns.

The fact remains, however, that in spite of all the gains you have made, long-term there really is not a fit for Champion's Western Wood Products operations within the strategic guidelines of the company. Our focus, as you know, is on pulp and paper and on those timberlands and wood products operations which tie to them in terms of fiber supply.

It remains our intention to sell our Montana operations as an ongoing operation, and our efforts to find a suitable buyer continue. We recognize--and obviously we regret--the effects on employees and their families of all the uncertainty involved. We believe we had an obligation to inform you fully as to what was going on, and we will keep you apprised of our plans.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Andy Sigler'. Below the signature is the typed text 'ACS/hr'.

While the response is not totally unexpected, I believe it is fair to say that we are all disappointed it was not more positive for the employees at the three respective locations. As promised earlier, we will continue to advise you as information develops on the sale. T.R. Bradley, Vice President-Wood Products Manufacturing, has stated, "we will continue to stress a resolution that will meet the Forum's objectives and bring the current uncertainty to a conclusion."



# 401K Plan Introduced To Hourly Employees

By Ed Roberts

Meetings were held in early May to introduce and explain the hourly savings plan which was made available to represented hourly employees at Bonner effective June 1st.

This is a 401K plan featuring Before-tax and After-tax savings. In addition, Champion will match your contributions by contributing \$0.50 for every dollar you contribute up to \$400 per year for a maximum of \$200 per year.

This Company Match is in the form of Champion common stock and is credited to your account monthly, which entitles you to vote the number of shares each year at the annual meeting.

All contributions to the Plan are through payroll deductions and, if you choose the Before-tax option, the deductions reduce your gross pay before applying Federal or State tax deductions. Savings on an After-tax basis means that, after all taxes are deducted from your gross pay, then the contribution for savings is deducted from your check.

Your contributions are invested in a Guaranteed Interest Fund which is a contract entered into with major insurance companies to guarantee the annual rate of interests for the contract period. The interest rate for 1992 is 8.7% and is subject to be reviewed for each contract year thereafter.

Prior year's annual rates were: 1989-8.7%, 1990-9.4%, and 1991-9.2%.

The plan features a loan provision which permits you to borrow from your own savings, and then pay back principle, plus interest, to your own account via payroll deduction.

Anyone who was unable to attend one of the meetings but is now interested in participation should visit the Personnel Office or the Union Hall. Handout material explaining the plan in more detail is available at both places. Enrollment must be made via Dorothy Cross in the Personnel Office, and will generally commence with the payroll period following submission of a completed form.



## Hourly Savings Plan

During the course of conducting the nine meetings to introduce the new Hourly 401(k) Savings Plan, some questions came up that we did not have answers to. Since then, we have gotten the answers.

1. How often is interest accrued to individual accounts?  
**answer:** Every month end.
2. How does vesting effect the people who came out from the Missoula mill?  
**answer:** All Champion time counts for vesting, whether Bonner or Missoula. So if if you have a total of at least five years of service with Champion, you are vested for the savings plan.
3. Does the 10% penalty apply to the Stock Account (Company match)?  
**answer:** Yes, even if you elect to receive your Company Stock account balance in Stock certificates instead of cash. If you are under age 59½, you pay the taxes plus a 10% penalty on the value — it has not been taxed in the past.
4. When or how many times a year does the Company purchase stock to fulfill their part of the matching funds?  
**answer:** On the 15th and last working day of the month, money collected from all pay checks is forwarded to Morgan Guarantee Trust. They are the company that actually purchases the stock for the Company match. Stock is purchased at least once each month.



**SAFETY**

# Loss Prevention Accident/Incident Report

April 1992

Bonner experienced 13 recordable accident/incidents, 1 of which was lost time; and 1 was restricted work activity. Considering that 5 of the 13 recordables were in treatment at the Nurse's Station, there were only 8 recordables that involved doctor treatment. Except for the 1 lost time accident that occurred in the Plywood Plant, we had a good month.

The Plywood department experienced 4 recordable accident/incidents 1 of which was lost time. There was no restricted work activity. The lost time accident occurred when a maintenance employee experienced a back strain lifting a box from a sawhorse to a work table. Central Services had an excellent month, as did the Log Yard/Processor, both departments having no recordable accident/incidents. Lumber experienced 3 recordable accident/incidents, 1 of which resulted in restricted work activity — a strained arm

muscle. There was 1 accident not charged to a specific department, an employee sprained an ankle leaving work near the parking lot.

Our Lost Workday Rate and OSHA Rate for the first 4 months versus our yearly goals are:

Lost Workday Rate 2.4 actual vs 2.2 goal  
OSHA Rate 9.8 actual vs 9.9 goal

	Total Cases	Lost Workday	Restrict Activity	Lost Work Day Rate	OSHA Rate
Central Services	3	1	1	4.2	8.4
Log Yard/Processor	3	0	1	0	5.4
Lumber	18	0	7	0	12.6
Plywood	24	4	9	2.9	9.4
Bonner Complex	3	1	0	N/A	N/A
Nurses Sta. OSHA Log	16				
<b>Bonner Total</b>	<b>67</b>	<b>6</b>	<b>18</b>	<b>2.4</b>	<b>9.8</b>

## Cook Cleans Up — Before The Meal

Reprinted w/permission from  
"The Missoulian" - 5/8/92

MOUNT CARMEL, Ohio (AP) — An elementary school cafeteria worker mistook laundry detergent for powdered sugar and sprinkled it on food, and some pupils became nauseous.

An unmarked container of detergent had been left on a table and a lunchroom worker sprinkled some of the powder on French toast that was served for lunch Monday, food services supervisor Marilyn Hutchinson said.

Four of the 26 pupils who were served the detergent at Clough Pike Elementary School in this Cincinnati suburb complained of



nausea, said Principal Barbara Dardy.

"It was discovered very quickly, and I immediately called poison control," she said.

A poison control adviser said the small amount of detergent involved probably would not harm anyone, Dardy said.

A good example to illustrate the need to label containers, both at work and at home.



## SAFETY



## Safety First!!

It's that time of year again, where we drag out the rafts, canoes, kayaks, and/or just about anything that will float us down the river. With the dramatic increase in river sport's popularity has come an increase in accidents and fatalities. Accidents are usually the result of ignorance, and the majority of small craft fatalities each year involve unknowledgeable boaters. All paddlers need to examine these accidents and reaffirm their commitment to safety in boating.

The statistics say it best, private and public agencies have profiled accidents to understand the common ingredients in boating fatalities. We can all learn from mistakes of other boaters.

Examination of these accidents reveals five recurring problems:

**1. Paddlers are not wearing personal flotation devices.** Life jackets are either forgotten or used as padding. The life jackets are often found floating near a swamped craft or trailing after the boat as it floats downriver.

**2. Cold water or cold weather is present.** Most accidents occur in the spring, especially during the high water run off. One typical scenario is a spring weekend with warm, sunny weather, high water levels and cold water. Often, people aren't dressed properly for the numbing effects of cold water. Drownings are often caused by hypothermia, where exposure to cold water and weather inhibits the ability of paddlers to rescue themselves.

**3. The victims are inexperienced.** Most fatalities involve inexperienced paddlers who have had no formal instruction or practice.

**4. Alcohol is a contributing factor.** Many victims are drunk at the time of the accident. Drugs and boating do not mix. Drugs affect the coordination and judgement of paddlers who need to respond quickly and intelligently in the face of hazards.

**5. The victims are often non-swimmers.** A look at the swimming histories of drowning victims shows that they have limited or no swimming ability.

Unpremeditated spills are part of white-water sports, and paddlers must be prepared to swim any rapid that they are about to descend. Every paddler must actively self-rescue whenever possible. **You can improve your safety when capsizing or falling out of the boat by:**

1. Never standing up in moving water, because deaths have occurred from foot entrapments when the current pushes a paddler underwater.

2. Keep feet up near the surface of the water and kick hard.

3. Facing downriver with feet out in front to prepare to fend off oncoming obstacles.

4. Keeping the buttocks elevated to slip over obstacles rather than bumping into rocks.

5. Looking for an unobstructed shore and swimming directly to it when the route is free of obstacles. Use eddies between fast currents to get to shore.

6. Swimming away from hazard, like strainers, holes, undercut rocks and the boat if downstream of it.

Rafting, canoeing, and kayaking, are challenging adventurous activities with inherent risks that make them exciting sports. We live in a prime and wonderful area for these activities, so use common sense, these tips on safety, and have fun, get on the water!





## PROFILES

# Do You Like Vintage Heavy Metal?

By Larry Schneider

Rollie Morrell's job as a mechanic has turned into a labor of love for the restoration of old cars. His wife, Loretta, also enjoys collecting antiques. Rollie has restored to original condition a 1939 Ford Standard Coupe and is in the process of restoring a 1934 Ford 4 door Sedan. Between the 2 cars, he has invested 13 years of time and labor. He also owns a 1947 Ford 2 door Sedan and has recently purchased a 1925 Ford Model T Coupe.

For the last 10 years, Rollie has been a member of the Hellgate Chapter of Montana Pioneer and Classic Auto Club and has served as President, Vice President and has held various other positions. Presently, Rollie is Co-Chairman of organizing the upcoming International Antique Auto Tour. Missoula is one of 10 host clubs in the Western United States and Canada that host this tour. Some 200 vintage heavy metal cars will be on display for the public to see at the Village Red Lion north parking lot on July 3rd, 4th and 5th. Members of the International Auto Tour also have several other fun things planned, such as a tour to Lolo Hot Springs,

ROLLIE MORRELL - Plywood Mechanic.

WIFE: Loretta.

Married 17 years.

CHILDREN:

3 Daughters and 4 Sons.

GRANDCHILDREN:

9 and one of the way.

Rollie has worked for Champion for 18 years as a Forklift Mechanic in Plywood.



a costume judging and an old fashioned ice cream social on the morning of the 4th. Keep your eyes open around Missoula on the 3rd-5th of July for all of the old cars. It could be a lot of fun to see. The best time to see them will be on the evening of the 4th, so bring your cameras and enjoy the fun.

One of Rollie's close friends, Mr. Wes Stranahan — a local Missoula resident, is a founding member of the local club and of the International Tour. Rollie said, "I have relied on Wes for a great deal of help and knowledge." Rollie also mentioned that the club is open for new members and you don't have to own an old car to join. If you are interested, they meet the 3rd Monday of every month at 7:30 p.m. in the Montana Power Building, or call Rollie at 549-5221 in the evenings.



## PROFILES

# An Interview With Chuck Milohov

By Sue Hogan

**MY NAME IS:**

Chuck Milohov

**OCCUPATION:**

Electrician III

**BORN:**

June 24, 1937

**STATUS:**

Happily Married

**CHILDREN:**

2 Daughters — Leslie & Traci

3 Stepchildren — Keith, Dale & Kathy

**FIRST JOB:**

Printer's Helper

**LAST GOAL ACCOMPLISHED:**

Finding a new job.

**MY WORST HABIT:**

Smoking

**BEST ASSET:**

I'm a good electrician.

**I'VE RECEIVED GREAT GRATIFICATION FROM:**

Completing a job responsibility.

**ONE THING I CAN'T STAND IS:**

People that are ignorant but act like they know what they are talking about.

**MY FRIENDS LIKE ME BECAUSE:**

I'm straightforward and honest.

**BEST ADVICE I EVER GOT:**

My dad advised me to learn a trade.

**THE WORLD WOULD BE A LOT BETTER OFF IF:**

Everyone was honest and straightforward.



**BEST THINGS MY PARENTS EVER GAVE ME:**

Principles

**IF I WERE GOING TO THE MOON, I'D TAKE:**

One heck of an insurance policy.

**WORKING WITH PEOPLE HAS MADE ME:**

Aware that there are many people with different degrees of talent.

**MY CURRENT HOBBY:**

Restoring old highway tractors.

### Customer Profile:



**UNITED BUILDING CENTERS**

A Division of Lanoga Corporation

### UBC's Missoula Store

- Established in 1975
- Located at 800 S. 3rd Street
- 24 employees
- Responses to customer problems within 48 hours, or less
- Carries Champion Lumber and Plywood
- Manager feels Champion's product quality is as good, or better, than other suppliers
- Manager said one area Champion could improve in is promised delivery dates

The kings in today's lumber and hardware world are our customers.

UBC's (United Building Centers) philosophy is to give the customer what they want—the customer comes first! This philosophy is a key factor in why UBC has moved from the 20th largest building-store chain to 15th in just four years.

UBC focuses on customer service and demands quality products from their suppliers. They will cut a piece of plywood in half, put together a picnic table or help customers estimate the cost and material of any particular project.

UBC is a division of the Lanoga Corporation, headquartered in Redmond, Washington. UBC has 107 stores in eight states, including a store in Missoula.



## Klickitat's Purchasing Agent Visits The Bonner Area

It is the obligation of every member of our purchasing organization to improve his/her capacity to perform the purchasing functions. It should be easy for any Buyer, or Purchasing Agent, at one location to step into the purchasing job at any other location and know the process and procedures and to handle the job well. Improvement is a never ending process and need not concern itself only with scholastic education. Purchasing, management and trade associations can be of great benefit in furthering our abilities.

Shirley Williams, Klickitat's Purchasing Agent, visited the Bonner/Missoula Operations during the week of April 13th, studying the purchasing functions and to train as much as possible to aid her efforts in performing the purchasing for Klickitat and the Washington Timberlands Region.

During the training session, Shirley reviewed the computerized system in Purchasing, along with observing the department's paper flow. She met with



employees in the department to discuss some common goals and problem solving. This program gave Shirley the opportunity to tour the Bonner and Libby plant sites, along with the Milltown and Russell Street office areas. "I find that meeting people from other locations and sharing their ideas is very beneficial," replied Shirley.

The employees of the Purchasing Department enjoyed meeting Shirley. We hope that she derived some insight as to how we conduct business here at Bonner.

## Retired Millwright Returns To The Bonner Studmill

By Jeff Webber

Duke Doucett, age 83, returned to the Bonner Studmill after 19 years of retirement to teach the art of conveyor belt splicing with leather lace. Although the technique is seldom used in today's mill, it is sometimes needed in emergency situations.

Mike (Woody) Woodworth, Sawmill millwright, presented Duke and his wife of 59 years, Ellen, a gift certificate to their favorite restaurant.

The Doucetts have lived just outside of the South Log Yard entrance in Milltown since 1936.



Mike (Woody) Woodworth and Duke Doucett display conveyor belt splicing with leather lace.



**DEPARTMENT NEWS**

**NAME:**

Kenton Halland

**OCCUPATION:**

Mechanic II

**SERVICE:**

17 Years

**RECOGNITION:**

The truck drivers and mechanics in Central Services recently presented Kent a \$38.00 dinner gift certificate to the Montana Mining Company.

This gift was given to Kent in appreciation of the hard work and the extra effort he has contributed to his job over the years.

**AMBITION:**

“Going the extra step makes me feel better that a piece of machinery will not be returned with the same problems. I don’t find that attribute unique among the other mechanics.”



PICTURED ABOVE (l to r): Jim Ritchey (Mechanic), Jim Brown (Truck Driver), Kent Halland (Mechanic), and Larry Reimann (Truck Driver).



This poem was printed in a newspaper dated Wednesday, December 27, 1950. It was given to Les and Donna Zimmerman by Donna’s Aunt Amanda Geosey.

# The Lumberjack

By Ralph Wilson

We hear a lot about these guys we all call lumberjacks,  
 who tread the woods and pull the saw and swing that  
 mighty axe.  
 There’s cat skimmers and whistle punks and donkey  
 engineers,  
 they all must work in unison like a perfect set of gears.  
 And then we got the loaders who load the mighty logs,  
 he turns them over to the trucker and down the road he  
 jogs.  
 He takes them to the mill pond where the logs all get a  
 swim,  
 that takes off all the grimy dirt and puts the logs in trim.

From there they go into the mill, the log is in the rough,  
 it’ll soon be made into lumber, because the boys all know  
 their stuff.  
 There’s the sawyer, and the trimmer, and the edger-man  
 too,  
 the grader and the green chain man--they all know what  
 to do.  
 From there it’s to the pilers who pile it all up high,  
 they’ve really got to do this to get the lumber dry.  
 Then it’s headed for the market for folks like you and me,  
 who seldom ever stop to think that God made the tree.  
 From that they build their houses, matches, toothpicks too,  
 and crutches for that hero that fought for me and you.  
 There’s a million things that are made of wood, far too  
 much to mention,  
 but stop and think a little bit, and give it some attention.  
 Have you ever watched the train go past while standing at  
 a junction,  
 and think without those sturdy ties the railroads  
 wouldn’t function?  
 So if you build a castle, or just a little shack,  
 give credit to that timberwolf we call the lumberjack.



## NEWS FROM OUR TIMBERLANDS

# Sediment Also Occurs Naturally In The Blackfoot

By Chuck Seeley

Those of you who work at Bonner and cross the Blackfoot River daily are probably not surprised to see the annual return of spring runoff and the resulting increased turbidity of the water. And, you probably weren't surprised when "The Missoulian" reported a few weeks ago that the Blackfoot River was in danger. Or, that the danger was due to increased sediment from logging, mining, and agriculture. Of course, those of you that are familiar with the Blackfoot know that it has always run muddy in the spring. During some years, it has run higher and muddier than others. In fact, during the great flood of 1908, the Blackfoot River carried enough sediment to completely fill the reservoir behind the newly constructed Milltown Dam.

The Blackfoot River has always carried an unusually high sediment load and one of the major sources has been from steep clay banks along Lander's Fork, northwest of Lincoln in the Bob Marshall Wilderness. During 1988, a new source was created when a quarter of a million acres burned in a wildfire along the North Fork of the Blackfoot River in the Scapegoat Wilderness Area. Before 1988, the North Fork of the Blackfoot was a river which hardly turned color in any season and now turns muddy with each summer thunderstorm.

The Blackfoot has adapted well to having high spring runoff conditions which carry lots of sediment. High spring runoffs flush accumulated fine silts and resulting heavier

sediments scour the river bottom — creating a healthy environment for fish loving aquatic insects. The drought cycle of the past decade has been harmful to fish populations because flushing of sediment has not occurred. Fine sediments have accumulated, filling in spaces between rocks, and resulting in the choking out of aquatic insect populations. Fine sediments also favor the growth of algae and other aquatic plants which reduce light, take oxygen, and increase water temperatures.

I invite you to take a trip up the Blackfoot this spring and look at several tributaries and their silt content. Start with East and West Twin, where they cross Highway 200 near the old Twin Creeks Logging Camp. Then, move on up to Gold and Belmont Creek. Turn left off Highway 200 just past Macnamara's Bridge and continue on past Johnsrud Park a couple hundred yards, until you can observe where clear Gold Creek enters into the muddy Blackfoot. Continue up the Blackfoot along the main road for 7 miles and you will come to Belmont Creek. Both Champion and Plum Creek are the major land owners in these drainages. These are drainages where Champion was using responsible road building and timber harvesting practices before they became fashionable under the recent environment movement.

The next time you cross the Blackfoot, remember that: most sediment is not caused by timber harvesting, mining, or agriculture; "The Missoulian" doesn't always print the entire story; and not all sediment is bad.

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## America's Abundant Forests

One-third of the United States is covered with forests. Of our nation's 2.3 billion acres of land, 731 million acres are forested — about two-thirds of the forest cover that existed in the 1600's.

The conservation of such a large proportion of the nation's original forestland is particularly impressive given that the

population of the United States has increased more than 5,000 percent since 1600.

Nationally, forest growth rates have exceeded harvest rates since the 1940's. Forest growth is now more than three times what it was in 1920 — nationwide, forest growth exceeds harvests by 37 percent.

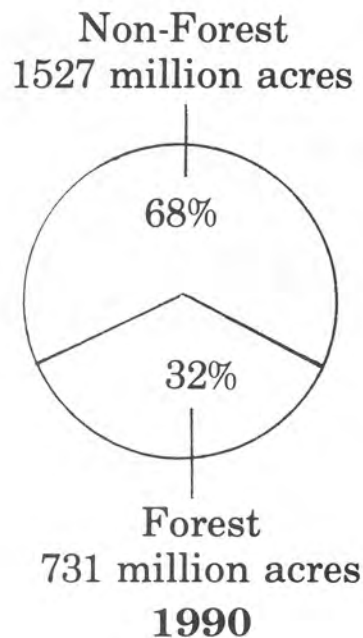
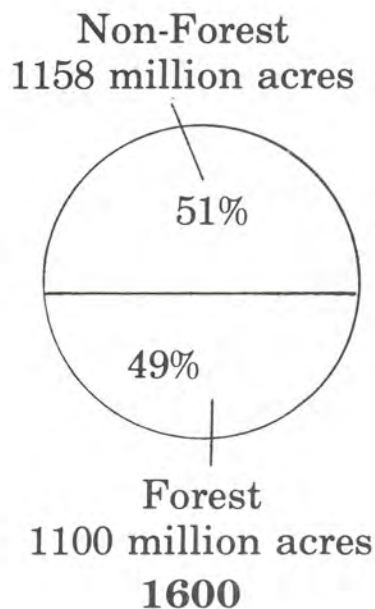
*(Continued on Page 11)*



## NEWS FROM OUR TIMBERLANDS

*(America's Abundant Forests. . .Continued from Page 10)*

## Forest Coverage In America 1600-1900



Source: "The Graphic Facts About the Condition and Trends of U.S. Forests," USDA Forest Service, 1990

Improved forest protection has made an important contribution to the abundance of forests. In the early 1900's, approximately 40 to 50 million acres were lost to forest fires each year. Today, wildfire losses have been reduced to 2 to 4 million acres annually: a 95 percent reduction.

Wood utilization has also improved dramatically since 1900. Today's sawmills can produce more than twice the amount of usable lumber and other products per log than they could in 1900. At the same time, engineering standards and building designs have reduced the volume of wood used per square foot of building space, and preservative treatments have substantially extended the service life of wood.

To be classified as "forestland" an area must be at least one acre in size, and contain 10 percent tree cover. In the United States, forestland can be found in every region and state. These forests are extremely diverse,

including chaparral areas, scrub oak, and the towering Douglas-fir forests.

Two-thirds of the nation's forestland, some 518 million acres, is classified as "timberland." Timberlands are forests capable of growing 20 cubic feet per acre per year of commercial wood. Of the forestland classified as timberland, 35 million acres are reserved or "set-aside" for nontimber uses. These 35 million acres of timberland are managed by public agencies such as parks or wilderness areas. The remaining 483 million acres are classified as "commercial timberland."

Commercial timberland can be used for growing and harvesting repeated crops of trees. But even in these forests, portions are often permanently set-aside for nontimber uses such as scenic protection, recreation, streamside protection, roadless areas, and wildlife.



# Father's Day — A Special Time

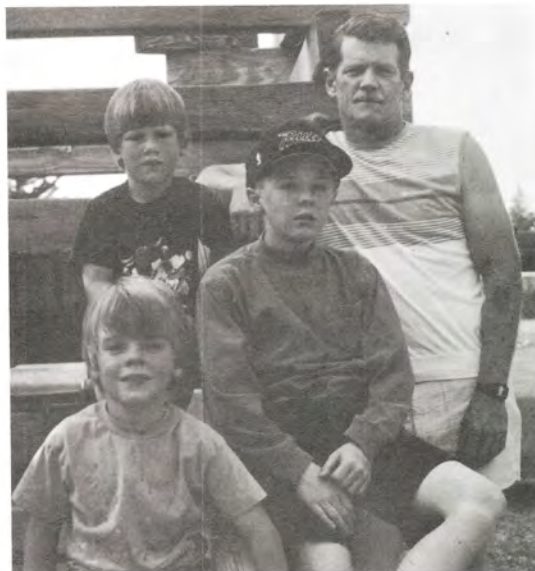
## What are you planning to do for your father?



**Jerry Kinnamon** — Utility family relief crew - Sawmill with his daughters: Alicia, 5 years; and Kayle, 3 years.

Alicia and Kayle are going to bake Dad a cake and present it to him with flowers, cards, hugs and kisses.

"I love my Daddy and he loves me," says Alicia. Kayle says that "he spoils me and he loves me, too. I love my Daddy."



**Rick Porter-Smith** — Plywood Day Shift Millwright with his sons: Richard, 12 years; Micah, 6 years; and Joel, 5 years.

While Richard is still trying to decide what to do, Micah is going to bake Rick some chocolate chip cookies and Joel will bake him a BIG cake.

Micah says that his Dad is special because, "He takes real good care of us." Joel remarked that everything about his Dad is special. Richard says his Dad is special because, "he is just my Dad."



**John Price** — Engineer with his children, Michelle and Terry.

Michele hopes to have a nice dinner with John. Terry plans on taking his Father fishing for the day.

"My Father is very supportive. He has always attended my activities," states Michele. "My Dad is my best friend. We do a lot of fun things together. He is everything a Father and Grandfather could possibly be," says Terry.



**Jerry Bush** — Swing Maintenance - Sawmill with his daughter, Ashley, 8 years; and son, Cody, 4 years.

Ashley and Cody are going to take their Dad out to dinner and get him a nice card.

Ashley and Cody both agree that they love their Dad very much. "He is funny," says Ashley. Cody says, "He is just real nice to me."

"A truly rich father is one who can get his children to run into his arms even when he comes home empty handed."

—Dr. A.O. Battista in "QUOTE"





**Zale Bender** — Senior Buyer - Purchasing with daughter, Kim, and husband Greg Willard; grandson, Casey; daughter, Becky Bender; son, Jason Bender; and grandson, Cody. (Dog Zeus)

Zale's children are planning a family dinner for their Father, at which time they will give him his Father's Day presents.

Kim says that her Dad is very dependable. "I always feel confident that he is there for me whenever I have a problem," replied Kim. Jason and Zale are very close. "Many people comment that my Dad and I act the same. We do a lot of things together, such as hunting and fishing," says Jason. "My Dad always supports me on anything that I do. I respect his opinions and advice," says Becky.



**Clyde Corbin** — Dryer Infeed Forklift Driver Day-shift - Plywood with his daughter, Karina, 15 years; and son, James, 12 years.

Karina is going to make her Dad breakfast in bed and get him a gift. James is going to spend the day with his Dad fishing.

Karina says her Dad is special because, "He is there for me when I need him, and does not shoot my boyfriend when he comes to the house." James says, "He spends time with me. He is funny and is nice to my friends."



**Dave Sandau** — Endogger family relief crew - Sawmill with his son, David, 2 years; and daughter, Mikee, 7 weeks.

David is going to help his Mom get Dad a nice card and fix him a big dinner. David says, "He is my best friend, he loves me and spoils me." Mikee isn't talking much yet, but we got a cuddly "goo gal ga slober wah!" (That translates into: "My Dad really loves me and I love him.")

## Special Thanks To Stepfathers, Single Dads

Single mothers have been recognized as a growing phenomenon in our times, but almost without notice, the number of single fathers has increased significantly in recent years.

Another segment of the dad category is also growing. It is estimated that almost 20 percent of today's married couples with children have at least one stepchild under the age of 18 living with them.

Father's Day comes on June 21 this year. If you know a single dad, or a step-dad, let him know that his efforts are appreciated. Father's Day could be even more important to him than to the millions of other dads we honor on this important day.





**IMPORTANT INFORMATION**

# Champion Fund For Community Service

By Mary Ann Buckhouse

Champion has developed a direct way to support and encourage employee voluntarism through the Champion Fund for Community Service. Champion strongly endorses the work that our employees are doing to enhance the quality of life around them.

**Guidelines for Eligibility -- Employees**  
Champion employees may make one request each year. An employee must have been actively involved with the agency for at least six months before submitting a request for funding. Volunteers must have a continuing interest, and involvement must be active. Occasional attendance at meetings and an annual or a "letterhead" directorship would not qualify for funding support.

If two or more employees are actively involved with the same nonprofit organization, the group can submit a joint application for consideration by the Committee. In this way, the program supports both individual voluntarism and also allows groups of Champion employees to initiate collective projects and receive financial help to see them through. Employees applying for assistance with a group project must be active in planning, coordinating, and implementing it.

## **Guidelines for Eligibility-- Organization**

To qualify for a grant, the organization must be devoted to serving the community and improving the local quality of life. Special consideration will be given to requests from organizations that strive to meet a pressing community need or solve a problem,

create imaginative ways of dealing with old problems, and effectively utilize the time, energy and talents of Champion employees. These agencies are generally classified as charitable, scientific, medical, educational, or cultural, and are certified for tax-exempt status by the IRS. Also eligible are fire departments, ambulance services, etc. **Specifically excluded** are political organizations, programs run by parents for only their children's direct benefit, and religious groups seeking funds primarily for religious purposes. However, nonsectarian programs sponsored by religious organizations available to the general public are eligible for funding.

Champion volunteers report they find great personal satisfaction in lending their expertise to programs they believe in. Their involvement helps Champion target corporate giving where it will produce results.

The local Champion Fund for Community Service Committee meets the second Tuesday of each month, at 4:30 p.m., in the Milltown conference room. The 1992 budget for our local CFCS is \$15,000.00. The Committee's budget balance, as of April 30, is \$8,675.00.

Current members are: Ed Johnson, Chairman (Plywood); Mary Ann Buckhouse, Secretary (Milltown office); Pete Christianson and Diane Farra (Plywood); George Gow (Stud Mill); and Peter Tucker (Timberlands-Russell Street); and Lorrie Woods (Milltown office).

If anyone is interested in joining the CFCS Committee, please talk with Ed Johnson.



## **United Way of Missoula County**

March 31, 1992

Dear Member of Local 3038,

All of the publicity surrounding United Way

of America prompts us to address some specifics about United Way of Missoula County with you. I hope you will take the time

*(Continued on Page 15)*



**IMPORTANT INFORMATION**

*(United Way. . .Continued from Page 14)*

to read the following. Share what you feel is appropriate with your fellow employees, and address additional questions or concerns to us by calling 549-6104, or writing to United Way of Missoula County, P.O. Box 7395, Missoula, MT 59807.

First, United Way of Missoula County has the right to choose to participate in belonging or not, to the United Way of America. Every year, for the past 15 years, we have chosen to join United Way of America. Membership benefits, such as training, supportive information, research, marketing assistance, and solicitations of corporate dollars at a national level, far exceeded the 1% we contributed.

As you know, United Way of Missoula County immediately withdrew our membership support of United Way of America when we became aware of the amount of money paid the head of United Way of America, his travel and other benefits. We will continue with this position until United Way of America makes substantial reforms, such as a leaner staff, executive salaries in line with those paid elsewhere in the human-service sector and perhaps most important, a board of directors that closely supervise management of the organization.

You may wonder about the salaries and benefits paid to our Executive Director, Judy Wing, and the other support staff. The following describes those salaries and benefits:

	Salary	Benefits-Health & Disability Ins.
Executive Director	\$36,000	\$2,950

(This salary is slightly less than that of other directors in comparable positions in Missoula, such as some of the larger United Way agencies or fund development people at the hospitals & university. The salary is at the low-mid range for Executive Directors in similar size United Ways.)

	Salary	Health & Disab. Ins.
Administrative Assistant	\$15,000	\$2,950
Bookkeeper (part-time)	\$ 6,525	
Part-time clerical	\$ 3,500	

The United Way of Missoula County does not reimburse for local mileage. Generally, Judy attends one training session every year where her expenses are paid. She also meets

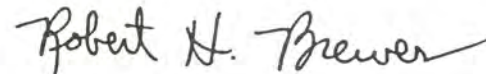
with other United Way Directors and volunteers three times a year and we pay for two meals and mileage. Our staff has not had a raise in salary since January, 1991.

I am submitting with this letter, a copy of our 1991 Annual Report.

The reason you are receiving this letter is because many people are saying to us, "Boy, this could really hurt United Way of Missoula."

What is also concerning me is this could hurt the children at Watson's Receiving Home, Missoula Youth Homes, Friends to Youth, or our seniors at RSVP, Senior Companions, Foster Grandparents, and others. Thirty Missoula agencies rely on United Way funding. United Way of Missoula County hopes that you will continue your support in the future.

Sincerely,



Robert H. Brewer, President  
United Way of Missoula County

## Congress Anticipates Largest Turnover In Decades

The recent spate of announced departures from Congress has sent shock waves through the nation's capital. For the past several weeks, almost every day has brought another announcement by a Member of Congress that he or she would not be running for re-election this fall.

The reasons run the gamut from frustration with the political process to a recognition that the House Bank scandal would force them into a mean and dirty campaign. Redistricting, as a result of the 1990 census, has also convinced a number of House members to retire.

There is another reason for retirement that members are not talking about. This is the last

*(Continued on Page 16)*



## IMPORTANT INFORMATION

*(Congress Anticipates Largest Turnover In Decades. . . Continued from Page 15)*

year that long-term members can transfer accumulated campaign war chests into funds for their personal use. Finally, a few brave House members are running for higher office despite the obvious handicap of being tainted by their House incumbency.

So far, eight Senators and 55 House members have either been defeated in a primary or announced they are leaving office. Given that 269 current House members wrote at least one bad check on the House Bank, it can be assumed that an additional number of these members may be defeated in November. Already, five House members have lost their bid for renomination in their party's primary election.

The question remains whether a wholesale turnover of Congress will be good for the nation and good for Champion. The answer appears to be mixed. There is no doubt that Congress needs new blood and that many members have lost touch with their constituents after so many years in Washington. Perhaps some of the newly elected members will come from the ranks of industry, bringing a much needed business perspective to Congress. And the current scandals will probably assure that new members pay closer attention to ethical considerations, at least for awhile.

However, the departure of at least a few members signifies a real loss for Congress and the country. For example, Senator Warren Rudman (R-NH) has been a tireless fighter in the war against deficit. When he announced his retirement because of frustration with Congress' inability to make change, most political commentators felt that the Congress would be diminished by his absence.

Similarly, Champion and the entire forest products industry will greatly miss Representative Lindsay Thomas (D-GA), one of the only tree farmers to serve in Congress and a man who truly has great respect for and understanding of managed forestry as a means of providing multiple benefits to society.

This election also poses an unprecedented challenge for CHAMPAC. Many upcoming

racers will present difficult choices for Champion's PAC. Should CHAMPAC support an incumbent who has been helpful and supportive of the company despite the handicap of bad checks? Should the PAC look for business-oriented challengers who would be considered a long-shot at best and who are running against powerful, entrenched incumbents? The answer will vary from state to state, and CHAMPAC is particularly looking for guidance this year from its participants. If you are a member of CHAMPAC, we urge you to call or write us with your ideas and suggestions. And of course, we urge all Champion employees to get out and vote. This election year, we can make a difference!

LUMBER PRICES may look high, comparatively speaking. WWPA's March Cost Index, for instance, shows Coast Douglas Fir hitting \$346 per MBF. That tops the highs during the halcyon days of the late '70s when Douglas Fir hit \$328 in September, 1979.

But factor the subsequent 82% inflation into the equation, and you get a different picture. On that basis, 1979 Douglas Fir would now cost \$595.65 MBF. Which means that at today's real prices, Douglas Fir is one of lumber's best buys.

—Reprinted from 4-24-92 "Plumb Line"  
Published by Western Wood Products Assn.

### The 'Knowledge Era'

Information is not the key, knowledge is. What really moves the marketplace is knowledge or the lack of it. ... Knowledge that educates helps move a product to the user. Lack of knowledge prevents action and, in fact, reduces sales.

Ray Jutkins, Pres., Rockingham  
Jutkins Marketing, Marina del Rey, CA.



# Humanitarian Jeopardizes Environment!!

By Dwight Finney

A skunk made an amusing sight recently in the Bonner South Log Yard by parading around with an empty peanut butter jar stuck on its head. The plump and shiny scavenger had obviously fallen victim to one of the hazards of her occupation. She was truly a "damsel in distress" because of the thoughtlessness of whoever failed to properly dispose of the jar.

After the initial amusement wore off, it was pitifully clear that an animal thusly trapped might possibly die a slow and agonizing death from dehydration. But no matter how much pity the situation caused in those who had so far seen the predicament of this unfortunate being, the urge to remove the skunk from her problem was repeatedly outweighed by the common sense that puts distance between men and such unendearing beasts.

Then, along came a compassionate soul with either an excess of bravery or no sense of concern for the environment. Without taking time to think of all the pros and cons of his actions, he took the chance of ruining the quality of air to breathe downwind from the scene and from himself. He walked over to the skunk as if it were a rabbit, or kitten, or some other less loathsome creature. He gripped the jar and backed away as the skunk pulled herself free and stood blinking in glad surprise.

No shots were fired, no scent was sprayed, no harm was done as the skunk scurried to the safety of a log deck and the would-be Samaritan retreated to his office in the Log Yard.

As luck would have it, the only evidence there is that the incident ever occurred is an amazed trucker who witnessed it. The peanut butter jar, which Kirt George had the presence of mind to salvage for posterity, remains as a reminder to the environmentally irresponsible humanitarian to count his lucky stars that we don't haul him into court for



being so careless with the quality of life at OUR workplace. His name has been omitted pending possible subsequent legal action. We might take an even dimmer view of his misplaced heroism if this story were about a spotted owl.



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Quite suddenly and without warning,  
Herb fell victim to the old adage,  
"If you don't use it, you lose it."



## AROUND AND ABOUT BONNER

## Want Growth? You'll Get Crime

Letter taken from "The Missoulian"

The shooting on April 7 involving a highway patrol officer and a murder suspect from Nevada forced the following statement from Sgt. Warren Schiffer of the Montana Highway Patrol while sifting through evidence at the scene of the shooting: "I'm not sure I can handle much more of this." Meaning, I assume, the increase in violent crimes the last few years. Not only in Missoula, but in the state of Montana.

Maybe it's time the citizens of Missoula ask why all crime is on the rise of late.

Fifteen to 20 years ago the population of Missoula was 30 to 40 percent less than it is now. Crime rates rise as populations do. And that is the reason for the higher, and growing, crime rates. More people, more problems. Simple overcrowding in too small an area.

Populations of American cities will usually increase at a national rate of growth as Missoula has. But why do city and county government leaders insist on increasing population growth by inviting more and larger industries into a valley that is already too crowded? Inviting more people is inviting more crime.

Government officials only see more tax revenue with more industry. Costco, Ross Electric and WalMart are perfect examples of inviting someone to a party that is not your party. They did not, and do not, weigh the consequences. All that was anticipated was more revenue and a higher future salary for themselves.

The inviters never thought about the impact of population growth on an overpopulated area. Or, in the case of Ross Electric, the possibility of pollution to air and water.

If you want a big city with big city problems, move there — go back there! But stop changing my hometown into an acid pit, because I don't think I can handle much more of this!

—Bill Robinson  
Box 746, Bonner

## Up, Up And Away

By Sue Hogan

It's a bird!

It's a plane!

No, it's Superman!

No, no, wait a minute- it's

BILL ROBINSON!



For this Champion employee with the desire to experience the thrill of bungee jumping, the cost of \$55.00 and plenty of "guts" was all it took to make his wish come true.

"Bungee jumping is something I have just wanted to try," replied Bill, Log Processing utility person. Bill didn't appear to be nervous before the big moment. He casually paid his money, stood at the head of the line with the other participants, and harnessed up. A large crane lowered down a platform, which Bill climbed aboard, and away he proceeded into the air. The crowd anticipated the jump and began to count down: 5-4-3-2-1-JUMP! As though he was diving off of a diving board into a swimming pool, Bill leaped off of the 140-foot-high platform into the air, springing back and forth like a yo-yo. "Bungee jumping is a strange feeling. It's just like falling, but never hitting the ground," remarked Bill.



## Golf Tournament Set For June 27th

The Champion Golf Tournament will be held on June 27th this year at The University of Montana Golf Course. Play will begin at 8:00 a.m. The entry fee will be \$15.00, which will include 18 holes of golf and lunch. Prizes will be awarded for long drive, long putt and closest to the pin in both men's and women's groups and team prizes. For information, please call 258-2326 — Ed Johnson, Greg Terrell and Bob Cote. The tournament will follow the same format as last year, a scramble.

## Football In June With A Tank?

By Larry Schneider

If you want to see the "best of the best" in Class C 8-man team football June 13, 1992 at 7:30 p.m., the alumni-coliseum at Montana Tech. in Butte will be the place for some fast action all star football.

Hank Praast, or as he is called on the field — "Hank the Tank," the son of Day Shift Plywood Millwright Clyde Praast, will be playing in the Class C All Star Game. Hank was the only one picked out of 12 teams in the Western Region Class C to play on the 1st string. He will play defensive end and kicker. Hank has been nominated for best kicker in the State Class C.

Hank has played football for the Seeley-Swan Blackhawks while in high school and at 6'2", 243 lbs., you can see why Rocky Mountain, Montana Tech, Western Montana, and some other colleges that are out of state are offering him football scholarship possibilities.

Good luck, Hank. We will all be rooting for you.

## Montana Lawman 1000 Holds Annual Event

By Larry Schneider

The annual motorcycle ride to raise funds for the Montana Hope Project will be June 27th and 28th. The project is to help make a dream come true for a terminal-ill child.

If you wish to sponsor a rider for a really good cause, please contact any of the following people:

Ed Dimmitt — Plywood Swing  
Tom Hatch — Plywood Swing  
Dave Kallas — Plywood Swing  
Warren Hauge — Plywood Days  
Jim Johnson — Central Days

## Wee Champions



### KYLE JORDAN WARDELL

Parents: Russell & Sherry Wardell  
Grandparents: Orvil & Madeliene Smith  
Millwright — Plywood Day Shift  
Date of Birth: February 21, 1992  
Length: 20-1/2"  
Weight: 8 lbs., 1 oz.

### DEREK REESE PYETTE

Parents: Terry & Kim Pyette  
Grandparents: Don & Judy Pyette  
Forklift Mechanic — Plywood Swing Shift  
Date of Birth: April 18, 1992  
Length: 21"  
Weight: 7 lbs., 7 ozs.

### JACOB ALEXANDER LAMAS

Parents: Sindo & Sheldon Lamas  
Grandfather: Ron Perkins  
Electrician — Plywood Day Shift  
Date of Birth: April 20, 1992  
Weight: 8 lbs., 8 ozs.

### CASEY MICHAEL WILLARD

Parents: Kim & Greg Willard  
Grandparents: Zale & Colleen Bender  
Senior Buyer  
Date of Birth: April 21, 1992  
Length: 20-1/2"  
Weight: 8 lbs., 2 ozs.  
Brother: Cody Ryan

### REBECCA DANILLE SPURLOCK

Parents: Robin & Robin Spurlock  
Grandparents: Bob & Doris Paulsen  
Lumber Millwright  
Date of Birth: April 23, 1992; 6:59 a.m.  
Length: 21-1/2"  
Weight: 8 lbs., 15 ozs.  
Sisters: Kelsey & Cortney

## Hellgate Jumper Breaks School Mark

Article reprinted w/permission from "The Missoulian"

Missoula Hellgate's Mark Koefeld broke the school high jump record, clearing 6 feet, 10¼ inches, during a dual track meet with Kalispell at Stegner Field.

Koefeld broke the record of 6-9¼ he shared with Mike Ramos.

Mark is the son of Jim Koefeld. Jim is an electrician in the Lumber Department.



## EARLY DAYS AT BONNER

# Bonner Baseball Team In Full Swing During The Roaring '20s

By Glenn Smith



The Good Old U.S.A. is in the middle of the roaring '20s, and Al Cappone and the boys are making headlines in the big cities. Our president is Calvin Coolidge--the governor for Montana, the "Big Sky Country," is John E. Erickson--and many of the streets in Missoula are paved with bricks. The price of a street car ride from Missoula to Bonner is \$ .15 -- W.C. Lubrecht is the superintendent of the Bonner Mill, and the World Series saw the St. Louis Cardinals defeat the New York Yankees — four games to three.

Records show that folks in the Bonner area have been playing and enjoying baseball for over 79 years. Ty Jacobson provided this picture of the Bonner Team for 1926, and stated that most of these guys worked here at the mill. Join us as we look at Tot Soure, standing back row left. Next to Tot is Ed Jacobson, Leroy Smith, Bill Keckenan, and Arnold Bergseth. Arnold ran an Edger in the sawmill. Standing next to Arnold Bergseth is Sherman Brock and Arnold Tickenan, who was known as "TICKIE," a lumber grader in the Planer. Bill Cadeiux also worked in the Planer and Shipping Department, and is standing next to Tickle followed by the last person in the back row, who is Bill Currans, a sawyer in the sawmill.

The first person sitting on the left end of the bench is Soup Jacobson, who worked at the mill a short period of time before going to

City Electric. Wayne Lance, who worked in the Planer is sitting next to Soup, followed by Ty Jacobson, the Central Services supervisor for many years. Hank Cadieux, a machine setter in the Moulders is sitting beside Ty. Bill Bear, a saw filer, is sitting next to Hank, followed by Tony Bergseth, and Donald McKay, who both worked in the Box Factory.

This picture also shows the Bonner Mountain on the left and Deer Creek in the background. The open field in the background is now the lawn surrounding the Ball park, and the Grand Stands have not yet been constructed. Consider living in the Bonner area during an era when there was no television, all bars and taverns were closed because of prohibition, and the closest sources of entertainment required a trip to Missoula. Baseball, on the other hand, not only presented a great form of recreation for the team members, but also provided entertainment and a time to socialize for the entire community. Ty also explained that certain out-of-town games required two days travel time, and provided an excellent opportunity for loyal fans and team players to enjoy a weekend of baseball, picnics, and camaraderie. This enthusiasm led to the creation of the Kelly Pine Baseball Field in the late 1930s, illustrating a history of 55 years as a popular playing field for ball players of all ages.



# Do You Like Vintage Heavy Metal?

By Larry Schneider

Rollie Morrell's job as a mechanic has turned into a labor of love for the restoration of old cars. His wife, Loretta, also enjoys collecting antiques. Rollie has restored to original condition a 1939 Ford Standard Coupe and is in the process of restoring a 1934 Ford 4 door Sedan. Between the 2 cars, he has invested 13 years of time and labor. He also owns a 1947 Ford 2 door Sedan and has recently purchased a 1925 Ford Model T Coupe.

For the last 10 years, Rollie has been a member of the Hellgate Chapter of Montana Pioneer and Classic Auto Club and has served as President, Vice President and has held various other positions. Presently, Rollie is Co-Chairman of organizing the upcoming International Antique Auto Tour. Missoula is one of 10 host clubs in the Western United States and Canada that host this tour. Some 200 vintage heavy metal cars will be on display for the public to see at the Village Red Lion north parking lot on July 3rd, 4th and 5th. Members of the International Auto Tour also have several other fun things planned, such as a tour to Lolo Hot Springs,

ROLLIE MORRELL - Plywood Mechanic.

WIFE: Loretta.

Married 17 years.

CHILDREN:

3 Daughters and 4 Sons.

GRANDCHILDREN:

9 and one of the way.

Rollie has worked for Champion for 18 years as a Forklift Mechanic in Plywood.



a costume judging and an old fashioned ice cream social on the morning of the 4th. Keep your eyes open around Missoula on the 3rd-5th of July for all of the old cars. It could be a lot of fun to see. The best time to see them will be on the evening of the 4th, so bring your cameras and enjoy the fun.

One of Rollie's close friends, Mr. Wes Stranahan — a local Missoula resident, is a founding member of the local club and of the International Tour. Rollie said, "I have relied on Wes for a great deal of help and knowledge." Rollie also mentioned that the club is open for new members and you don't have to own an old car to join. If you are interested, they meet the 3rd Monday of every month at 7:30 p.m. in the Montana Power Building, or call Rollie at 549-5221 in the evenings.



## HOT SHOTS

(Hot Shots. . . Continued from Page 21)

reviewing audiologist determines that the employee may have a possible medical problem which may be treatable. The audiologist uses the hearing tests and the employee's history as given on the small cards. This problem is not related to noise exposure.

Studies around the country have indicated that hearing will be lost when a person spends too much time in an area with a noise level over 85 decibels. **Everybody** needs to wear ear/hearing protection in an area where the noise level is over 85 decibels.

Finally, some data that people ask when they have hearing tests. Hearing protection devices are rated by testing them with standardized inspections. Each type is given a rating called the Noise Reduction Rating (NRR) and is noted in decibels. For the types used here at Bonner, the white earplugs are

rated: 29 dB, the pink ones: 33 dB, the overhead earmuffs: 39 dB, and the hard hat earmuffs: 25 dB. That means, for instance, that according to the standardized testing, the white earplugs keep out 29 dB from the eardrum when they are used properly. If plugs and muffs are worn together, combining them adds 3 decibels to the NRR. For example, white earplugs plus overhead muffs keep out 29 + 3 or 32 dB.

This is truly a useful effect because each decibel is not equal to every other decibel, like inches. Contrary to that kind of measurement, each increase of 10 decibels increases the intensity to 10 x all the noise before it.

Keep in mind, no one **adjusts** to loud noise, they just lose their hearing. —And when it's gone, no one can get it back. Wear your hearing protection.

## BONNER COMMUNITY BARBECUE!

Bonner PTA invites community members, Bonner School staff and School Board members to join us at the First Annual Bonner Community Barbecue.

Come thank Jim Reidlinger and wish him well on his retirement and welcome Chris Hagar to Bonner School.

WHEN Sunday **JUNE 14** 12 noon - 4 p.m.

WHERE **BONNER SCHOOL**

We'll provide barbecued hamburgers and hotdogs, all the fixin's and soft drinks. Bring your own plates and forks.

**!!! Be Sure To Mark Your Calendar!!!**

**FREE**

**FREE**





# Traps to Avoid When Borrowing



Most of us are novices when it comes to borrowing money. But it pays to learn as much as we can about going into hock to avoid what experts call the traps of borrowing. Some of these:

1. **Making decisions instantly.** Many people loathe money-related tasks and try to rush through the unpleasant business of borrowing. Take your time instead.
2. **Avoiding research.** After finding the perfect house or the right car deal, people often get lazy. Shop around: Loans and rates come in all shapes and sizes.
3. **Not negotiating.** Many people sign the loan agreement without reading the fine print. Be vigilant and remember that nearly every clause is negotiable. Scrutinize last-minute additions and changes.
4. **Not looking beyond monthly payments.** Does the monthly payment really fit the budget? Look at the total cost of the loan to see if you can really afford that pricey car.
5. **Getting lured by teaser rates or graduated-payment loans.** People can get caught unprepared. Keep your eyes open when dealing with fluctuating payment loans. There's nothing wrong with a bargain introductory rate—if you know how fast payments will vary under certain market conditions.
6. **Turning to money-to-lend ploys.** Scams lure desperate people with words like: "Bad credit—No credit—No problem." There were more than 300,000 complaints to the Council of Better Business Bureaus in 1991 from consumers who paid upfront fees for loans that never came. Rule of thumb: If lenders ask for money up front, run.
7. **Being carefree with credit cards.** Too much plastic encourages overspending. If you carry credit card balances, investigate low-interest card alternatives.
6. **Not tapping savings to pay down high-interest debt.** Many people like the feel of having money in the bank. This can be foolish when one is earning only 7 percent interest at the bank while carrying credit-card debt at 19.8 percent. Try to pay down the high-interest debt first.
9. **Buying credit life or disability insurance from a lender.** Lenders may try to sell policies that guarantee credit card debts are paid in the event of death or disability. Read the fine print on your life insurance policy; you're probably already covered.
10. **Failing to refinance.** When home interest rates drop, it is often beneficial to refinance. To figure it out, divide the monthly savings of a new mortgage into the total up-front costs of the refinanced loan. If you'd break even at least a year or two before you expect to move, get refinancing!

## Correspondents

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

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



### TAMARACK EDITORIAL COMMITTEE

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



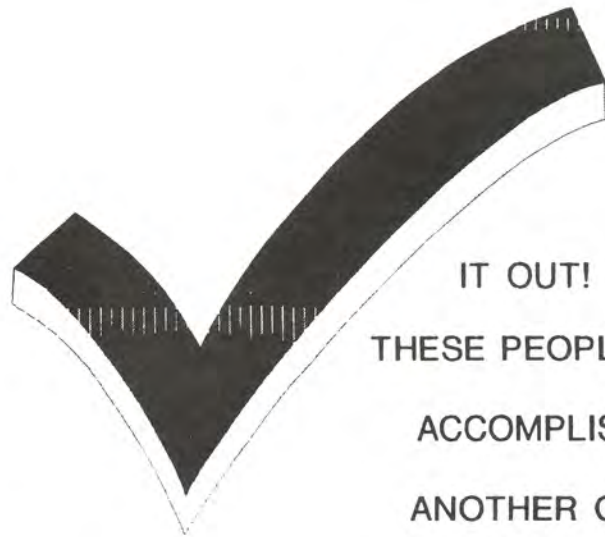
# June Anniversary Dates

John Peters  
 Tom Breum  
 Gerald Ramer  
 Steve Erhart  
 Charles Milohov  
 Ed Dimmitt  
 Jim Koefeld  
 Emil Stockie  
 Orvil Smith  
 Michael Stephens  
 Ray Anthony, Jr.  
 John Clark  
 Elva Loop  
 Michael Steinberg  
 Byron Oliver  
 Russell Hall  
 Grace Birky  
 Joseph Heuchert  
 Earl Main  
 Diana Olson  
 Julia Case  
 Diana Hendrix  
 Clyde Corbin  
 Brian Rieger  
 David Daniel  
 Henrietta Flores  
 Chuck Tish  
 Marian Tryon

Mike O'Harren  
 Jerry Hanson  
 Curtis Sowre  
 James Kevin Andrews  
 Brad Douglas  
 Ron Deschamps  
 David Hofer  
 Cathie Manning  
 Steve Breckenridge  
 Richard Shimer  
 Larry Glenn  
 Hal Clevenger  
 Thomas Hawkins  
 Don Peterson, Jr.  
 Curtis Luft  
 Greg Terrell  
 David Kallis  
 Mike Luna  
 Gregory Hill  
 David Kost  
 Charles Crowther  
 Jeffrey Webber  
 Richard Lawrence  
 Kenneth Moos  
 Robert Tobin  
 Raymond Stavish  
 Willis Wittig, Jr.  
 Gerald McGee

M. Lee Burwell  
 Janice Paulson  
 Dale Rivers  
 Bryan Larson  
 Karen Carter  
 Eugene Stedman  
 Bill Dallman  
 Kenneth Tate  
 Rob Hurley  
 Casey Murphy  
 James T. Sturgill  
 Jason White

James Brewer  
 Evelyn Fehr  
 Corey Stolp  
 Leonard Alexander  
 James Clark  
 Dan Bordner  
 Doug Fausett  
 Deana Lazott  
 Sandra Blush  
 John Loran  
 Jan Jewett  
 Donald Felde



IT OUT!  
 THESE PEOPLE HAVE  
 ACCOMPLISHED  
 ANOTHER GOAL !!!!

## HERE'S THE SCOOP!!!

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

Question(s): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Name (Optional) \_\_\_\_\_

Title \_\_\_\_\_

Department \_\_\_\_\_





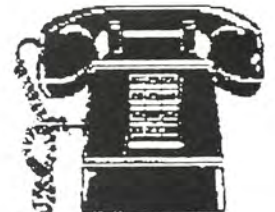
# June, 1992

## CALENDAR OF EVENTS

*Happy Father's Day*

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<b>JUNE is named for Juno, goddess of marriage.</b>	1	2	3	4	5	6
7 UNION MEETING 7:00 P.M.	8	9 CHAMPION FUND FOR COMMUNITY SERVICE COMMITTEE MEETING 4:30 P.M. MILLTOWN	10	11	12 TAMARACK ARTICLE DEADLINE FOR JULY ISSUE	13
14 BONNER COMMUNITY BARBECUE 12 NOON - 4 P.M. BONNER SCHOOL  FLAG DAY	15	16	17	18	19	20
21 FATHER'S DAY  SUMMER BEGINS	22	23	24	25	26	27 CIC GOLF TOURNAMENT 8:00 A.M. U of M  MT LAWMAN 1000 RIDE
28 MT LAWMAN 1000 RIDE	29	30	<b>JUNE OBSERVANCES:</b> National Adopt-a-Cat Month National Drivesafe Month National Pest Control Month National Rose Month National Tennis Month		<b>IN APPRECIATION:</b> International Volunteers Week June 1-7 Teacher "Thank You" Week June 7-13 National Columnist's Day June 23	

Every month we will be including a calendar of events for you to announce your clubs, fund raisers, drawings and raffles, union meetings, company events, and other items of interest. If you would like to put your events on the calendar, please contact a **Tamarack Committee Member** by the 12th of the month PRECEDING the event.





# WHAT'S SO SPECIAL ABOUT

# J·U·N·E·?

## National Survivor's Day, June 2.

Last year, 1,100,000 Americans were diagnosed with cancer. The disease causes fear and suffering, yet more than half its victims survive to resume healthy and productive lives. Many have challenged cancer with courage—and won!



## National Safe Boating Week, June 7-13.

Sensible skippers don't booze and boat! For recreational boating safety information, call the Boating Safety hotline (800-368-5647; in Washington, DC 202-267-0780), or write to the National Safe Boating Council, Inc., U.S. Coast Guard Headquarters, 2100 Second Street, S.W., Washington, DC 20593-0001.

**Little League Baseball Week, June 8-14,** by Presidential Proclamation since 1959, always the week starting with the second Monday in June.

**National Flag Day USA, June 14.** HONOR AMERICA! Celebrate the 215th anniversary of the Stars and Stripes. Introduced by John Adams in 1777. Flying flags from June 14 to July 4 shows respect for this symbol of our nation and the ideals and traditions it represents.



**Fresh Fruit and Vegetable Month,** calls attention to good health and good taste through fresh fruit and vegetables. By the Fresh Fruit and Vegetables Assn., 727 N. Washington St., Alexandria VA 22314.



**Father's Day**  
JUNE 21

JUNE IS



# Turkey

LOVERS' MONTH

## TURKEY TENDERLOIN



Makes Meals  
Fast & Fit

Serves 2

- |  |                                    |
|--|------------------------------------|
| 1/2 Cup carrots, julienne sliced (1/4-inch)  | 1/8 Teaspoon garlic powder         |
| 1 TURKEY BREAST TENDERLOIN (approx. 1/2 lb.) | 1/8 Teaspoon dried rosemary leaves |
| 2 Green onions, sliced                       | 1/8 Teaspoon salt                  |
| 2 Slices sweet red or green pepper           | Dash pepper                        |
|  | 1 Tablespoon white wine            |

Preheat oven to 400 degrees F. On a 12-x 16-inch foil rectangle, place carrots and top with tenderloin. Arrange onions and pepper slices over tenderloin. Sprinkle with garlic powder, rosemary, salt and pepper. Fold edges of foil up to form a bowl shape. Pour wine over ingredients. Bring two opposite foil sides together above food; fold edges over and down to lock fold. Fold short ends up and over. On a small cookie sheet, place foil bundle and bake 20 to 25 minutes or until meat reaches 170 degrees F. Check for doneness by opening foil bundle carefully to insert meat thermometer in thickest part of meat.

APPROXIMATE NUTRIENT CONTENT PER SERVING: 150 KCAL; 27 gm protein; 2 gm fat; 5 gm carbohydrate; 226 mg sodium; 70 mg cholesterol.

Thaw smaller turkey cuts in the refrigerator for 30 minutes per pound.

*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

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