

The Tamarack

 **Champion**
BONNER, MONTANA

MARCH 1990

RED CROSS MONTH MAR 1-31

The Red Cross needs your help! In the wake of back-to-back, multi-billion dollar natural disasters—Hurricane Hugo on the East Coast and the World Series Earthquake on the West Coast—the Red Cross needs funds to continue providing emergency services to those whose lives are shattered by fate. Send your contribution to the American Red Cross Disaster Relief Fund, P.O. Box 37243, Washington, DC 20013, or call 800-453-9000 toll free and charge your donation to your credit card.



..... NATIONAL NUTRITION MONTH MAR 1-31



NATIONAL DRUG & ALCOHOL AWARENESS WEEK: MARCH 4-10, 1990. Around the country, people are getting fed up with drugs! Want to join in the war against these deadly substances? Start by getting accurate information on drugs' harmful effects and distribute this information in your community. Call the National Federation of Parents for a Drug-Free Youth at 417-836-3709.

NATIONAL POISON PREVENTION WEEK: MARCH 18-24, 1990. An ounce of prevention by parents could have spared about 107,000 children (under five years of age) from accidentally swallowing poisons around the house last year. Pledge to use this week to turn things around at your house. Buy products in safety packaging. Store medicines and household chemicals—drain cleaner, paint thinner, furniture polish, and charcoal lighter fluid—out of sight and out of reach of young children. Keep the number of your nearby Poison Control Center posted by the telephone ... just in case!

NATIONAL WOMEN'S HISTORY MONTH: March 1990
March is National Women's History Month — a time to recognize the importance of women's contributions and life experiences to the growth of our nation. The 1990 theme is "Courageous Voices Echoing in Our Lives." It focuses on ten notable women who took unpopular positions in speaking out for justice and social improvement, and who were eventually able to draw public opinion to their favor. Update your knowledge of history this month by reading about at least one of the ten: Angelina Grimke, Sojourner Truth, Susette La Fleshe Tibbles, Rose Schneiderman, Jeanette Rankin, Billie Jean King, Ella Baker, Rachel Carson, Emma Tenayuca, and Yoshiko Uchida.

ST. PATRICK'S DAY MARCH 17

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MANAGER'S MESSAGE



During the week of February 19th, the *Western Region Safety Audit Team* visited the Bonner plant site. The purpose of their visit was to evaluate our existing programs, forecast trends in accidents and property damage, and propose new ideas or systems which will enhance our safety performance. The intent of the audit was not to find fault but rather provide a framework for a safer work place and safer work habits.

Building safety awareness at every level is central to the success of any loss prevention program. The use of the safety audit program brings the state-of-the-art approach to looking at our loss prevention program and performance. The audit report will permit us to focus on trouble areas at Bonner and develop appropriate remedies and action to correct them.

Loss prevention at Bonner, as well as all of Champion, has four major components: designing and building safe facilities, establishing safety standards, providing safety education and training and enforcing those standards. The safety audit is one program that enhances the entire loss prevention system.

Safety Must Be Our Top Priority, if we are to reduce our accident rate. It has been proven that the vast majority of all our accidents are avoidable and due to human error. Then, I believe if we have better safety procedures, comprehensive training, better communications and stricter enforcement we have the opportunity to lower or reduce our potential for accidents and their associated high costs in terms of personal and economic hardships.

The safety audit program is a certain ally in our shared right to a safe work place and vital tool in our hard-won fight for safer thinking.

My thanks to all employees who participated in the audit and your continued commitment to safety. The results of our audit will be shared with all employees in the near future so we might continue to improve our safety performance in 1990.

Bob Brewer



ABOUT BASEBALL: CURIOUS BUT TRUE

- In 1914, George Ehrhardt signed a contract with the Boston Red Sox. Although he insisted for many years that this was his real name, the ballplayer gained immortality as "George Herman 'Babe' Ruth."
- The first baseball fine was levied by an unknown umpire on June 19, 1846. He "fined Davis, of the New York Nine, 6 cents for swearing."
- Actor William Bendix was, in his youth, a bat boy for the New York Yankees. He fell into disfavor and lost his job as a result of smuggling hot dogs and soda pop into the clubhouse for "Babe" Ruth, a practice that on some occasions would keep Ruth out of the lineup. Eating junk food to excess finally led to the "world's biggest stomachache," when rumors abounded that Ruth had died. Later, Bendix would portray Ruth in the movie about his life.
- On May 18, 1912 baseball saw its first strike when the Detroit Tigers refused to take the field. The team from St. Joseph's College was recruited to fill in, and they lost to the Philadelphia A's 24 to 2.

Courtesy of MOOSE, Supreme Lodge of the World Loyal Order of Moose, Moosehart, Illinois. Raymond G. Dickow, Managing Editor.

DEPARTMENT NEWS!

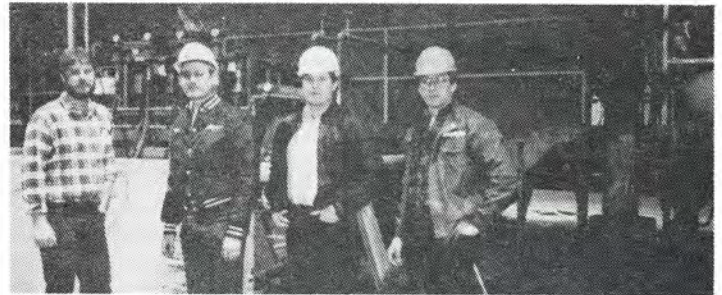


**MAKE
SAFETY
YOUR
PRACTICE.**

TAKING A LOOK BEHIND THE SCENE AT RUCKER FLUID POWER

It takes more than champions on our team to keep the plant running. Almost daily we call on one of our vendors when we're in trouble and usually they come through to save the day for us. It's impossible to plan for everything that can happen and when one of those unforeseen problems arise or a machine breaks down for any reason we often call on one of our vendors to deliver parts or we may ask a serviceman to come to the plant to make repairs. Often these requests are made in the middle of the night or on weekends or holidays, and they are always quick to respond. Since many of our vendors are such a vital part of our team, and because some of them are often seen in our plant, we decided to tell you about one of them once in awhile. This is our way of letting you know and also a way of expressing our appreciation to them when they've saved the day for us.

This month we want to tell you about ***Rucker Fluid Power***. How ***Rucker*** became our primary hydraulics supplier may be one of our first successful PM projects. Until ***Rucker*** became our primary supplier we did a little bit of business with a lot of hydraulic suppliers, but not enough with any single supplier to be very important to them. Purchasing decided that in order to get the most service for our money we would need to consolidate as much business as we could with one supplier. Hopefully this would be enough business to make Champion important to the vendor. If possible, we would like to be their *most* important customer. We enlisted a team of representatives from Lumber, Plywood, Central Services, Missoula and Purchasing. Together we toured the facilities of all the local hydraulic repair shops and after carefully evaluating, we jointly decided to award the majority of our business to ***Rucker Fluid Power***.



Rick Hogan (far left), Plywood Procurement & Warehousing for Plywood and Plywood Maintenance with Reps from Rucker Fluid Power, Bill Moore, Stan Clevidence, and Brian Ruffing in front of the GP Line Power Unit in the plywood plant.

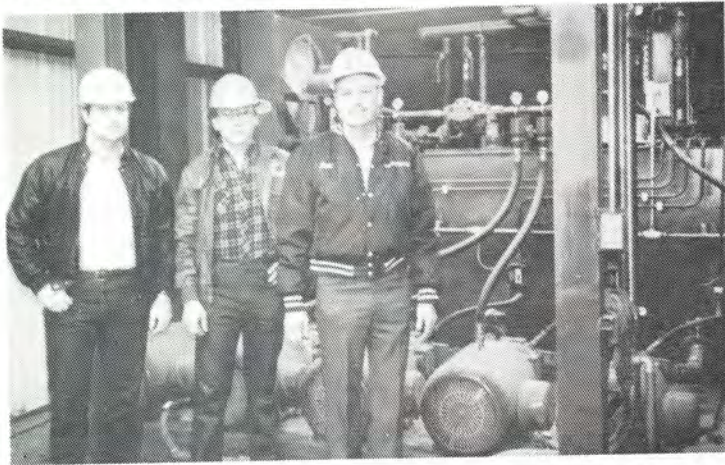
Our objective was to deal with solid, knowledgeable people who would stock our needs locally, and to give them enough business to be important enough to them to get their attention when we need it. The plan worked and ***Rucker*** has come to our rescue too many times to list.

Many of you remember during our holiday season of '88-'89 when our pre-press hydraulic system broke down. ***Brian Ruffing*** of ***Rucker Fluid Power*** came out and worked three 20 hour days to get us going again. The fix involved replacing obsolete parts no longer available and even some re-manufacturing, but he got us operational again. On another occasion during '89 plywood was trying to start up a power unit, after several attempts with no success they decided to call ***Bill Moore***. Bill came out, on a Saturday, his own personal time, diagnosed the problem, installed a small valve and got them going.

It would sound like a sales pitch to list all the things they have done for us, but we want others to know and appreciate the service they provide.

(Continued on Page 4)

RUCKER FLUID POWER. . .Continued from Page 3



Rucker Fluid Power Representatives (left to right): Stan Clevidence, Brian Ruffing and Bill Moore in front of the hydraulic unit for the Log Processor Bucking No. 1 in the new small log sawmill.

Rucker has consistently met the need in emergencies and still remains competitive. They also provide training schools for our maintenance people and at times provide engineering for changes in the plant, often at no cost to Champion. Our hats are off to you **Rucker**, thanks for being on our team!

—Karen Wilson
Purchasing Department

TAX TIP

It's a mistake not to use the peel-off label and envelope that the IRS provides with your tax forms. Using the preprinted label speeds your return through processing. Without it, your return—and your refund—can be delayed considerably.

WELCOME TO ELAINE GATEWOOD

The medical facility would like to welcome **Elaine Gatewood** to our nursing staff.

Elaine is a registered nurse with experience in many critical care areas. She was previously employed at St. Patrick's Hospital and worked for a nurse registry in Florida.

Elaine will be working on a casual basis as an on-call nurse — so you will have an opportunity to see her on all 3 shifts.

Elaine is married and has one child.



ICE AND SNOW CAN = BROKEN BONES & SPRAINS

The most common winter injuries are sprains and broken bones. All of us will fall at some time or another in our life. The most common injury is to the wrist and elbows. This is called a "colles" fracture. The break is in the radius and the ulna, the two bones in the forearm that join the wrist. A splint is used until the swelling goes down and then a cast is applied. It can take six to eight weeks for an adult to heal from this injury, but children can heal in about three to five weeks (they have healthier bones and better blood flow).

If you have persistent pain and inflammation in the wrist area, you may have a "navicular fracture". These fractures are treacherous because they can be missed, and lead to a non-union of the bone (a break that won't heal). This can lead to arthritis or loss in wrist movement. The scaphoid bone is the bone broken and the area of the hand is called the "snuff box". It is a depression that forms on the inside of your wrist when you flex your thumb. You may not realize you have broken it.

An elbow fracture can be treated with a splint at a ninety degree angle, but if the fall creates a dislocation of the elbow (which usually happens because the elbow breaks your fall), then surgery is needed to prepare it.

Sprains of these areas (injury to the ligaments, tendons or muscles around the joint) can be treated with ice to reduce the swelling and then a splint is applied to keep the area immobile. The joint needs to be put through its complete range of motion as soon as possible to prevent any contracture of the joint.

Children who are supervised while skating, sledding or skiing are much less likely to get hurt.

—Your Champion Nursing Staff

News From The Facilitators: PROBLEM SOLVING

All of us have problems of various degrees both at work and at home. Some choose to avoid dealing with problems, while others choose to meet problems head on.

At work, *facilitators* are often called into meetings to help the participants problem solve issues. Several procedures are available as guidelines to reach successful outcomes. One method is listed below.

1. Define The Problem - - This is probably the most difficult step in problem solving because many times what we think is the problem actually is only a symptom of the real problem. An example of this is the mother who says: "I have a problem with my son, he won't eat his eggs." When asked why she wants her son to eat eggs, she replied: "I want him to get his protein." In this case the real problem is about getting protein not about eating eggs.

2. Gather The Facts - - In order to make an accurate assessment of a situation we need to have as many facts as possible. Some sources of information include: books, regulations, procedures, reports, people involved in the problem, observation, etc. *It is important to remember that you will never be able to get all the facts* and at some point you will have to make the decision to move forward.

3. Interpret The Facts - - At this time put all the facts together and see how they relate to each other. You can probe, dig and analyze. Ask questions like:

- *What caused this to happen?*
- *Has this happened before?*
- *What will happen if the problem remains uncorrected?*

Remember, the type of problem you are facing will affect the kind of questions you ask.

4. Develop Alternative Solutions - - Most alternatives will come from your past experiences or experiences of others. Usually there are more solutions than meet the eye. *The key at this point is to generate as many as possible without evaluating or criticizing them.*

Always ask the question: What would happen if nothing were done? Would the situation improve or get worse? Sometimes it is better to let sleeping dogs lie.

5. Implement The Solution - - Make sure that those affected are notified and prepared. The more involvement, the better. Usually the change itself isn't what upsets people, it's how it was implemented.

6. Evaluate - - Do a follow-up to see if the solution is producing the results you want. Often what looks good on paper doesn't work in the real world. Be prepared to go back to the drawing board if the need arises.

-Tom Blake



ABE has been cancelled. That is, our on-site ABE classes at the BFPA. However, *you can continue with your personal educational interests at the Missoula Vocational Technical Center* - - - Adult Learning Center, please call 542-6868.

-Julie Beckel



CAUTION NEAR TRAGEDY

Near tragedy occurred in Milltown on Tuesday, February 5th. A beautiful little blonde girl about 8 years old came out of the store and walked over by the bench where Mountain Line Bus stops. Instead of going to the crosswalk and without looking, she stepped into the path of my car (luckily I'd been watching her so I wasn't going very fast). The roads were extremely icy and how my car missed hitting her I will never know but I thank God she didn't get hit. It is my hope that by sharing this incident, everyone will use *Extra Caution* going through milltown and be aware that youngsters are going to the store and not always going back to the crosswalk to cross the street. Be aware, you could save the life of a child.

-Mary Ann Dufresne

ATTA BOY!

CPR is a skill that anyone with a desire to learn can perform. The nurses recently certified the following employees in this life saving technique and these people should be commended for giving up their valuable free time to learn and perfect a skill that may save a life in the future.

SAWMILL: *Fred Beyer, Mike Conley, Monte Daniels, and Roy Rogers.*

PLYWOOD: *Mark Braddock, Hal Edwards, Jim Engebretson, Richard Hawley, Dorothy Nelson, Norm Schmautz, Wayne Schumann, and Mark Verworn.*

Keep your ears and eyes open for upcoming classes that the RNs will be holding. Hours are usually before or after shift and may extend over 2 workdays to accommodate off shift activities/errands/chores (but what a GREAT excuse to skip some of the more tedious ones!!).

Again, many thanks to the above employees.

—CBP Nursing Staff

“Spring is God’s way of saying: ‘One more time!’”

—Robert Orben

FRIENDS COMMITTEE

‘*Friends of Sandy Blush*’ have started a special fund for a very special fellow worker. Sandy suffered a traumatic injury in January and faces a long, tough road to recovery. Funds will help her through this difficult time.

The *Friends Committee* have an account established for Sandy. Donations may be sent to:

Sandy Blush - Number 04005846

Western Federal Savings Bank

Southgate Office

2601 Garfield

Missoula, MT 59801

Attn: Cindy Forwood

The *Friends Committee* plan their next meeting for March 1 at 3:00 p.m. in the Plywood Main Lunchroom. The *Committee* will discuss a merchandise raffle for April 25th. Volunteers are needed, and are invited to this meeting.

(Also, special thanks to *Mike Burch* for his artistic donations.)

TIMBER LABOR COALITION Open Letter To People Concerned With Timber Supply In The Pacific Northwest

Major forest products unions and state labor bodies in the Pacific Northwest have joined to form the *Timber Labor Coalition* to deal with the critical issue of timber supply.

We felt that it was urgent that organized labor add its strong and independent voice to the timber supply debate. This new organization will develop and support policies to insure a stable flow of raw materials to western wood products manufacturers. Our objective is to secure short-term and long-term timber management and timber utilization policies for the purpose of maintaining a strong employment base in the region. It is our view that this objective is consistent with sound environmental and multiple-use concerns.

The *TLC* has been very active since it was formed in July, 1989:

Sponsored a labor rally in Salem, Oregon September 8, 1989 which drew 1,500 people. The purpose of the rally was to build support for a Congressional solution to the court injunctions that were blocking USFS and BLM timber sales.

Large-scale grass roots campaign directed toward legislators who were key to the spotted owl legislative solution.

Union lobbyists in Washington, D.C. were deeply involved with winning the short-term Congressional compromise concerning the spotted owl injunctions.

Support for legislation to prohibit log exports from federal and state lands.

Congressional testimony was presented in support of Senator Packwood’s log export bill before the Senate Banking Committee.

The union lobbyists are devoting a great deal of time and effort to win Congressional support for Senator Packwood’s log export bills.

The *TLC* has taken a position to oppose any additions to the wilderness system in Idaho.

The *TLC* has made application for tax exempt status and will be hiring staff persons to mobilize and organize support activities among unionized workers in the western forest products industry.

The *TLC* will be grateful for contributions from individuals and organizations that wish to support

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TIMBER LABOR

COALITION. . .Continued from Page 6

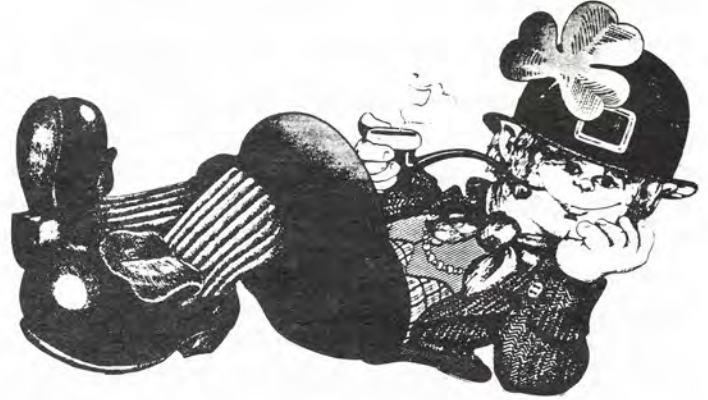
our program. It should be understood that all income received will be dispersed according to directives of the *TLC Board of Directors*.

If you have additional questions, contact any of the three officers below:

Bill Hubbell - Chairman

Elmer Laulainen - Vice Chairman

Michael Draper - Secretary-Treasurer



WHERE THERE'S A WILL

Where's your will? If you died tomorrow, would your survivors know where to find your all-important will? When deciding where to store your will, you should remember that some places are better than others.

If it is stored in a safe deposit box, state laws may require the box to be sealed on your death and opened only after the court appoints an executor. If it is stored in your home or office, it could be lost or accidentally destroyed. Putting your will together with your spouse's in the same box could cause problems if both of you died in the same accident.

One solution is to have your attorney or other financial advisor store the will for you, letting your spouse and one or two trusted friends or family members know where it is.

Meet Bonnie Fergerson

Although she would not allow any pictures, **Bonnie Fergerson**, Manager of our Credit Union, does like photography.

Some of you might already know Bonnie through business with the Credit Union, but for those of you who don't, I would like to introduce her to you.

Bonnie has been the Manager of the **Champion Intermountain Credit Union** since October 15, 1987. Although she is originally from Kalispell, she came to us from a credit union in Kingston, New York, where she worked for five years.

As I said before, Bonnie likes photography. She also enjoys race walking, biking, reading and

outdoor sports. She also just took up Aikido, a form of martial arts.

Still, with all of these activities, Bonnie says she does not care for snow and wishes she could leave Montana's beauty and be near the ocean.

Bonnie says she likes to work with people, and that is very evident in the way she handles the credit union and people she comes in contact with. She is also involved with EAP in the financial advisement end when she is needed.

How Bonnie finds time to work, run a home and raise her 17-year old son and still have time for her hobbies, I don't know, but she is very good at all she does.

—Larry

CREDIT UNION 13th ANNUAL BUSINESS & DINNER MEETING for Members and Their Families

Where: *Sizzler Restaurant*

When: *March 3, 1990*

Time: *Sign In at 5:30 p.m.*

Tickets limited to First 100 Members
Salad Bar, Choice of Steak - Chicken - Fish

PRIZES - PRIZES - PRIZES

Grand Prize: Front Quarter of Beef

If you are not already a member, go to the Credit Union, join up now and get your tickets!!!

Want To Teach Your Child About The World? Try AFS.

The American Field Service (AFS) is a high school student exchange program. It sends students abroad to learn about countries foreign to them, then brings them home to talk about their trip and the people they met, so that they can make people around the world feel closer. Starting in 1947, AFS now has 70 countries involved.

Just lately I was exposed to AFS by a visit with *Lisa Riedesel*, chapter president. She is a vibrant young lady who is very excited about the work of the organization. Lisa's first taste of AFS came in the summer between her junior and senior years of high school when she was lucky enough to be an AFS student to Turkey. When we visited, Lisa's eyes lit up as she talked of the host family that she stayed with there. Although the trip was several years ago, she still feels close to them and states that it is common for an exchange student, after their trip, to feel like they have two families, one in their home country and one in their host country.

A student may stay in their host country from 3 months to a year. Each student stays with a host family and has a liason family to give support and help with minor problems. The host family gives the student shelter, food, and care as if the exchange student were one of their own children.

To be an exchange student, a teen must be 15-19 years old. They must fill out an application, and be interviewed. The cost of a summer trip is about \$2,000-\$3,000, while a year trip is about \$4,000. This money comes from the student, his home family, and possibly local fund raising or scholarships. It covers the airfare, incidental trips, and health insurance while on the exchange.

Lisa is leaving Missoula soon. Before she moves, she wants to enlarge the core of volunteers for the local AFS for the tasks that take only a few minutes a week or a few hours each month. Making phone calls, mailing information, checking on advertisements, arranging information spots in the newspaper are all jobs available. Also, AFS always needs liasons and host families if you want to commit to that. Finally, volunteers are also needed for a special project in the works this spring. Lisa wants to have a bowling party - - - "*because everyone can bowl!*" - - - for the 4 students in Missoula now, and anyone who wants to get to know them or more about AFS. Anyone who wants to help in any way can call Lisa, or *Louise Flanagan*, Host Family Coordinator, or *Jan Anderson*, who specializes in setting up the student interviews.

Call *Lisa* in the evenings at 728-4402 or preferably during business hours at 721-7400 until April 15th. You can call *Louise* at 549-7297. Similarly, you can call *Jan* at 251-4455. Any of these people will be glad to talk to you about the program.

Why bother with this program? It's the students. Adults who have had trips as teens look back on it as a major highlight of growing up, and they are more understanding of people in other countries. That is, for example, those people in a foreign country who are grouped together impersonally as "terrorists" are seen as a larger group that might include terrorists. However, the majority are seen as "human beings" who "look like your friends over there."

Lisa pointed out her special thoughts for you. She said, "Tell the people that the teenagers that come over here are wonderful. It is so rewarding to see them. And the families that take the students in are so loving and special. I want other people to experience these people. We want a wide range of people involved so they can see what AFS is all about." Want to teach your child, or yourself, about the world first-hand? Try AFS.

—*Carla Verworn
Graveyard R.N.*

COVER UP TO KEEP YOUR EYES YOUNG

America marks Save Your Vision Week during the first week of March. You can share in the week-long celebration by heeding this advice from the American Optometric Association:

Whenever you're out in the sun, protect your eyes by wearing a brimmed hat and UV-absorbing sunglasses. If you don't, you risk exposing your eyes to ultraviolet rays, which could cause presbyopia and require you to need reading glasses or bifocals earlier than normal. Presbyopia normally sets in at about the age of 40.

Drugs In The Workplace

Substance abuse reaches into every industry, affecting blue- and white-collar workers alike. In a recent survey of 200 human resource and management executives, substance abuse was ranked as the most critical labor issue. According to the National Institute on Drug Abuse and the Employee Assistance Professionals Association, substance abusers are:

- Late to work three times more often than the average employee;
- Three times more likely to receive sick benefits;
- Four times more likely to be involved in on-the-job accidents;
- Five times more likely to file compensation claims;
- Sixteen times more likely to be absent from work.

The construction industry is burdened with the most extensive substance abuse problems. Among construction employees, 21.6 percent are illicit drug users; 17.0 percent are heavy drinkers.

Close Shaves are Accidents, Too

The difference between a direct hit and a near miss may be no more than a fraction of a second. That's why you should work up a lather about every close shave.

Don't call it luck when you suffer fright rather than fracture. Maybe it is luck, but only analysis and action will prevent future hits. To be safe, toss Lady Luck out. Make your work-day as luck-proof and fool-proof as possible.

The real danger in the no-injury accident is that it is too often ignored and too soon forgotten. Whether you call it a near-accident or a near-miss, whether something gets damaged or not, it is still an accident. Any accident should tell you that something is wrong, either with the way you or others are working, or in your work environment.

Rig yourself mentally so that whenever a closs call occurs, it will flip on a warning light in your mind that signals "Something Wrong!" Whenever materials and tools thud to the floor or ground, or a ladder slips, or you trip over a power cord or stumble on some welding rods, take action to make it right. Or tell your supervisor to take action to prevent its happening again.

The company goes to great pains to ensure that all protective measures are taken and that unsafe

conditions are corrected immediately when discovered. But safety on the job takes team effort. We all have to play a part not only in our own safety but in the safety of co-workers.

Remember, when you have a near-miss in your work area, treat it like a serious injury-producing accident. Heed the warning, whether you bruise your finger or just your dignity. Think about what really caused it. Your or another's unsafe act? An unsafe condition? Or all three? Make your own luck by learning from the close call, by taking action, or by informing your supervisor to keep your job environment safe.

Courtesy of R&S NEWS, Rudolph and Sletten, Inc. Foster City, California. Chet Stanaro, Managing Editor

EXCEPTIONAL MAINTENANCE AWARD

Presented to **Jim Ritchie** on February 6, 1990 for performing maintenance needs on the **Bonner Lumber Department Lift Trucks**, that exceeds normal expectations. On several occasions **Jim** has demonstrated a unique ability to apply an effort beyond 100% whenever lift truck maintenance is needed.



We, the **Bonner Lumber Department Lift Truck Operators** take this opportunity to express our sincere thanks.

Jim Neale

Ron Philpott

Larry Perrine

George Jones

John D. Taylor

Raymond E. Anthony

Eric Stroh

Daniel S. Swan

Mike's wastebasket

Alan Wagner

Alan Randall

Allen J. Smith

Washington Business Group on Health Announces Annual Leadership Awards

Champion International Corporation received the **WBGH Leadership Award for Prevention**. Champion is recognized this year for its leadership in addressing prevention issues, especially in the area of mental health through its' **employee assistance program** directed by **Sarah Mullady** and health promotion program directed by **Jeri Medrea**. Champion's program provides a model for corporate involvement, as it focuses on the community in addition to its employees, dependents and retirees. For example, Champion initiated several Local Advisory Councils consisting of six union and six management representatives which distribute multi-lingual wellness materials to employees, dependents, retirees, and community organizations on topics such as stress, alcohol, parenting, eldercare and depression. Under the strong support of top management including Champion's President, **Andrew Sigler** and **Dick Porterfield**, Senior Vice President, Organizational Development and Human Resources, Champion's programs have reached 98% of the corporation's locations and more than 25,000 employees and have demonstrated a high level of commitment to the areas of disease prevention and health promotion.

—**Carol Cronin**
Vice President, WBGH



I would like to be able to thank each of you individually, but since there are so many of you, it makes it difficult for me to be able to do so.

My thanks to each of you who sent cards, flowers, plants, and called during my hospitalization in Seattle.

A very special thank you to everyone involved in the collection and donation of money on all 3 shifts. It is also greatly appreciated.

It is heartwarming to know that so many of you care and are concerned.

—Submitted by **Lucy Heintz**
on behalf of **Sandy Blush**

I DIDN'T SPEAK UP

"In Germany, the Nazis first came for the communists, and I didn't speak up because I wasn't a communist. Then they came for the Jews, and I didn't speak up because I wasn't a Jew. Then they came for the trade unionists, and I didn't speak up because I wasn't a trade unionist. Then they came for the Catholics, and I didn't speak up because I was a Protestant. Then they came for me, and by that time there was no one left to speak for me."

—**Martin Niemoeller**

"I Didn't Speak Up," by Martin Niemoeller, a German Lutheran pastor who was arrested by the Gestapo and sent to a concentration camp in Dachau in 1928. He was freed by the Allied forces in 1945.

Raising kids is sometimes confusing — you spend the first three years of their lives teaching them to walk and talk — then you spend the rest of their lives telling them to sit down and shut up!

Best Employee Assistance Program

In the ninth year of the Life of Champion's Employee Assistance Program, an independent group publicly acknowledged how outstanding Champion's EAP program is.

Following this article is a copy of the Health Action Leadership Award for the Best Employee Assistance Program given by **Kelly Communications** from whom the Employee Assistance Department itself makes no purchases of material.

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EMPLOYEE ASSISTANCE PROGRAM. . . Continued from Page 10

There were 80 entrants in the competition. Kelly narrowed the 80 to 25 finalists. our competition included *A.T.&T.*, *Westinghouse*, *Honeywell*, *Coors Beer*, *Travelers Insurance*, *John Alden Insurance*, etc. The 25 entrants' reports were then submitted to a nationwide expert in the area of EAP who used the following criteria to determine the winner:

1. Written Employee Assistance Policy in force which clearly states that the program is voluntary and if it is used, the usage will not be a deterrent to the employee's future employment status.
2. Strict Confidentiality.
3. Staffing at various levels with persons who have appropriate credentials, e.g., benefits, HR, nursing background and many with CEAPs.
4. Appropriate promotion throughout the company.
5. Proof adequately used by both employees and dependents.
6. Union involvement where appropriate, especially through the local joint union/management EAP advisory councils.
7. Program evaluation - the surveys done by some locations and the cost analyses done by Elaine Hohman, Dana Mosher and myself.

In addition, as the winner, Champion's Employee Assistance Program had additional pluses which included:

1. The follow up of one year for on the job performance referrals by the local EAP Coordinator.
2. Utilization of experts to lecture on stress, alcohol and illegal drugs, parenting, eldercare, trauma, etc.
3. Special services - e.g., Trauma Response Policy and proof of EAP utilization, i.e. new statistical reporting system.
4. Multilingual - translations into Spanish of Champion-originated material.
5. Liaison with other departments such as Benefits, Health Services, Creative Services, Employee Relations, Community Relations, Loss Prevention, EEOC, Human Resources, Legal, etc.
6. Cultivation and support of upper management. As we move towards 1991 and our 10th Anniversary, the Employee

Assistance "*process*" would not be here today without *Andy Sigler's* constant personal support.

It is something for which all of us involved in the EAP's development can be proud. We cannot rest. We still have "*miles to go*" to produce an improved overall EAP quality. This will include education about substance abuse for all employees, education of supervisors on job performance, attendance and unacceptable job behavior, together with a thorough understanding by all our clients of what we can provide in the way of services and reinforce that the EAP is voluntary.

The EAP is a service department. We need to link our improved statistical reporting with cost savings and work closely with Benefits and Workers Compensation to validate these savings. The EAP must analyze the before and after costs of medical and temporary disability benefits for EAP users as well as establish a control group for cost studies to improve our marketing ability to local mill and senior business unit management.

Thank each of you, together with your local EAP Advisory Councils, for making this award possible. It belongs to all of us.

—Sarah F. Mullady



HealthAction
LEADERSHIP
Award

Best Employee Assistance Program
Champion International Corporation

K E L L Y C O M M U N I C A T I O N S

GET GREENING!



1. Vermont is called the _____.
2. When making your Broadway debut, you'll wait backstage in the _____.
3. Golfers pay a _____ for the privilege of playing a round or two.
4. The U.S. government first issued paper currency in 1861. The reverse side was printed with (you guessed it!) green ink. In time, these notes became known as _____.
5. A term frequently in the news, the _____ refers to the gradual warming of the earth's surface and lower layers of atmosphere.
6. Located in Dearborn, Michigan is _____, a group of 92 historical buildings and landmarks, collected and restored by Henry Ford. Thomas Edison's Menlo Park Laboratory stands among the buildings.
7. From Wisconsin, the _____ became Super Bowl II Champions under legendary coach Vince Lombardi.
8. First coined in 1969, the _____ is identification that refers to an alien's permanent U.S. residency.
9. Delicious stuffed with ground meat and spices, or eaten fresh and crisp, the _____ can be bought from any **greengrocer** (another **green** word!).
10. At the INDIANAPOLIS 500, drivers rev up more than their vehicles while they wait for the _____.

1. Green Mountain State; 2. greenroom; 3. greens fee; 4. green card; 5. greenbacks; 6. Greenfield Village; 7. Green Bay Packers; 8. green pepper; 9. greenhouse effect; 10. green light.

Green Quiz Answers

How good is your *green* vocabulary? To find out, fill in the blanks . . . with green words and phrases, of course!



“LUCK O’ THE IRISH”
Not Always a Matter of Chance

Everyone knows about not letting a black cat cross your path or knocking on wood to prevent something terrible from happening. But have you ever heard of all these other, wonderful Irish superstitions?

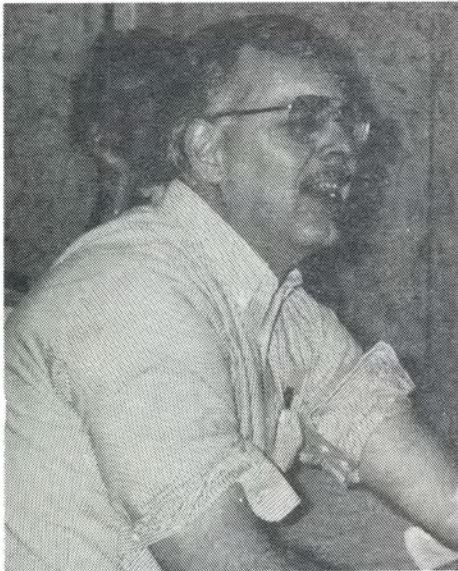
- If you want to avoid bad luck, be sure not to: mention a bad thing that might happen; leave your shoes on the table or your hat on the bed; or change your clothes if you accidentally put them on inside out or backwards.
- If you drop a fork, you will be visited by a woman. But drop a knife and your visitor will be a man; drop a spoon and your guest will be a child.
- If your left hand itches, you're about to receive money; and if your left ear itches, someone is speaking lovingly of you. But if your right ear burns, watch out: Someone is talking spitefully about you!
- If you dream of a tooth, you will soon hear of a death. If four people, shaking hands, cross hands with each other, you can also expect to hear of a death. Remember when death occurs to immediately fling open a window, so the soul can depart.
- If you spill salt, be sure to throw some over your left shoulder; and do not return to your house for any reason after you have left it for the day.

Here are two additional sayings to fortify you for St. Patrick's Day—"See a penny, pick it up; all day long you'll have good luck," and "Don't shake hands with the Devil before you meet him!"

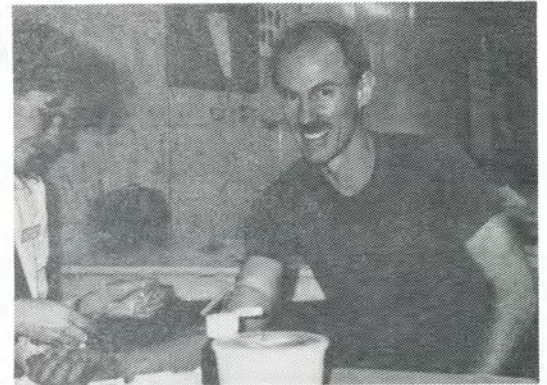
Good luck! (And Happy Saint Patrick's Day!)

Courtesy of Ann Reardon Crowley and Patricia Gavin Chung in EXAMINER, Georgetown University Hospital, Washington, D.C. Tracy McBride, Editor.

"FACES" FROM THE CHOLESTEROL DRAW ON FEBRUARY 7-8, 1990.



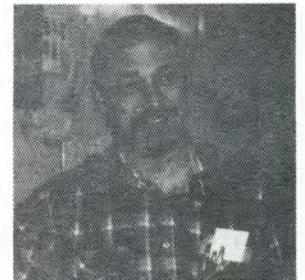
"I suffered reecal baaad."



"I love needles."



"I know I had a vein here yesterday."



"No, I didn't study for the test."



"Hurry - I want to eat."



WEE CHAMPION

James Ryan Fahlgren

Parents: Robert & Janet Fahlgren
(Router patch)

Born: January 27, 1990 at 1:48 p.m.

Weight: 5 lbs., 7½ oz.

Length: 19"

Brothers: Joshua - 4 and Justin - 1½

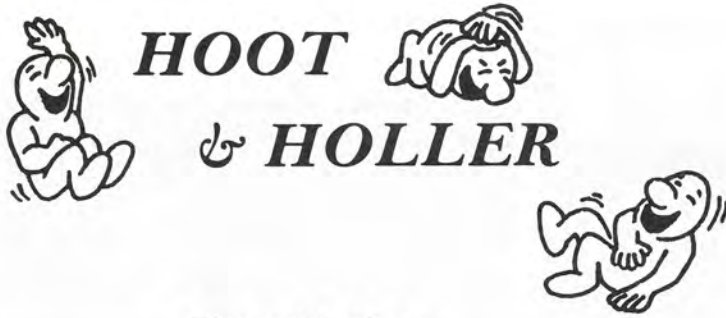


**BE WATCHING THE BULLETIN BOARDS FOR
UPDATE INFORMATION INCLUDING
NEW PRIZE DETAILS.**

**GRAND PRIZE - Weekend Getaway For Two
(Lodging & Meals)**

and \$50 Dinner Gift Certificates for monthly winners. Also, please note: We will accept any size photo (except Polaroid) and slides. If your entry is chosen, you'll need to supply us with the negative.

Need more information? Call **Julie Beckel**
258-5511, ext. EAP
or your **EAP Committee Members.**



Rites of Spring

Students at the California Institute of Technology in Pasadena traditionally choose one day each spring to cut classes. Before they leave — for a day at the beach, perhaps — the seniors barricade their rooms with clever defenses against lowerclassmen who are honor bound to attempt to penetrate those defenses. If — or when — they do, they claim rewards of sweets or beverages that the seniors leave for them.

In one instance, though, lowerclassmen who successfully entered a room disdained their just rewards. Instead, they disassembled a Porsche belonging to the room's occupant, then reassembled the car inside the room.

When the senior returned, he found his car in the room — with the motor running.

—Stephen A. Franzmeier in
KIWANIS Magazine

Brown's fishing venture had been a flop, so on his way home he stopped by a local fish market. When the dealer asked what he wanted, Brown said, "Just stand over there and throw me five of the biggest fish you've got."

"Throw 'em? What for?" asked the dealer in amazement.

"So I can tell my wife I caught 'em," Brown replied. "I may be a lousy fisherman, but I'm no liar."

—Jacob M. Braude, author of
HUMOR FOR ALL OCCASIONS
in QUOTE

I finally admitted that maybe I'm a little out of shape. Yesterday I looked at my watch and pulled a muscle.

*— The mind is like a parachute —
It only functions when it's open.*



I'm not satisfied with the health club I joined. The floors are so low I can't even reach my toes.

It's amazing how a little soap and water can turn a complete stranger into your own child.

I've noticed that Congress has stopped reading George Bush's lips and started watching his steps.

A Czechoslovakian came in for a routine eye examination. "Look at the eye chart," instructed the doctor. "Are you able to read the bottom line?" The Czech replied, "Read it? I know him!"

I didn't know I was supposed to "find myself" until I was an adult. As a kid, my parents were always telling me to get lost.

Rubes By Leigh Rubin



EDITOR'S NOTE

Each month we will publish not only Special Service Awards starting at 5 year intervals, but also yearly hire dates. We appreciate ALL our Champion employees regardless of how long they've been with the company.

ANNIVERSARY DATES

1972

Danny A. Hendrix

1973

*Edward Engebretson
Daniel Brennan
Michael Hogan
Morris Olson*

1974

*James R. Dawson, Jr.
Gregory Miller
Joanne Froehlich
Michael G. Eichenlaub
Glen A. Ridge
Michael T. Speake
William E. Ellis
Brenda K. Indreland
William L. Christean
Thayne D. Bohman
Mark A. Braddock
Kevin P. Cline
Donald P. Pyette
Norman C. Schmutz
Larry P. Manning
Richard B. Hawley
Franklin L. Jesness
Kenneth E. Olson
James A. Robinson*

1975

Don E. Potter

1976

*Bruce DeLong
Delano Johnson
Edward R. Roberts
Gerald L. Bush*

1977

*Kenneth T. Shelton
William L. Freeze
Raymond P. Bessette, Sr.
Chance R. Hiday*

1978

Lee L. Lincoln

1979

Charles A. Bauer

1981

*Leigh R. Norskog
Robert H. Schmidt
Joe A. Zito
Patrician E. Thompson*

1983

Fesaitu Samuela

1984

Tony M. Chavez

1987

*Craig A. McKillop
Darren P. Tucker
Trevor M. Melugin*



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to gift giving

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BONDS**

SERVICE AWARDS

March 1990

Fifteen Years

*Raymond E. Anthony, Jr.
Joanne F. Froehlich*

Ten Years

Charles A. Bauer

TIP of the MONTH

When leaving a message on an answering machine, state your number not once, but twice. That way, the listener won't have to rewind and replay to get it. Even if the person does get the entire number with the first mention, the repetition confirms that the number is correct.

COMMUNICATIONS BRIEFINGS.

Rubes®

By Leigh Rubin



BIRTHDAYS



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
<p>ST. PATRICK'S DAY</p>				1 Don Blackler Tim Weisenburger	2 Coral Bodek Leroy Donovan Mike Nelson Brian Rieger	3 Daniel Harrison Lyle Schrecengost
4 Gary Pamin Orvil Smith Bill Jackson	5 Dale Wingo	6 Mike Burch	7 Jay Baines Scott Pierce Jim Sparks Pearlie York	8 Bill Freeze Greg Miller Jim Robinson	9 Keith Bomstad Tom Hawkins Bob Johnston Dan Thompson Jim Johnson Jim Martinson	10 Bobby Ailport
11 Bob Ridley Jack Smith	12 Jerry Cathey Steve Demers Mike Murphy	13 Ron Anderson	14 S. Breckenridge Chou Moua Rich Porter-Smith Bill Robinson Ed Wilson	15 Oki Styger Steve Erhart	16	17 Mike Dambrowski Jeff Mallo John Ridley
18 Art Bailey Mike McCullough Jim Roach	19 Kae Smith	20 Phil Hege <i>WELCOME SPRING</i>	21 Gerald Burch Ann Hogan Valerie Kirk	22 John Hendrix Mike Luna Larry Perrine	23 Jim Berthoud Jerry Bicha Barry Miller Steve Postma	24 Gordon Alfsen Daniel Gies
25 James Brewer Henry Reed Annemarie McCormack	26 Elva Barker Larry Ford Jim Thomas	27 Bill Johnson	28 Brent Milliron Byron Oliver Donna Wierson	29 Rene Hummer Chuck Baker	30 Adrian Hoyer Mark Worley Clayton Zander	31

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

—Julie Beckel, Editor



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