

# The Tamarack

 **Champion**  
BONNER, MONTANA

MARCH 1992

*March comes in like a lion,  
goes out like a lamb*



*Crowell*

# A MESSAGE FROM BOB BREWER

An article that I recently read asked, "What program should we use to compete in the marketplace?" The answer was that this was the "wrong question." The point was that "programs" are not the solution for companies that must compete in an ever increasing competitive marketplace. People rather than programs represent the best opportunity for a competitive advantage. Our individual and collective efforts in performing our work is the measure of our productivity.

Productivity in any manufacturing facility "is a sum of the capacity of its resources to produce, and it is dependent on the individual employees' belief in the necessity to produce." Personal productivity is vital. . . each of us must be productive and do our best for ourselves and the organization. I believe

organizations whose employees believe in themselves and who are productive, and do their best will come out ahead of their competitors. This is what we, Bonner, must become. For successful organizations will minimize their efforts to control employees with programs but rather will focus on potential improvements developed by all employees. As noted above, "personal productivity" on a daily basis is a must if we are to realize our maximum potential as individuals and as an organization. If every employee will commit themselves to this idea/proposition on productivity we will have dramatically improved the effectiveness, efficiency, and profitability of the organization. Will you meet the challenge?



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To:

Bob Brewer

From:

B. T. Edwards

Date:

February 7, 1992

Subject:

**1991 Safety Record  
Western Manufacturing  
Bonner**

Congratulations on the big improvement in safety performance at Bonner for 1991 -- 2.4 rate is a good achievement and all of you should be proud of it.

BTE/lam

copy: T. R. Bradley

*Tag*

*12-12-92*  
*To - all Bonner Employees*  
*From - Bob Brewer*

*your efforts are the reason we improved so dramatically in 1991. you all deserve the credit for this excellent safety achievement. Please accept my congratulations along with Tag Edwards for a job well done. We must continue our improvement in 1992 and everyone's best efforts are needed.*

*Sincerely*  
*Bob*

# MANAGER'S MESSAGE



## ACCOUNTANCY AND THE ENTERPRISE

*By Ray Meizoso*

Throughout the passage of time, diverse interpretations have been proposed as to what is accounting. Because of the many assumptions made as to what an accountant does and the role of the profession in the business environment, the definition of accounting and its contribution to the growth and development of business enterprises are somewhat nebulous in the minds of a surprisingly large number of people.

In 1941, a committee on terminology established by the **American Institute of Certified Public Accountants** postulated that accounting be defined as the Art of recording, classifying and summarizing in a significant manner, and in monetary terms, transactions and events which are of a financial character, as well as formulating interpretations from the information thus accumulated.<sup>1</sup>

Note that the AICPA definition of the accounting profession characterizes it as an art. Whether, the practice of accounting is an art vs. a science is a point that refuses to be settled by definition. Indeed, it can be argued that accounting has elements of both.

Our profession is a service. . . .and it has been around for several thousand years. Indeed, accounting records edged on cuneiform tablets have been found in Babylonia, prepared during the reign of **Bursin**, Circa 2400 B.C. Such transactions were limited, for obvious reasons, to the recording of wages and taxes. During the **Roman** period, tax records were maintained in detail. In the early part of the twelfth century, an essay was published by a monastic order, containing early principles of the double entry accounting system.

In its earlier applications, accounting emphasis was placed on the recording of goods and services. This obviously, was due to the non-industrial characteristics of the

economies. As the means of transacting business evolved, the techniques and procedures of accounting followed suit. Essentially, the elements of accounting did not experience material changes, but concepts and procedures required renewed scrutiny. This is exemplified by the effect the industrial revolution has on accounting processes. Tremendous changes affected the business environment. Technological advances placed emphasis on manufacturing processes drastically different from the individualized to the mass-produced. It was soon evident that hitherto unknown techniques such as cost accounting needed to be implemented in order to interpret, analyze and control the financial transactions of these new developing industries. Further, the increased intervention of government in the regulation of certain transactions and entities (ie., S.E.C., et. al.) has contributed to the increased relationship between business and the accounting profession, through compulsory independent audits and diversity of tax legislation.

Accounting information is used here at Bonner in a variety of decision making processes. In the financial interpretation mode, such information is used to identify and interpret for management how and why areas of the statement of income were affected, when analyzing actual results to projections and operating plans. Using mill accounting information, alternative scenarios of levels of production and pricing are studied to determine the feasibility of alternative operating strategies. Accounting data bases are also utilized to present to area and management teams sensitivity analyses based on several operating profiles to demonstrate the impact on profit or loss of

*(Continued on Page 5)*

*(Manager's Message . . . Continued from Page 4)*

changes in recovery rates; opportunities to increase productivity through judicious use of manning and overtime; how product mix, when tied to fluctuations in the market for types of panels or stud material, can significantly impact gross margin.

Effective use of information displayed in our accounting and production reports contribute to a pro-active posture by both our

facilities to discern and act on market and cost opportunities in order to, whenever possible, enhance our competitive advantage. Consequently, we in the **Bonner Financial Services Team** will continue to seek opportunities to work hand-in-hand with management to be attentive and responsive to the needs of this operation.

<sup>1</sup>*IB. A Dictionary for Accountants — Kohler*

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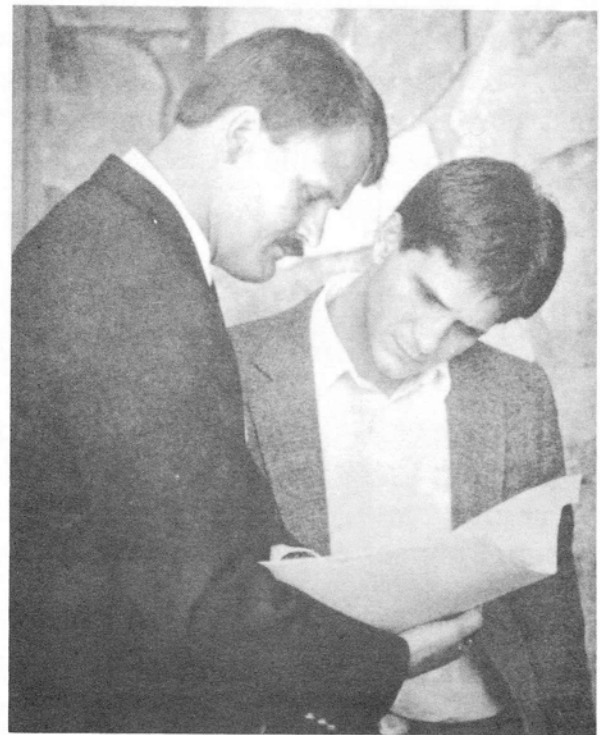
## **From - Gerry Slingsby**

Due to the problem with my lower back and an opportunity to go to school; I have decided that it would be in the best interest of not only myself but the entire union, that I resign my position as President.

I would like to take this opportunity to thank all of the people that have supported myself and the executive board in the past years. I strongly feel that in the past several years, this Union has made great strides in improving wages and working conditions. I also feel that the willingness of our union leadership to try new things to benefit the working person is essential.

I also would hope that whomever you choose as your new President, is able to enjoy the same amount of support and encouragement that I have over the past several years, as it has made the job much easier.

Again thank you for the opportunity of serving you.



*Left to right: Gerry Slingsby and Bruce Vincent.  
Photo by Melissa Blunt*

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## **HAND SAFETY AWARENESS MONTH**

***Don't take hands for granted!***

Picture what it would be like to eat or dress without hands.

Think about trying to grasp a steering wheel or type a letter without 10 fingers.

Every time you take a risk around heavy machinery, every time you reach for a hot object without safety gloves, every time you act on impulse and forget to think, you endanger precious hands and digits.

Concentrate on work — with an eye out for hazards and with safety fully in hand.



## CHAMPION SPONSORS OLYMPIC TEAMS

*Company completes four-year commitment to U.S. rowing, canoeing and kayak and kayaking teams.*

Since January of 1989, Champion has been the official sponsor of the **U.S. Rowing** and the **U.S. Canoe and Kayak** teams. The company's four-year commitment provides financial support for the amateur athletes and their Olympic training centers through the **1992 Summer Games in Barcelona, Spain**. The three teams comprise the second largest contingent of athletes behind track and field at the Olympic Games.

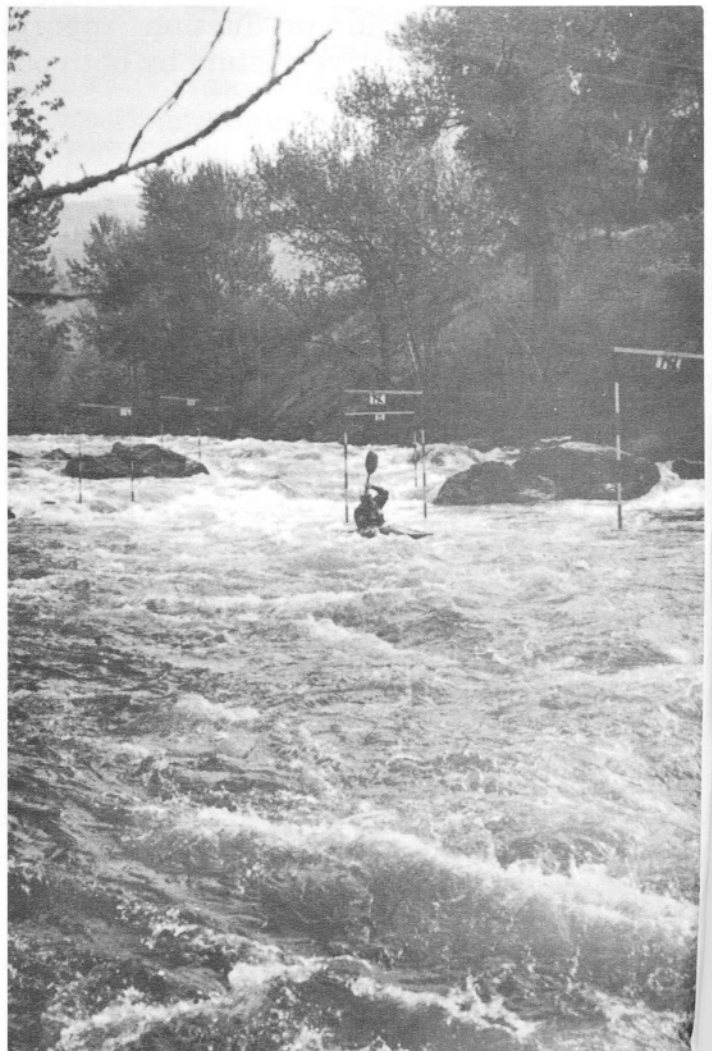
### MUTUAL BENEFITS.

*"I think Champion has definitely benefitted from its past affiliations with amateur athletics,"* says **John Hildenbiddle**, Vice President of Creative Services. *"In 1980 we sponsored the U.S. Olympic Speed Skating Team, featuring gold medalist Eric Heiden. We were also heavily involved again as a 1984 television sponsor of the Summer Olympic Games in Los Angeles."*

With world-class athletes now manning the oars in U.S. rowing, kayaking, and canoeing, all three sports have tremendous growth potential throughout the country in which the public can really enjoy, says Hildenbiddle.

*"That's important to us,"* Hildenbiddle notes. *"These are emerging sports, not cluttered with other big-name sponsors. This opportunity allows us to differentiate Champion from other paper and wood product companies. It enables us to identify ourselves with high caliber, outdoor, fitness-oriented sports that are fun to watch, easy to understand, and have more and more people participating in them each year."*

Champion will be the sole sponsor for kayaking and canoeing, as well as rowing. The amateur athletes will wear Champion



identification in all championship events, and the company will have exclusive rights to use the official team logos on its products and promotions.

**Chuch Wielgus**, Executive Director of the U.S. Canoe and Kayak Team believes the company's involvement is essential: *"Under our current system, America doesn't send our Olympic athletes to the Olympic Games, Americans do. We're extremely thankful that Champion cares enough to offer such much-needed support."*



## MONTANANS CALL FOR COMPROMISE TO SETTLE WILDERNESS ISSUE NOW

Most Montanans want the wilderness issue settled now, not later, and think all interested parties should compromise further to achieve that goal, according to the latest **Montana Poll** conducted by **The University of Montana Bureau of Business and Economic Research**.

**Susan Selig Wallwork**, Director of Survey Research for the Bureau, says the Poll revealed that, by a two-to-one margin, Montanans apparently want an end to discussion and argument over the wilderness issue. About 66 percent of the respondents said now is the time to decide the matter, while 29 percent preferred a later settlement. Five percent were undecided.

The statewide Poll, conducted December 12-17, asked 401 adults about the continuing wilderness deliberations for the **U.S. Forest Service** roadless lands in Montana. It did not ask which designation they preferred for these lands.

In order to reach a timely settlement, Wallwork says, Montanans endorse further compromise - - by a margin of four to one. This comes despite the claims by some interest groups that they've already made significant

compromises and that further compromise would result in a loss of what they're most concerned about.

Sixty-seven percent of the Montanans polled said all interest groups should compromise further. Four percent volunteered that compromise was warranted from some of the groups. Only 16 percent said there has been enough compromise already.

The Poll also found that these sentiments prevailed among all respondent groups, regardless of age, education, income, or political preference, Wallwork says. "*As a subgroup, men were noticeably more definite than women about settling the issue now (75 percent vs. 55 percent),*" Wallwork says. "*But in all other cases, no fewer than six in ten wanted the issue settled now and felt that everybody should compromise further to attain that goal.*"

The Montana Poll, begun in 1982, is an ongoing telephone survey of statewide public opinion. The December 1991 Poll results have a maximum error margin of plus/minus 5 percent.

Contact: **Susan Selig Wallwork, BBER, (406) 243-5113.**

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## SENATOR BAUCUS VISITS BONNER

In January, several hundred Champion employees at Bonner and Libby signed their names to plywood sheets as a way to show support for passage of a compromise wilderness bill recently agreed to by **Montana Senators Max Baucus and Conrad Burns**. After Senator Baucus' visit to Bonner on Thursday morning, January 16 to "receive" the plywood postcards, all four panels, two addressed to Senator Burns and two addressed to Senator Baucus were flown back to Washington D.C. and delivered to each Senator's office. Using the panels to deliver our message seemed like an interesting way to encourage participation,



(Continued on Page 8)

*(Baucus Visits Bonner. . .Continued from Page 7)*

show Baucus, Burns and other inside-the-beltway Washingtonians a "value-added" wood product, and get a few minutes of media attention for our support. It worked.

I sent the following letter to both Senator Burns and Senator Baucus with the panels stating Champion's reasons for supporting S. 1696.

*Dear Senators Baucus/Burns:*

*The announcement on November 20 that you reached an agreement on a Montana wilderness bill was a reference point in the decade-long debate from which the end may be in sight. We at Champion, hope this is the case. We encourage you to pass a bill along the lines you have agreed to when the Senate reconvenes in January, 1992.*

*Obviously, we cannot comment with authority about the implications of S. 1696 in national forests throughout Montana but within the Lolo and Kootenai National Forests, the areas closest to our mills, the boundaries and acreages in S. 1696 as agreed strike a fair compromise. With reference to the Kootenai National Forest in particular, the recommendations which Champion offered in*



*Ray Meizoso with Senator Baucus.*



*Senator Baucus looks on as Tucker makes the formal presentation.*

*June, 1991 were, for the most part, included as deletions or boundary changes in S. 1696 as it is now written; for that, we thank both of you. Champion's goal was to support the designation of new wilderness areas and to remove where possible, areas the Forest Service had designated as suitable or tentatively suitable timberlands. We did this to protect two resources: one, the economic viability of our mills and the jobs we provide, and two, unique natural areas.*

*No party to a negotiated agreement such as the current version of S. 1696 gets everything they wanted and Champion is no exception. We asked for a 10 year hiatus from new wilderness reviews but that was denied.*

*Regardless of who eventually operates Champion's Montana properties, we believe a fair resolution of the Montana wilderness bill will help stabilize, at an increased level, annual harvest levels from national forests. To resolve this issue, we offer our support for S. 1696 and will encourage each of our nearly 1,500 employees in Montana to contact you with a statement of their support.*

*(Continued on Page 9)*



(Baucus Visits Bonner. . .Continued from Page 8)

A few days ago I received Senator Burns' reply:

CONRAD BURNS  
MONTANA

COMMITTEES  
COMMERCE, SCIENCE, AND  
TRANSPORTATION  
ENERGY AND NATURAL RESOURCES  
SMALL BUSINESS  
SPECIAL COMMITTEE ON AGING

United States Senate

WASHINGTON, DC 20510-2803

February 6, 1992

Mr. Tucker Hill  
Director - Public Affairs  
Champion International Corp.  
Post Office Box 8  
Milltown, Montana 59851

Dear Tucker:

Thank you for your letter regarding the compromise agreement on S. 1696, the Montana wilderness bill.

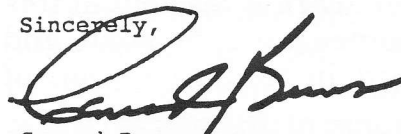
You are well aware what a contentious issue this is in Montana. Although many years have passed since the roadless areas were first studied for wilderness, we have never gotten any closer to resolving the debate. The compromise that Senator Baucus and I finally agreed to was not reached easily. Besides working on it for nearly three years, we spent an entire week in November, from early in the morning until late at night, negotiating.

Tucker, I do not like everything in this compromise. However, I entered into the negotiations and eventually agreed to the compromise because it is time that this very divisive issue be resolved. I have received the plywood post cards signed by "Champions" in Libby and Bonner, and I appreciate all the support the you and all the other employees at Champion have shown for the compromise.

I look forward to the passage of S.1696 and to a new chapter in the management of our National Forests in Montana.

With best wishes,

Sincerely,



Conrad Burns  
United States Senator

CRB/mas

If anyone missed signing the panels but wants to register an opinion on the Burns/Baucus compromise bill, S. 1696, I encourage you to do so by calling or writing both Montana Senators.

The Honorable Max Baucus  
SH-706 Hart Senate Office Building  
Washington, D.C. 20510-2602  
202-224-2651

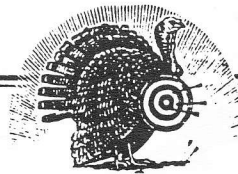
The Honorable Conrad Burns  
SD-183 Dirksen Senate Office Building  
Washington, D.C. 20510-2603  
202-224-2644

Senate action on S. 1696 is scheduled February 18, 1992. Consideration by the House will follow. Thank you for your help. It will make a difference.

—Tucker Hill  
Director - Public Affairs



I R R A T I O N A L



A F F A I R S

## THE GREENHOUSE AFFECT

*The Earth needs to be saved not so much from global warming, ozone depletion and rain-forest destruction as from the hordes of sanctimonious, self-appointed saviors who merchandise environmental panic.*

### THE ENVIRONMENT

If the great outdoors is so swell, how come the homeless aren't more fond of it?

There, I wanted to be the one person to say a discouraging word about Earth Day — a lone voice *not* crying in the wilderness, thank you, but hollering in the rec room.

On April 22nd — while everybody else was engaged in a great, smarmy fit of agreeing with himself about chlorofluorocarbons, while *tout le monde* traded hugs of unanimity over plastic-milk-bottle recycling, while all of you praised one another to the ozone-depleted skies for your brave opposition to coastal flooding and every man Jack and woman Jill told child Jason how bad it is to put crude oil on baby seals — I was home in front of the VCR snacking high on the food chain.

But can any decent, caring resident of this planet possibly disagree with the goals and aspirations embodied in the celebration of Earth Day? No.

That's what bothers me. Mass movements are always a worry. There's a whiff of the lynch mob or the lemming migration about any overlarge gathering of like-thinking individuals no matter how virtuous their cause. Even a band of angels can turn ugly and start looting if enough angels are hanging around unemployed and convinced that succubi own all the liquor stores in heaven.

Whenever I'm in the middle of conformity, surrounded by oneness of mind, with people oozing concurrence on every side, I get scared. And when I find myself agreeing with everybody, I get really scared.

Sometimes it's worse when everybody's right than when everybody's wrong. Everybody in fifteenth-century Spain was wrong about where China is, and as a result, Columbus discovered Caribbean vacations. On the other hand, everybody in fifteenth-century Spain was right about heresies: They're heretical. But that didn't make the Spanish Inquisition more fun for the people who were burned at the stake.

A mass movement that's correct is especially dangerous when it's right about a problem that needs fixing. Then all those masses in the mass movement have to be called to action, and that call to action better be exciting, or the masses will lose interest and wander off to play arcade games. What's exciting? Monitoring the release into the atmosphere of glycol ethers used in the manufacture of brake-fluid anti-icing additives? No. But what about some violence, an enemy, someone to hate?

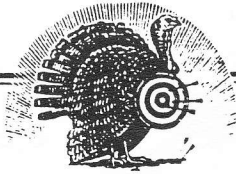
Mass movements need what Eric Hoffer — in *The True Believer*, his book about the kind of creepy misfits who join mass movements — calls a “unifying agent.”

“Hatred is the most accessible and comprehensive of all unifying agents,” writes Hoffer. “Mass movements can rise and spread without belief in a God, but never without belief in a devil.” Hoffer goes on to cite historian F.A. Voigt's account of a Japanese mission sent to Berlin in 1932 to study the National Socialist movement. Voigt asked a member of the mission what he thought. He replied, “It is magnificent. I wish we could have something like it in Japan, only we can't because we haven't got any Jews.”

(Continued on Page 11)



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A F F A I R S

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*(Greenhouse Affect. . . Continued from Page 10)*

THE ENVIRONMENTAL MOVEMENT has, I'm afraid, discovered a unifying agent. I almost said "scapegoat," but scapegoats are probably an endangered species. Besides, all animals are innocent, noble, upright, honest and fair in their dealings and have a great sense of humor. Anyway, the environmental movement has found its necessary enemy in the form of that ubiquitous evil — already so familiar to Hollywood scriptwriters, pulp-paperback authors, minority spokespersons, feminists, members of ACT UP, the Christic Institute and Democratic candidates for president: Big Business.

Now, you might think Big Business would be hard to define in this day of leveraged finances and interlocking technologies. Not so. Big Business is every kind of business except the kind from which the person who's complaining draws his pay. Thus the Rock Around the Rain Forest crowd imagines record companies are a cottage industry. The Sheen family considers movie conglomerates to be a part of the arts and crafts movement. And Ralph Nader thinks the wholesale lobbying of Congress by huge tax-exempt, public-interest advocacy groups is akin to working the family farm.

This is why it's rarely an identifiable person (and, of course, never you or me) who pollutes, it's a vague, sinister, faceless thing called "industry." The National Wildlife Federation's booklet on toxic-chemical releases says, "Industry dumped more than 2.3 billion pounds of toxic chemicals into or onto the land." What will "industry" do next? Visit us with a plague of boils? Make off with our firstborn? Or maybe it will wreck the Barcalounger. "Once durable products like furniture are made to fall apart quickly, requiring more frequent replacement," claims the press kit of Inform, a New York-based environmental group that seems to be missing a few sunflower seeds from its trail mix. But even a respectable old establishmentarian organization like the Sierra Club is not above giving a villainous and conspiratorial cast to those who disagree with its legislative agenda. "For the past eight years, this

country's major polluters and their friends in the Reagan administration and Congress have impeded the progress of bills introduced by congressional Clean Air advocates," says the Sierra Club's 1989-90 conservation-campaign press package. And here at ROLLING STONE — where we are so opposed to the profit motive that we work for free, refuse to accept advertising and give the magazine away at newsstands — writer Trip Gabriel, in his RS 571 article "Coming Back to Earth: A Look at Earth Day 1990," avers, "The yuppie belief in the sanctity of material possessions, no matter what the cost in resource depletion, squared perfectly with the philosophy of the Reaganites — to exploit the nation's natural resources for the sake of business."

Sure, "business" and "industry" and "their friends in the Reagan administration and Congress" make swell targets. Nobody squirts sulfur dioxide into the air as a hobby or tosses PCBs into rivers as an act of charity. Pollution occurs in the course of human enterprise. It is a byproduct of people making things like a living, including yours. If we desire, for ourselves and our progeny, a world that's not too stinky and carcinogenic, we're going to need the technical expertise, entrepreneurial vigor and marketing genius of every business and industry. And if you think pollution is the fault only of Reaganite yuppies wallowing in capitalist greed, then go take a deep breath in Smolensk or a long drink from the river Volga.

Sorry, but business and industry — trade and manufacturing — are inherent to civilization. Every human society, no matter how wholesomely primitive, practices as much trade and manufacturing as it can figure out. It is the fruits of trade and manufacturing that raise us from the wearying muck of subsistence and give us the health, wealth, educational leisure and warm, dry rooms with Xerox machines — all of which allow us to be the ecology-conscious, selfless, splendid individuals we are.

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(Greenhouse Affect. . .Continued from Page 11)

Our ancestors were too busy wresting a living from nature to go on any nature hikes. The first European ever known to have climbed a mountain for the view was the poet Petrarch. That wasn't until the fourteenth century. And when Petrarch got to the top of Mount Ventoux, he opened a copy of Saint Augustine's *Confessions* and was shamed by the passage about men "who go to admire the high mountains and the immensity of the oceans and the course of the heaven. . .and neglect themselves." Worship of nature may be ancient, but seeing nature as cuddlesome, hug-a-bear and too cute for words is strictly a modern fashion.

The Luddite side of the environmental movement would have us destroy or eschew technology — throw down the ladder by which we climbed. Well, nuts (and berries and fiber) to you, you shrub huggers. It's time we in the industrialized nations admitted what safe, comfortable and fun-filled lives we lead. If we don't, we will cause irreparable harm to the disadvantaged peoples of the world. They're going to laugh themselves to death listening to us whine.

Contempt for material progress is not only funny but unfair. The average Juan, Chang or Mobutu out there in the parts of the world where every day is Earth Day — or Dirt and Squalor Day anyhow — would like to have a color television too. He'd also like some comfy Reeboks, a Nintendo Power Glove and a Jeep Cherokee. And he means to get them. I wouldn't care to be the skinny health-food nut waving a copy of *50 Simple Things You Can do to Save the Earth* who tries to stand in his way.

THERE WAS SOMETHING ELSE keeping me indoors on April 22nd. Certain eco-doomsters are not only unreasonable in their attitude toward business, they're unreasonable in their attitude toward reason. I can understand harboring mistrust of technology. I myself wouldn't be inclined to wash my dog in toluene or picnic in the nude at Bhopal. But to deny the validity of the scientific method is to resign your position as a sentient being. You'd better go look for work as a lungwort plant or an Eastern European

Communist-party chairman.

For example, here we have the environmental movement screeching like New Kids on the Block fans because President Bush asked for a bit more scientific research on global warming before we cork everybody's Honda, ban the use of underarm deodorants and replace all the coal fuel in our electrical generating plants with windmills. The greenhouse effect is a complex hypothesis. You can hate George Bush as much as you like and the thing won't get simpler. "The most dire predictions about global warming are being toned down by many experts," said a *Washington Post* story last January. And that same month the *New York Times* told me a new ice age was only a couple of thousand years away.

On the original Earth Day, in 1970 — when the world was going to end from overcrowding instead of overheating — the best-selling author of *The Population Bomb*, Dr. Paul Ehrlich, was making dire predictions as fast as his earnestly frowning mouth could move. Dr. Ehrlich predicted that America would have water rationing by 1974 and food rationing by 1980; that hepatitis and dysentery rates in the United States would increase by 500 percent due to population density; and that the oceans could be as dead as Lake Erie by 1979. Today Lake Erie is doing better than Perrier, and Dr. Ehrlich is still pounding sand down a rat hole.

Now, don't get me wrong: Even registered Republicans believe ecological problems are real. Real solutions, however, will not be found through pop hysteria or the merchandising of panic. Genuine hard-got knowledge is required. The collegiate idealists who stuff the ranks of the environmental movement seem willing to do absolutely anything to save the biosphere except take science courses and learn something about it. In 1971, American universities awarded 4390 doctorates in the physical sciences. After fifteen years of youthful fretting over the planet's future, the number was 3551.

It wouldn't even be all that expensive to

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*(Greenhouse Affect. . . Continued from Page 12)*

make the world clean and prosperous. According to the September, 1989 issue of *Scientific American*, which was devoted to scholarly articles about ecological issues, the cost of achieving sustainable and environmentally healthy worldwide economic development by the year 2000 would be about \$729 billion. That's roughly fourteen dollars per person per year for ten years. To translate that into sandal-and-candle terms, \$729 billion is less than three-quarters of what the world spends annually on armaments.

The Earth can be saved, but not by legislative fiat. Expecting President Bush to cure global warming by sending a bill to Congress is to subscribe to that eternal fantasy of totalitarians and Democrats from Massachusetts: a law against bad weather.

Sometimes I wonder if the fans of Eco-Armageddon even want the world's problems to get better. Improved methods of toxic-chemical incineration, stack scrubbers for fossil-fuel power plants and sensible solid-waste management schemes lack melodramatic appeal. There's nothing apocalyptic about gasohol. And it's hard to picture a Byronic hero sorting his beer bottles by color at the recycling center. The beliefs of some environmentalists seem to have little to do with the welfare of the globe or its inhabitants and a lot to do with the parlor primitivism of the Romantic Movement.

There is this horrible idea, beginning with Jean Jacques Rousseau and still going strong in college classrooms, that natural man is naturally good. All we have to do is strip away the neuroses, repressions and Dial soap of modern society, and mankind will return to an Edenic state. Anybody who's ever met a toddler knows this is soy-protein baloney. Neolithic man was not a guy who always left his campsite cleaner than he found it. Ancient humans trashed half the map with indiscriminate use of fire for slash-and-burn agriculture and hunting drives. They caused desertification through overgrazing and firewood cutting in North Africa, the Middle East and China. And they were responsible for the extinction of mammoths, mastodons, cave bears, giant sloths, New World camels

and horses and thousands of other species. Their record on women's issues and minority rights wasn't so hot either. You can return to nature, go back to leading the simple, fulfilling life of the hunter-gatherer if you want, but don't let me catch you poking around in my garbage cans for food.

Then there are the Beasts-Are-Our-Buddies types. I've got a brochure from the International Fund for Animal Welfare containing a section called "Highlights of IFAW's History," and I quote: "1978 — Campaign to save iguanas from cruelty in Nicaraguan marketplaces — people sew animals' mouths shut."

1978 was the middle of the Nicaraguan civil war. This means that while the evil dirtsock Somoza was shooting it out with the idiot Marxist Sandinistas, the International Fund for Animal Welfare was flying somebody to besieged Managua to check on lizard lips.

The neo-hippie-dips, the sentimentality-crazed iguana anthropomorphizers, the Chicken Littles, the three-bong-hit William Blakes — thank God these people don't actually go outdoors much, or the environment would be even worse than it is already.

But ecology's fools don't upset me. It's the wise guys I'm leery of. Tyranny is implicit in the environmental movement. Although Earth Day participants are going to be surprised to hear themselves accused of fascist tendencies, dictatorship is the unspoken agenda of every morality-based political campaign. Check out Moslem fundamentalists or the right-to-lifers. Like abortion opponents and Iranian imams, the environmentalists have the right to tell the rest of us what to do because they are morally correct and we are not. Plus the tree squeezers care more, which makes them an elite — an aristocracy of mushiness. They know what's good for us even when we're too lazy or shortsighted to snip plastic six-pack collars so sea turtles won't strangle.

—P.J. O'Rourke

*Rolling Stone (ISSN 0033-791X) June 1990*



## PARTICIPATIVE MANAGEMENT IN PROGRESS

By Sue Hogan

On September 10, 1991, volunteers from the Plywood Green End and Dryers formed a group called the **Green Veneer Stacking Task Force Team**. These team members have been working together on a green veneer storage and rotation project. Members of this team are **Rick Bullock, Clyde Corbin, Roy Gilmore, Henry Reed, George Teague, and Bob Zentgraf**.

This team, facilitated by **Doug Shoup**, has been meeting weekly to compile necessary data needed for their proposal. The purpose of this project is to develop strategies to:

- Maximize floor space
- Insure efficient veneer rotation
- Provide a safer work area
- Improve communications between personnel
- Turn fishtail loads
- Keep veneer location organized

The benefit results of this proposal are substantial. To enhance safety in the area, lanes would be widened and blind corners would be eliminated. If implemented, it is hopeful that this project would reduce loss time accidents and damage to equipment by reducing hazardous driving areas.

Proper rotation of the veneer is essential. Rotation to eliminate the old inventory would reduce the damage to the veneer when fed. Proper rotation would also keep the veneer from sticking together; therefore, allowing the feeders to keep the dryers full. Proper organization of the veneer would allow the drivers to know where the wood was stacked.

The Green Veneer Stacking Task Force Team will soon be presenting their proposal to the Plywood Transition Team and to the Plywood Management Team. Members of the group commented, *"We feel confident that management will accept the proposal."*

Hours of hard work and dedication have gone into the planning of this proposal. The members of the Green Veneer Stacking Task



*Green Veneer Stacking Task Force Team: Top Row (l to r), George Teague, Clyde Corbin, Henry Reed, and Doug Shoup (Facilitator). Bottom Row (l to r), Roy Gilmore, Bob Zentgraf, and Rick Bullock.*

Force Team would like to thank consultants: **Bruce DELong, Steve Erhart**, employees of the Plywood Maintenance Department, **Clay O'Connor, Jan Paulson, and John Price** for the time and effort they contributed to help initiate this project.



## P.M. IN CENTRAL SERVICES

The "change process" (participative management) in Central Services began its kick-off with a "Fish Bowl" meeting. This was an opportunity for individuals working in Central Services, to ask the "Fish Bowl" panel members questions about the change effort at Bonner.



The "Fish Bowl" members consisted of Union Executive Board Members,

Management, and Transition Team Members from all the other Complex Departments. The panel members answered questions, shared and clarified perceptions about the PM process.

The Union and Management has started the ball rolling by selecting the following individuals to be on the Central Services Transition Team: Tom Conley, Jim Johnson, Ted Aarstad, Don Pearson, Kent Halland, and Dick Shimer.



*Swing Shift Central Services employees.*

## MEETING THE CHALLENGES OF THE 90's

*By Art Bailey*

**Participative Management (PM)  
Customer Driven Quality (CDQ)  
Competitive Advantage  
Total Quality Commitment (TQC)  
Quality Improvement Process (QIP)  
Customer Satisfaction  
Productivity, Profitability, Quality**

Put any label on it you want. It's here to stay!

*What happened to the good old days when we came in, punched the clock, put in our eight hours, and went home? I can guarantee you, those days are gone forever.*

With the high costs of doing business, along with all of the environmental issues we are faced with today, it is going to take every one

of us doing our level best to meet the challenges we are going to be faced with in the near future. We have to become more competitive as well as offer our customers the highest quality product possible, at a reasonable price, if we are going to survive at Bonner.

This is not going to be an easy challenge, nor is it going to happen over night. I can't help but think that we are on the right track with the PM process. With more employees and supervisors becoming involved and by working together and sharing our expertise, we **can** and **will** meet the challenges of the 90's.

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# VISION STATEMENT

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## SAFETY COACHES

### 1 YEAR - JANUARY 1993

Accident free in '93. None for you in '92 — lost time accidents that is. No lost time accidents are the result of the increased safety awareness brought about by more effective safety meetings. It seems that everyone has something to say about safety and people are looking out for each other. New hands are shown how to safely and efficiently work throughout the plant. When you are new or unfamiliar with an area of the plant, you are given an escorted tour — having pinch points and hidden hazards pointed out. Hints about how others have made the jobs less strenuous are readily shared by more experienced workers.

Accident free. This wasn't always the case. Safety concern has long been around at the Bonner Complex, but it wasn't until late 1991 that a more effective means of conveying that concern came into being. I guess it was just a part of the evolution that came with the Participative Management Process.

**The Plant Safety Committee**, a committee made up of hourly and salaried employees, nominated and interviewed a group of employees that would become **Safety Coaches**. The Safety Coaches had an unusual request made of them; to help create a safer work environment at the Bonner Complex. Armed with tools provided them by a week's training session and previously acquired skills, the Safety Coaches set out to work.

A key ingredient to any organization is to gain involvement from the people. To that end, the Safety Coaches conducted training sessions for managers, supervisors, leadmen and safety representatives on how to gain participation from the safety meeting attendees. Effective meetings required time for both preparation and conducting, and with that point recognized, the fifteen minute stump safety meetings began to end. In their place came the effective safety meetings. Meetings where considerable thought and

effort went into their planning. Planning for the meetings became a norm at Bonner.

The need for a centralized resource center was recognized early on. The resource library came into being. Using existing resources (nurse's tapes and used safety meeting outlines), the library is limited in scope, but growing. Safety Meeting Leaders contact the Safety Coaches, generally the coach that wrote them the letter advising them of available resources for their upcoming meetings. These meetings are planned 3 to 6 months in advance, allowing resources to be gathered prior to the actual need. The Coach leads the Safety Meeting Leaders through the process of selecting a subject guide on their meeting topic. Several guides for each topic are available, allowing different presentations for each topic to prevent staleness over time. Great inventiveness has been discovered among the Safety Meeting Leaders at Bonner and all the subject guides emphasize group participation.

**Presently, this first year vision statement is a dream. To transfer the vision into a reality we need to accomplish the following goals:**

1. Have all managers, supervisors, leadmen and safety representatives attend the two day "Effective Safety Meetings" workshop.
2. Conduct orientation tours for all newly hired and transferred personnel. Have these employees work with experienced operators willing to share their knowledge and expertise.
3. Continued acquisition of or locating of resources for the resource library.
4. Planning safety meetings up to 6 months in advance.
5. A resource library in a central location.
6. Design, locate and construct a central meeting facility.
7. Renew ergonomic emphasis when training new personnel at work locations.

*(Continued on Page 17)*



*(Vision Statement. . .Continued from Page 16)*

**To accomplish our 3rd year goals, we need to attain the following objectives:**

1. Maintain and sustain training of safety meeting leaders in using "Effective Safety Meetings."
2. Train plant wide in problem solving methods.
3. Continue to implement our 1st year goals.

**Our 5 year plan requires continued implementation of the 1st and 3rd year goals and objectives. In addition, we need to accomplish the following:**

1. Newly hired employees need to be queried about outside hobbies and interests.
2. To draw on more in-house experts, we need to discover areas of expertise from our present employees. Perhaps a questionnaire.
3. Provide a pay-for-knowledge hourly incentive of \_\_\_\_\_ cents for safety representatives.

### **3 YEARS**

Things have started to get a lot better at the Bonner Complex. Safety is becoming so closely intertwined with quality that it is difficult to tell where one ends and the other begins. The open lines of communication that started in the safety meetings has overflowed to the plant. Greater attention is given to the ideas brought up from the floor. Communication has enhanced problem solving. We now treat the problem instead of symptoms. Millwrights talk with production workers, insuring they understand the problem. Then several ideas are brought forward and the best one is selected. Some of the innovations are in use elsewhere in the country.

The safety meeting resource library has grown and improved. Subject guides lead safety representatives to several different presentations for each training topic. Some materials that aren't already in the library are ordered in, available three weeks before they are needed for the presentations. This enables the safety representatives to practice with the

material before their presentation. All safety representatives have attended a presentation workshop. The workshops are designed to show how to make presentations more effective.

Safety meetings are routinely audited by Safety Coaches who meet with the presenters before hand to let them know they will be attending. After the safety meeting, the coach and presenter get together, review what went right and discuss how to improve the next one.

### **5 YEARS**

The Bonner Complex, where the effective and meaningful safety meetings have played a major part. Going one, two, and three years lost time accident free is the norm at Bonner, not the exception. It hasn't been easy getting to be accident free. Everyone at Bonner has taken responsibility for making our environment a safe place to work. New employees receive safety emphasized introductions to the plant and are routinely asked about outside interests and areas of expertise. Some of the newer employees have been called on for presentations to fellow crew members. This has served as an introduction for the newer employees and helped them to realize just how important the overall person is to the Bonner Complex.

Safety meetings are well attended at Bonner, but that is no surprise — they are informative and fun. The subjects for the meetings are set to a tentative schedule on an annual basis. Though the subjects are established in advance, the actual presentations are varied. It seems that since everyone has joined the safety train, everyone has a different idea of how to present safety topics. Oh sure, some of the old stand by's like **Roy Robinson's "Sledge-a-matic"** for eye safety are around and used, but so are a lot of others.

Safety representatives used to work the positions for years at a time. Nowadays, the safety representatives generally have someone assisting them. Picking out subject guides, outlines and lining up audio equipment for the meetings. These assistants are serving an apprenticeship type role, getting ready to be next year's safety representatives.

## NEW OPPORTUNITIES

By Dick Shimer

The boiler modifications completed on No. 1 boiler last fall produced some unanticipated problems and opportunities. The Bonner operation went from being a major purchaser of hog fuel last winter, to being a major producer this year.

We are now selling some excess hog fuel to **Stone Container**. In late December, we also began shipments of log yard waste from the concrete yard area to **Mountain West Bark Co.** for processing. Mountain West Bark processes the material for

decorative bark, mulches, and potting soils which are bagged and sold throughout the United States.

We are also working on refining our fuel system, to route bark from the Plywood Processor to a bin for direct loading into a van for the same purpose. This bark is routed through the No. 1 hog which had some hammers taken out and the grates removed. This leaves the bark in a marketable form but breaks up any larger pieces of wood that could possibly plug the bins or feeder in our boiler.



## NEW MARKETS

By Glen Munds

We have a new market for our missaws and dunnage plywood panels. **Fox Lumber** in Hamilton, Montana, at this time is buying all our missaws and dunnage panels. In the past these panels were cut in quarters and fed into the panel hog, and chipped into hog fuel for the Boiler.

Selling the dunnage and missaws will positively affect our bottom line — by increasing Plywood's profitability. This new market will reduce overtime. In the

past, these panels were cut up and fed into the hog on Saturdays. It will also result in Siberia being cleaner and more available room for warehouse storage.

Also with Champion's continuing efforts to be environmentally conscious, we have found a potential buyer for the pallets that we receive our soda ash, flour, and extender on, that we make glue with. In the past, the majority of these pallets went to **Bauer's** dump and a few to employees.

## STUD SHOP AND MOLDING?

By John Barnhart

When the words shop and molding are used, a picture of five quarter boards as wide and as long as possible comes to mind. Just before Thanksgiving last year, **Doug Vanderwoude** of **Canfor U.S.A.** in Bellingham, Washington, came to Bonner to change that picture.

According to Doug, Canfor U.S.A. has a European market for shop and molding from the Bonner Stud Mill. Canfor is looking for shop and molding grade two by four and two by six boards with a minimum length of seven feet, in the white woods. At the plant in Bellingham, the studs are re-graded and the two by six ripped for best recovery. A ten foot board may then be cut three times to recover the best shop. These pieces are scanned and computed for payment to the supplying mill. Canfor re-dries the pieces to ten to twelve percent if necessary. After the drying, the pieces are laminated together and milled forty thousands on each side and shipped to their European customers in lengths to their specifications. The European customer then machines the product as they see fit, primarily for shop and molding to be used in houses.

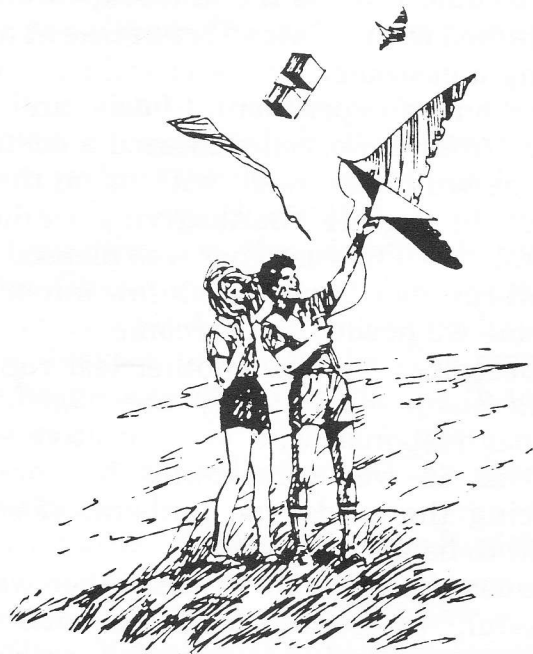
The Bonner Stud Mill is now making a test run to determine the feasibility of a partnership with Canfor. When the specific loads have been planed, the graders will make the initial selection and send the boards to the economy chain. The boards are checked again and pulled into a cart and stored until enough volume is generated to truck to the Canfor manufacturing plant in Bellingham.

When asked why he was at Bonner,

Doug replied, *"The quality and volume of the studs made at Bonner is high and this partnership with Canfor U.S.A. is attractive to the bottom line at Bonner."*

What is the "bottom line" for us? In his presentation, Doug used these figures: if economy studs are selling on the market for eighty dollars per thousand board feet, Canfor will pay half again to twice that price for the shop and molding they recover from our economy stock! Optimistically, that could generate as much as twenty thousand dollars a month to Bonner's bottom line.

On the surface, this gentlemen's agreement between Canfor U.S.A. and the Bonner Stud Mill appears to have great potential!





# LANDSCAPE TIMBERS

By Bruce DELong

It's due to the effort and teamwork of the following people that we are able to produce landscape timbers: **Bill Ailport, Randy Lavoie, Rich Lawrence, Ken Stensrud, Don Brinkerhoff, John Eichenlaub, Rick Porter-Smith, Don Murphy**, and the maintenance crews on all 3 shifts. These individuals' commitment to this new product is why Bonner is now able to be in the landscape timber business. I'd like to thank every employee that has made it possible for the landscape timbers. . .being a big success.

Approximately 4 years ago our **Tacoma Sales Department** asked us if we could produce landscape timbers. At that point in time our stud machine wasn't capable of processing the timbers. Then last year during the lay-off, some modifications to the ADCO West Stud machine were done. Those modifications have allowed us the flexibility to process landscape timbers, as well as 2 by 4's and 4 by 4's.

Last summer I approached Bill Ailport (Stud Machine Operator) about what we'd have to do to produce the landscape timbers. Bill agreed to work on the technical aspect of how we could process the landscape timbers.

We talked to our **Sales Department** about locating a customer who was willing to work with us on an experimental basis, and then we'd go from there. Sales located a customer that was willing to work with us on the test product. Just before Thanksgiving, we did our first test run. The customer was pleased with the test run, but there were a few minor flow problems we needed to overcome.

In December, we did another test run and "*ironed out some more of the bugs*". The customer response was very positive — he asked us if we were going to continue producing the landscape timbers? If so, he wanted to be a steady buyer.

Because the test run in December was so successful, we contacted Sales and said, "*Let's get into the landscape timber market!*"

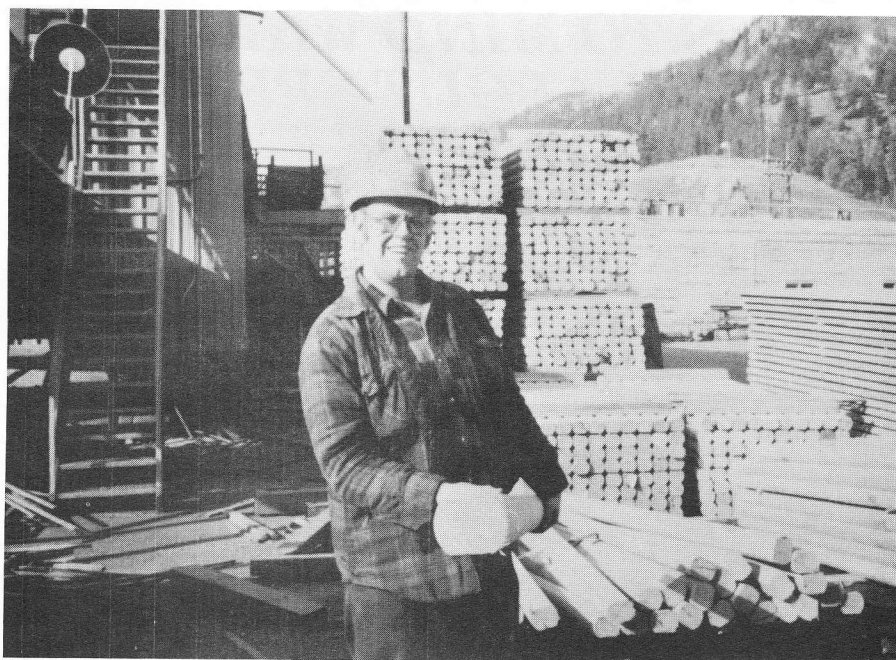
We are now selling this new product on a quarterly basis, and they are sold out through March. Currently, we have four customers. To fill the orders, 85% of all the cores developed from peeling veneer are going into producing these landscape timbers. The other 15% of cores are being processed into either studs or chips (cores not suitable for 2 by 4's).

The landscape timber business is seasonal. The individuals that purchase our products start buying in October and by May the demand starts winding down. If the market is still there in May, we'll continue to produce this product, and if the market is weak we'll make studs.

Landscape timbers are available for employee purchase. The procedure for buying them is the same as purchasing plywood. They will be handled by the **Plywood Shipping Superintendent - - Glen Munds**.



# STUD MACHINE CONVERSION



*Bill Ailport holding a new landscape timber.*

*By Bill Ailport  
(Day Shift Stud Machine Feeder)*

The cooperation/team effort between the **Maintenance Department** on all shifts and the **Stud Mill** crews, to convert the stud machine to produce landscape timbers was a concerted effort by all parties involved in the conversion.

On our first test run of the landscape timbers, it took approximately 16 hours to change the stud machine over, currently we've got it down to 6 hours. In the future, we are hoping to reduce downtime in changing over from cutting studs to landscape timbers and vice versa. The following is the procedural sequence necessary to convert the stud machine over to process landscape timbers:

- First thing, a millwright switches the machine over.
- Take the stainless steel side plates out of the machine and replace them with thinner ones.
- Take arbor saws out and put one in the size of thickness of the timbers and then readjust all four pressure wheels in machine to diameter of core.
- Readjust top head to cut the thickness you need.

- Readjust air pressure on outfeed pressure wheels.
- Readjust stops on the infeed to machine to only let 4-1/4" to go into the machine.
- On the stud stacker, pull saws back to 96" and then put chairs on stacker chains and readjust all switches to size of new loads.
- Put hold downs on the infeed to stacker.

As you can see — the change overs are complex — to accomplish all this work it takes teamwork from the millwrights on all 3 shifts. Also, when the Stud Mill is processing landscape timbers, the individuals involved (Lathe Operators, Outside Transport, Stud Stacker, and Stud Machine Feeder) have to be totally focused on their jobs. The reason we have been successful in producing the quality and quantity of landscape timbers is that, every operator involved works together; it's a team effort.

Millwrights - **Rick Porter-Smith** and **Don Murphy** were instrumental in redesigning a multitude of the new parts for the Stud Machine that were necessary to allow us to produce this new product.

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## WHAT IS THE FIRST THOUGHT THAT COMES TO MIND WHEN YOU THINK ABOUT SPRING?

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**MEL LOCKRIDGE**

(Facilitator)

*"I think about little league baseball and baseball practice."*



**DIANE HENDRIX**

(Payroll Clerk)

*"Yippee, the kids can play outside again!"*



**JOANNE FROEHLICH**

(Puller Family/Planer)

*"Green!"*



**DAVE BOOI**

(No. 2 Stacker Operator/Planer)

*"No snow!"*





**JACK BALLAS**

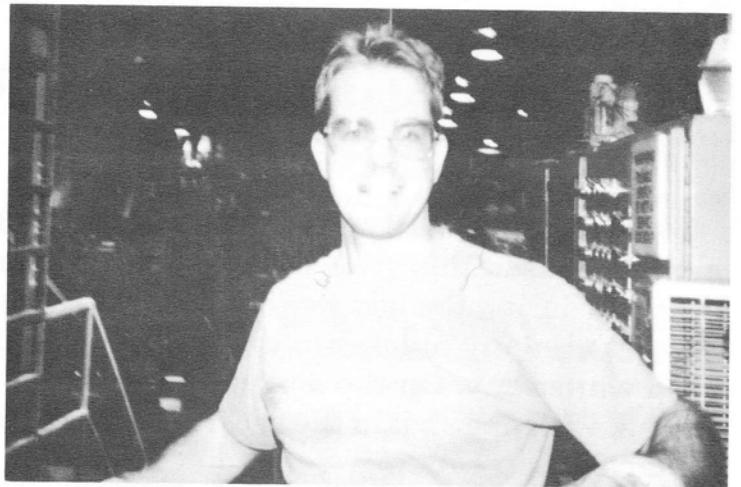
(Powerhouse Engineer)

*"I think about the birds returning after being away all winter. When you get up in the morning and hear them sing, it cheers up your day."*

**NILS HALLGREN**

(Processor Saw Filer)

*"Going to the lake and fishing."*



**KELLY SMITH**

(Plywood Green Chain Offbearer)

*"Flowers and layoffs."*

**STEVE BRECKENRIDGE**

(Plywood Green End Stacker Operator)

*"Kayaking!!"*

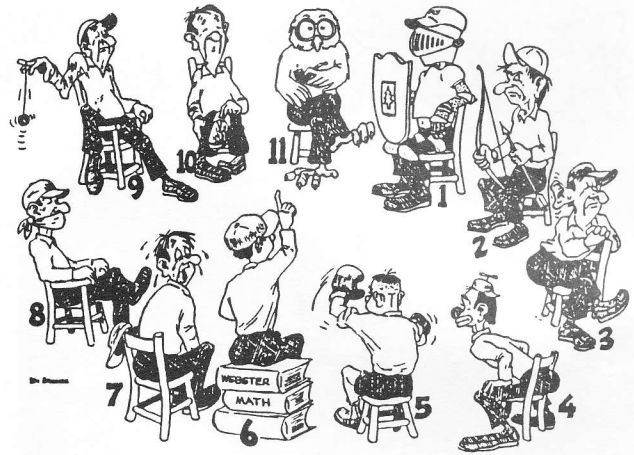


## Effective Meetings

Our future is determined by the decisions made by the **Bonner Complex Managers, Union Executive Board, Transition Teams, Area Teams, Task Teams, Safety Trainers, etc.** — and most of these decisions are made in meetings. As a result, people attending these meetings have tremendous opportunity to make our organization more productive.

A meeting can and perhaps should be compared to a product or service. It goes without saying that no company or individual would consider investment in an item that would not produce a return. It is the same with meetings and though the return on investment in meetings can't always be measured immediately, it can be seen through active, informed people who have a workable plan for getting some specific work done. Every meeting, then, should produce a "return on investment."

For a moment now, evaluate the last meeting that you attended. Think about what was accomplished. If you can honestly say your meeting achieved its objectives, your team is one of the remarkable few; for nearly

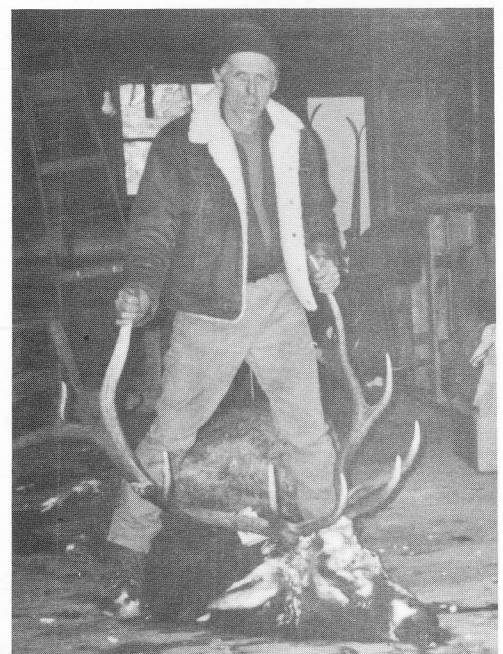


every study of meetings and those who attend them verifies the fact that meetings for the most part do not achieve their original objectives. They are generally inconvenient, not enjoyed, and are one of the costliest techniques used in our culture change. . .the PM process.

Every individual, who is a member of a team has a "role to play", as far as, taking responsibility in doing what they can to have effective/productive meetings. So when you accept unproductive meetings as a fact of life, you are simply giving in and agreeing with others who do the same thing. And this is poor managing.

## Hunting Success For Steve Gillespie

Steve Gillespie, a **Plywood Millwright**, had a successful hunting season this year. Every year, Steve takes a week's vacation during the last week of hunting season. This year, he packed many miles into his favorite hunting spot on a crisp winter day. On the next morning, he shot his 6 point bull elk with one shot in the neck. He hiked out that day and contacted **Lee Lincoln** - - another **Plywood Millwright**. Then the next day, which happened to be the last day of hunting season, Steve and Lee ascended up the many miles to Steve's hunting camp. But this time Steve was on horseback, thanks to Lee. It took them all day to drag his elk out with Lee's horses. Steve says, "Thanks to Lee. Without your help, I'd still be dragging that big bull."



# CHAMPION RETIREES

By Larry Schneider

## OLIVE SOL



Olive Sol, the **Quality Control** person, retired January 15th after 18 years with Champion. Olive worked for about 9 months in the **Planer** and then transferred to **Plywood**. She worked on **Dryers** and various other jobs until 1984, when she took the salaried position of **Quality Control Technician**.

Olive has 4 children; 2 sons, **Ed** and **Bob Smollack**, and 2 daughters, **Pat Doty** and **Peggy Miller**. Olive

also has 10 grandchildren, with a new one due to arrive in February, and 1 great granddaughter.

I asked Olive what some of her highlights while working at Bonner were. She said, *"I have enjoyed working with a lot of nice people, meeting them and becoming friends. When I went from hourly to salaried, and when I took the Quality Control job."*

Olive will really miss all of the good people she has met and worked with these last 18 years. She stated that maybe someday she will take a cruise, but for the time being she is going to play. She plans on spending some time at her place on Seeley Lake and lots of time with her grandchildren. Olive says, *"I want to just lie back and enjoy life, doing the things that I want to do. I really don't plan to change my lifestyle too much, I am very happy with the way it is."*

Olive's parting words were, *"I will miss everybody a lot. Champion has been good for me and to me. They have allowed me to do everything I have wanted to do. I hope everyone else has the same opportunity."*

## ED BAYLOR



After 37-1/2 years, Ed is calling it quits. On January 15th, Ed retired from Champion.

Ed started in 1954 at the old **Missoula Mill** as a **Dry Chain Puller** and as the years went by he was a **Planer Feeder**, **Lift Truck Driver**, **Talleyman**, and **Dry Kiln Operator**. In 1969, Ed went from an hourly position to the salaried position as the **Shipping and Finish End Foreman** at the Missoula Mill. He continued there in various other supervisory positions until 1990, when he joined us here at Bonner as a **Finish End Supervisor**.

Ed and his wife **Ruby** have been married for 37 years and they have 1 son, 3 daughters, and 8 grandchildren.

Ed said that he and his wife feel lucky that the kids do not live too far away (There was also a comment made about doing some babysitting).

I asked Ed what some of his highlights while working at Champion were. He said, *"I feel lucky to have worked for Champion during the many changes and transitions over the many years, they have been very good to me. I really like working and being around all of the people. I mean the people on the floor and the management."*

Ed said when I asked him, what he would miss the most, *"I will miss the good old days when the Missoula Mill was running, it was very sad to see it close. Last, but certainly not least, I will miss everything here at Bonner, even the hectic rat race."*

Bob and his wife plan to do some traveling, gardening, and yard work. They would also like to devote more time to their hobbies. Ed said, *"If I find too much time on my hands, I may pick up some little part time job. I really hope and pray that the mill will continue to run so that everyone here has a chance to continue working until their retirement. I feel lucky that I had the opportunity to work until my retirement. I have enjoyed my time here and hope to see all of you again sometime in the future."*

Good luck Ed, the best to you in your retirement.



## BOB CANNON



January 15, 1992 was the last day for Bob Cannon. Bob was the **Glue Room Foreman on Graveyard**. Bob worked for Champion for 33 years. He started in 1958 at Roseburg, Oregon pulling green chain in the Sawmill. He then transferred to the Plywood Department pulling Veneer on what he called, "*That Fast Green Chain*" in 1970. Bob also held various jobs in Plywood until 1973 when he went to a salaried position as **Dryer and Greenend Foreman**. After holding various other foreman jobs in the Plywood Plant (part of the process of learning the operation), Bob transferred to a Veneer Plant and attended management training for a manager position in 1976. "*I had my hopes for other places and going up the ladder.*" In 1978, Bob went to Willamina, Oregon as a

**Shift Supervisor** at a Plywood Plant; and in 1980, Bob transferred to Bonner.

Bob and his wife **Lover** have been married for 12 years and between them have 4 sons and 2 daughters. They have 13 grandchildren and another one on the way. All of the children and grandchildren, except for one, live in Oregon and for some reason (I wonder why) Bob and Lover will be moving to Oregon to spend their retirement years.

Bob said that he has met and worked with a lot of very good people and has enjoyed the time being around all of them. He also stated, "*Champion has always taken care of me. When one mill shut down, they always had another place for me to go.*" Bob will miss the people he has worked with and all of the friends that he and Lover have made while here at Bonner.

I asked Bob what he will be doing with all of his time. He said, "*We bought some land in Oregon and we plan to develop it. We are going to build 2 houses a year until I am 62. That means 12 houses, and of course we are going to spend lots of time with the children and grandchildren. Maybe I might even find time to play some golf and do some fishing.*"

Bob's parting words for us were, "*I would like to keep in contact with everyone. I realize that it could be a real chore, but possibly we could do it with VCR tapes. I would like to wish everyone good luck and success in all that you do and stay happy.*"

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## DON COUGHREN



On January 15th, Don will retire after 18 years of working for Champion. All of those years were spent here at Bonner.

Don started in 1974 working for 3 months as a **Spreaderman**. He then went to the dryers as a **Dryer Tender** for 7 years and 8 months. After working in the dryers, Don was promoted to a salaried position as **Dryer Supervisor** and has been working at this position for the last 10 years.

Don and his wife **Susie** have been married for 32 years and have 1 son and 2 daughters. They also have 11 grandchildren. Two of their children live in Washington and one lives in Idaho, so it looks like some

travel time is definitely in their future.

Some of Don's highlights here at Bonner were, "*The people. I feel that the people who are out here at the mill are top notch. The feeling that Champion was good to me while working here and that they afforded me the opportunity to stay employed until my retirement.*"

What will Don miss the most? "*I will miss the people out here the most. I mean the people on the floor who actually do the main work to keep this mill running. I will also miss the routine of coming to work every day, but I will do my best to change that routine.*"

I asked Don what his plans were for retirement. He said, "*Susie and I are planning to visit all of the kids and grandchildren. Hopefully not long enough to wear out our welcome, but long enough to have some fun with them all. We plan to spend time traveling, selling jewelry, and Indian beadwork at different craft shows, and hopefully spend our summers up north and winters wherever it is warm. Mostly Arizona.*"

Don's parting words for everyone were, "*I wish everybody well and I hope that the mill will run until everyone here now can retire. I hope that somewhere and sometime I will get to see everyone again.*"

# EMPLOYEE PROFILE

## RON WOLFE

By Sue Hogan

Ron Wolfe was born in Lewistown, Montana. Ron's father worked as a jippo operator in a construction business, so during his childhood, Ron and his family moved around the state to be close to his father's work.

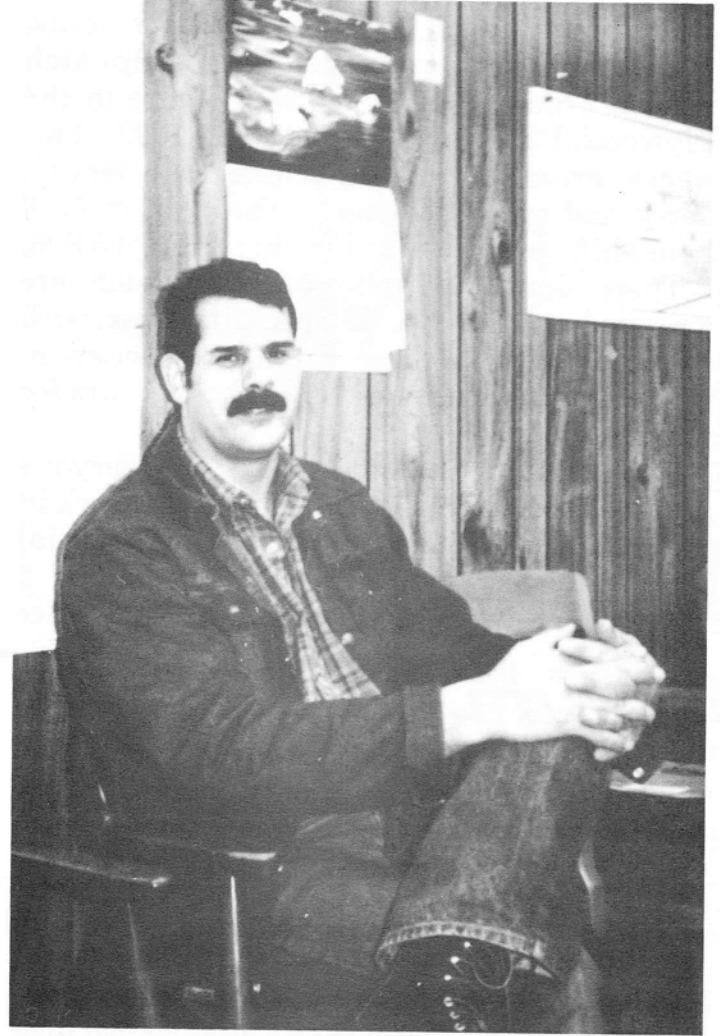
At age 15, Ron and his family moved to Kalispell, Montana. Ron graduated from high school in Kalispell and attended auto mechanic courses at a vocational school for one year.

Ron was drafted into the Army in 1970, where he served six years as a unit administrator. During his service, Ron was stationed in Colorado, Korea, and Hawaii.

In 1976, Ron moved to Missoula to be close to his family. On July 28, 1976, Ron began working for Champion International Corporation as a **Utility Person** in the **Dry Kilns**. Since that time, Ron has worked a variety of jobs in the **Dry Kilns**, **Planer** and **Plywood**. Ron is now a **No. 3 Debarker Operator** in the **Log Processing Department**.

Ron and his wife **Rita** have been happily married for 17 years. Rita is an extremely busy woman. She is a student at the University of Montana, majoring in Business Education, and works three part-time jobs. Ron and Rita have two children, **Chris** (age 20) and **Deanna** (age 15). Ron and his family live in the El Mar Estate area in the house he and another friend built together in 1985. Ron and his family own three horses and enjoy taking them on trail rides into the Bob Marshall Wilderness. Ron enjoys hunting and taking his family on occasional trips to Los Angeles, California to visit other family members.

Ron has been serving in the National Guard for the past 10 years. He devotes one weekend a month working as a petroleum specialist and two weeks out of the summer driving fuel tanks and other vehicles.



When asked what his goals are for the future, Ron replied, "I hope to retire at an early age. However, I would like to remain living in the Missoula area." Ron and Rita hope to someday visit Germany to trace ancestors.



**It's Spring**

# JERRY BRENNER BREAKS NEW RECORD

Jerry Brenner, No. 2 Specialty Saw Operator in the Plywood Plant's Finish End Department, packaged 9,177 plywood panels on January 22, 1992 during a 12 hour shift, breaking all of his previous records. This 12 hour shift was scheduled to help catch up late orders, due to the sander fire in the Plywood Plant on January 13, 1992. Two weeks prior to this incredible new record, Jerry had ran 6,221 panels through on an 8 hour shift, which broke his old record of 5,896.

There are 44 panels per unit which are wrapped at the No. 2 Specialty Saw with cardboard packaging. From this location, they are taken by a forklift to the box cars for shipment.

Congratulations and thanks to everyone involved for the many hours of hard work in making this new record possible. A special thanks to Jerry for his work at the No. 2 Specialty Saw; The Plywood Maintenance



Department for keeping the Specialty Saw in great operating condition; and **Clyde Hochhalter**, Plywood Jitney Driver, for hauling the packaged plywood panels to the box cars.

Jerry Brenner - Specialty Saw Operator - set a record on 2/10/92. He fed 6,420 panels through the saw in 7.2 hours. On 2/14/92 Jerry broke his recent record, by feeding 6,523 panels through the Specialty Saw!

Also, **Kim Ridge** - Panel Saw Operator - set a personal record on 2/11/92. She ran 10,050 panels on the 4x8 Saw in 7.2 hours.

## Thanks!

I'd like to take this opportunity to *thank every Finish End employee* for the *excellent job* everyone did in January, after the Sander fire. The Sander was down from January 12th-19th, and started back up on January 20th. At that point in time, we had a real "bottle neck" with all the Sanded stock. . .by January 20th the Finish End had accumulated 35,000 panels, that needed to be run through the Sander.

Also, at this time there was a lot of AC that had to be processed by the Routers, Panel Fillers, Putty Line Operators, and Size Line. Plus, the problem was compounded because AC is sanded twice.

By the end of January, we were down to approximately 6,000 panels that needed sanding. This transpired because everyone in the Finish End worked with concerted efforts to process the excess Sanded stock as a team. This team effort made the difference between a profit and a loss for the month of January for the Plywood Plant.

Sincerely,

*Glen S. Munds*

Glen Munds

## WEE CHAMPIONS



### CHRISTOPHER SCOTT DARLING

Proud Grandpa: **Jack Purington**

Date of Birth: January 21, 1992

Weight: 8 lbs., 9 ozs.

Length: 21 inches

Employee's Job Title: Western Region

Materials Manager

Parents: **Doug & Renee Darling**

Other: Renee is Jack's oldest daughter who lives in Eugene, Oregon. Christopher has an older brother **Brian!**



# Missoula Area Timberlands Road Management Program Benefits The Environment And Wildlife

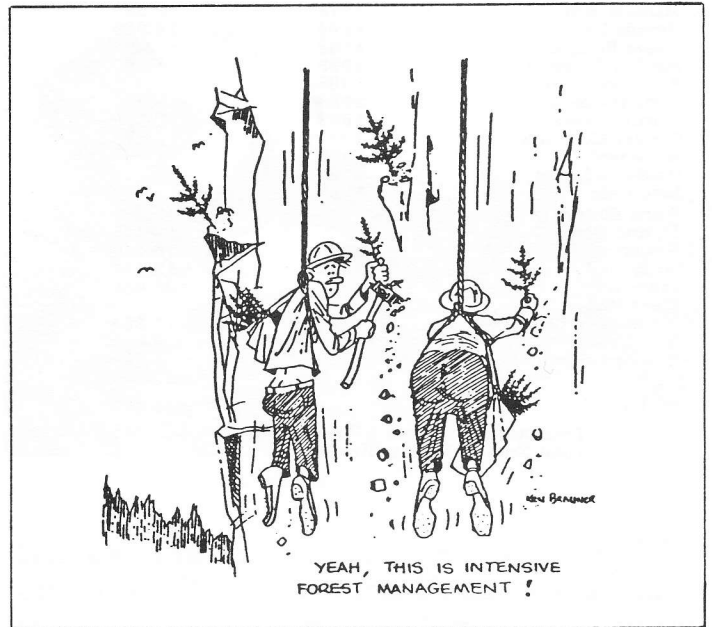
By Chuck Seeley

Champion roads are generally open for public use unless other interests override. Three main conflicts exist that often call for permanent or seasonal road closures. First, our roads systems are often interspersed with private or public ground, thus road management is a coordinated effort with private landowners or public agencies. Secondly, we often need to protect our property and investments from vandalism or from damage during adverse weather conditions. Lastly, our roads can have an effect on wildlife populations because of increased hunter access.

Since the mid-seventies, we have actively cooperated with the **Montana Department of Fish, Wildlife and Parks (FW&P)** to provide quality walk-in-hunting areas and reduce pressure on wildlife populations. Currently, CIC has signed agreements with the FW&P on approximately 119,000 acres in 28 different walk-in-areas as shown on the attached summary table.

In the summer of 1988, Champion, Plum Creek, Dept. of State Lands, Bureau of Land Management, and the Forest Service signed an agreement establishing a cooperative road management program to promote public understanding and responsible use of forest and rangeland roads. since the agreement's signing, an active steering committee has developed a standard format for signs and a public information program. The signs are white on brown and most measure 12 inches by 18 inches. They employ international symbols to convey restrictions and list the reasons for the specific road management actions taken.

Whether you travel in the Blackfoot Valley, along the Fisher River, in the Gallatin River, Musselshell River country, or on Champion, Forest Service, State, Plum Creek, or BLM lands, you will find a uniform system of signs indicating road use restrictions.



We currently have and maintain approximately 300 gates. Every year, three or four are lost to vandalism. Because of these problems, we started installing a specially designed heavy duty gate two years ago.

Can we see a benefit from this program? Definitely yes, in terms of lowered road maintenance cost, noxious weed control, less sedimentation, and increased wildlife populations. Fish and Game aerial surveys in the Blackfoot have shown tremendous increases in the elk populations since the late 50's. During the period from 1956 to 1979, an average of 945 elk per year were counted on the winter ranges of Hunting Districts 283, 281, 282, and 285. The 1991 count in the same districts was over 2,000 elk, over a 100% increase. Elk populations on the Boyd Mtn. Clearwater Game Range increased from 282 in 1975 to 916 by 1991, a 3 fold increase.

For these reasons, road management has become as important as timber management to the Timberlands foresters. We will continue to provide wildlife security and protect the environment through road closures.

(Continued on Page 30)

*(Road Management. . .Continued from Page 29)*

## CHAMPION &amp; DEPT. OF FISH, WILDLIFE AND PARKS COOPERATIVE CONTROLLED VEHICLE ACCESS AREAS

Feb. 5, 1992

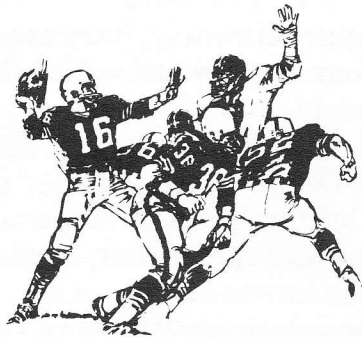
COOPERATIVE WALK-IN AREA NAME	DATE STARTED	TOTAL ACRES	CIC ACRES	COOPERATORS (PC, Champion, USFS, State, BLM, Private)	CLOSURE PERIOD
BF Special Mgmt. Area	1973	40,910	13,060	CIC, BLM, State, Other Private	9/1 to 12/1
Marcum Mtn.	1978	12,960	3,520	CIC, BLM	9/1 to 12/1
Nevada Lake	1988	14,080	1,600	CIC, State	9/1 to 12/1
Upper Belmont	1983	420	420	CIC, Plum Creek	9/1 to 12/1
Big Sky Corridor	1983	4,480	4,480	CIC	9/1 to 12/1
Poorman Creek	1983	620	620	CIC	9/1 to 12/1
Bartlett Creek	1986	3,360	3,240	CIC, Private	9/1 to 12/1
Morrison Peak	1983	29,295	6,960	CIC, Lubrecht, State, Other Private	All Year
Bonner Mountain	1987	12,720	2,440	CIC, BLM, Plum Creek	9/1 to 12/1
Blanchard	1989	9,000	9,000	CIC	9/1 to 12/1
Gold-Sunflower	1987	6,160	6,160	CIC	9/1 to 12/1
East Twin	1987	2,070	2,070	CIC	9/1 to 12/1
Warm Springs Creek		31,360	2,200	CIC, BLM, Others	9/1 to 12/1
Dutton Co-op		4,480	790	CIC, Dutton	9/1 to 12/1
Woodman Creek	1989	10,140	10,140	CIC, USFS, State, Plum Creek	9/1 to 12/1
Marshall/Johnson	1990	12,480	5,560	CIC, Plum Creek	All Year
Crammer	1990	39,040	18,160	CIC, BLM, State, Other Private	All Year
Eight Mile			3,000	CIC, Plum Creek	Not Yet Approved
North Fork Blackfoot	1990	17,280	13,100	CIC, State, USFS, Private	9/1 to 4/1
Miller/Spooner	1990	8,000	6,640	CIC, State, Plum Ck, Pack Riv, Private	All Year
Kershaw Mountain	1990	4,400	1,920	CIC, BLM, State, Private	9/1 to 12/1
<b>TOTAL</b>		<b>267,305</b>	<b>119,130</b>		
Total Acres in Region 1 Walk-in Areas =		345,344			
Total Number Walk-in Areas =		28			

## Amaze yourself

Evaluate yourself. Find out where you're weak and where you're strong.

Identify what's holding you back from being great. Then go out and start working to turning your weaknesses into strengths. I always want to work harder on my weaknesses than on the things I do well.

It was easy for me to go out and throw 60-yard passes and hear the fans go "Oh ...," but it was hard for me to throw a five-yard lob pass out in the flat. By working hard on my weaknesses and making that short

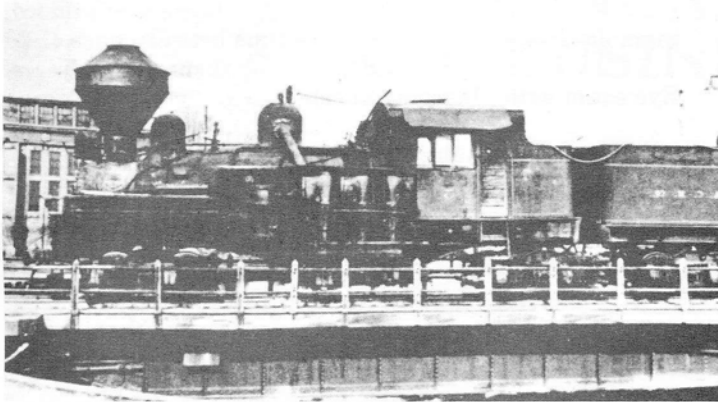


pass a very positive part of my passing game, I became more versatile and more of a complete competitor.

The more you work on your weaknesses, the more you will stretch the boundaries of your abilities. As a result, you're giving yourself more opportunities to be successful. To win, you have to find that edge that gives you the motivation to be better than you ever thought you could possibly be. You'll reach levels of success that will truly amaze you. You have to keep amazing yourself. You have to continue to believe that you can be better than you were yesterday.

— Terry Bradshaw

## THE EARLY DAYS AT BONNER



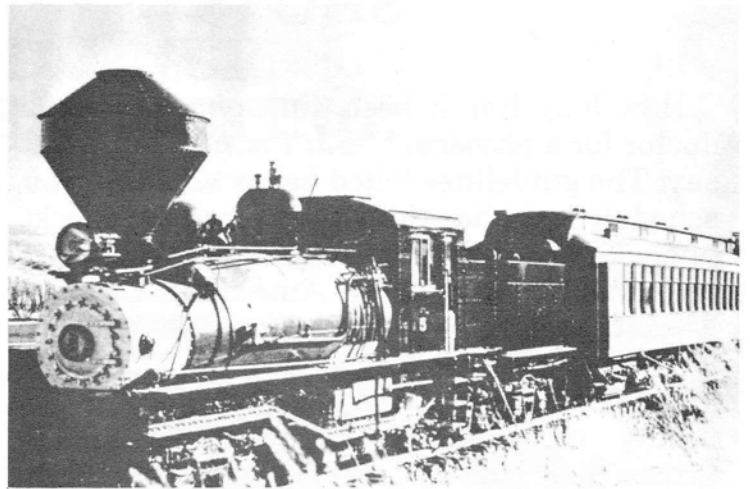
*Anaconda Copper Mining Company Shay No. 5, now on display in Great Falls, Montana. (J.M. Hoover collection)*

*By Glenn Smith*

Engine number 5, Lima Shay No. 3203 was built May 4, 1923 and was used to haul logs for processing at the mill in Bonner. This engine, was preserved and is now part of the **J.M. Hoover** steam locomotive collection in Great Falls, Montana. Engines, number 5 and number 7, (**Willamette Iron and Steel Works Shay**) serve as living examples of early day geared logging locomotives, and provide us with a link to bygone days in the lumber industry.

**The Anaconda Company** used seven of these geared steam locomotives in their logging operations, during the early 1900's and continued to the late 1940's. Six of the seven locomotives were manufactured by the **Lima Locomotive Works** of Lima, Ohio. The seventh geared locomotive, which is probably the most popular of these engines, was built by the Willamette Iron and Steel Works of Portland, Oregon, and is on permanent display at **Fort Missoula**.

There was an interesting locomotive used in the early Anaconda logging operations near Potomac, in the Blackfoot Valley. This steam locomotive looked like a small Lima Shay, which had its wheels removed and replaced with a cleated track system similar to the



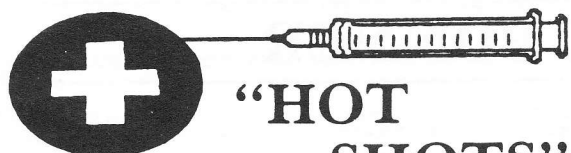
tracks found on modern **Caterpillar Dozers**. The Anaconda Company acquired this machine from the **Western Lumber Company** in Milltown in 1929.

The remaining five geared locomotives that appeared on the Locomotive Roster for the Anaconda Company were as follows:

1. Lima Shay No. 811, built August 24, 1903. Scrapped September 24, 1940, for a service record of 37 years.
2. Lima Shay No. 835, built December 21, 1903. Scrapped February 1943 for a service record of 40 years.
3. Lima Shay No. 2558, built July 18, 1912. Sold, date and buyer unknown.
4. Lima Shay No. 2718, built August 6, 1913. Scrapped, date unknown.
5. Lima Shay No. 3149, built November 29, 1920 for the Western Lumber Company, in Milltown. The Anaconda Company at Bonner acquired this engine in 1929. Scrapped, date unknown.

The information for the Lima Shay locomotives was provided by **Michael Kock**, Scarsdale, New York. The information for Willamette Shay No. 7 was provided by **Jack Taylor**, Bingham Willamette Company, Portland, Oregon.





# “HOT SHOTS”

How long has it been since you saw your doctor for a physical? *“But I’m healthy,”* you say. The guidelines listed below will help you schedule periodic preventative medical check-ups. The guidelines incorporate recent recommendations of the **American Cancer Society**, but your individual physician may have different recommendations based on your health history. Persons at risk because of family or personal histories of health-threatening disease should consult their personal physicians.

## EXAMINATIONS 16 - 39 YEARS INTERVALS

<b>PHYSICAL EXAM</b>	
Health Counseling	Every 5 Years
Breast Exam - Females	
Professional	Every Year
Self	Monthly
Pelvic Exam and Pap Smear	**At age 20 (or earlier if sexually active), then yearly
Mammography - Females	One time between ages 35 and 40

<b>LABORATORY TESTING</b>	
Hemoglobin	
males	Every 5 Years
females	Every 3 Years
Urinalysis	Every 5 Years
Chest X-ray	*First Adult Visit, Then every 5 Years.
Cholesterol	At Initial Visit
Rubella titer - Females	One Time, age 20 (or earlier if sexually active)

<b>IMMUNIZATIONS/VACCINATIONS</b>	
Adult diptheria-tetanus	Every 5 - 10 Years

## EXAMINATIONS INTERVALS

<b>40-59 YEARS</b>	
<b>PHYSICAL EXAM</b>	
Health Counseling	Every 5 Years
Stool and Rectal Exam	Yearly, combined with hemocult protocol
Sigmoidoscopy	One time between ages 45-50 then every 3 Years.
Eye exam with glaucoma check	At age 40, then every 3 Years
Breast exam - females	
professional	Yearly
self	Monthly
Pelvic exam and pap smear - females	**Yearly
Mammography - females	***One time between ages 35 and 40; every 2 years between ages 40 and 49 then yearly.

<b>LABORATORY TESTING</b>	
Hemoglobin	
males	Every 5 Years
females	Every 3 Years
Urinalysis	Every 5 Years
Chest X-ray	*Every 5 years (nonsmokers) and yearly (smokers)
EKG	****Every 5 Years
Chemistry Profile (including cholesterol, blood sugar and T4 (thyroid))	Every 5 Years

<b>IMMUNIZATIONS/VACCINATIONS</b>	
Adult diptheria-tetanus	Every 5-10 Years

<b>60 YEARS AND OVER</b>	
<b>PHYSICAL EXAM</b>	
Health Counseling	Every 3 Years
Stool and Rectal Exam	Yearly, combined with hemocult protocol
Sigmoidoscopy	Every 3 Years
Eye Exam with Glaucoma Check	Every 3 Years
Breast Exam - females	
professional	Yearly
self	Monthly
Pelvic Exam and pap smear - females	**Yearly
Mammography - females	Yearly

<b>LABORATORY TESTING</b>	
Hemoblobin	
males and females	Every 3 Years
Urinalysis	Every 3 Years
Chest X-ray	*Every 3 years (nonsmokers), Yearly (smokers)
EKG	****At age 65, then every 3 Years
Chemistry Profile (including same as 40 - 59 Years)	Every 3 years, after 65

<b>IMMUNIZATIONS/VACCINATIONS</b>	
Adult diptheria-tetanus	Every 5-10 Years
Influenza vaccination	At age 65 and over, yearly
Pneumo vaccination	Once only, at age 65

\* The American Cancer Society does not recommend chest x-rays for routine screening. However some physicians believe in scheduling chest x-rays at specific intervals. This recommendation should be discussed with your personal physician.

\*\* The American Cancer Society recommends pelvic exams with pap smear according to the following schedule:  
At age 20 (or earlier if sexually active) and then every 3 years after 2 negative exams.  
1 year apart to age 65. This recommendation should be discussed with your personal physician.

\*\*\* Frequency is uncertain and varies from yearly to every 5 years. Consult your physician.

\*\*\*\* Frequency is uncertain at this time and should be determined by your physician.

# CHAMPION INTERMOUNTAIN FEDERAL CREDIT UNION

## ANNUAL DINNER AND BUSINESS MEETING

*By Larry Schneider*

On February 15, 1992, the Champion Intermountain Federal Credit Union held their annual dinner and business meeting at the Sizzler Restaurant. There were nominations and a vote for new people to serve on different committees in the credit union. Three people were elected to the credit union committee. **Pam Dunn** was re-elected and the new people elected were **Dawn Nelson** and **Richard Hiatt**. Two new Board of Directors were elected. They were **Deb Moravec** and **Steve Doney**. We would like to wish the new credit union committee members and Board of Directors good luck in their new positions.

Outgoing Board of Directors were honored with gift certificates and a very big thank you for their time and efforts. The two outgoing Board of Directors are **Mona Goldbar** and **Jeff Webber**.



*Outgoing Board  
of Directors:  
Mona Goldbar  
and  
Jeff Webber.*

After the business meeting, there was fun to be had with lots of prizes awarded. It seems like everybody won something. The winners of the grand prizes were: **Arlene Burns**, \$100.00; **Diane Smith**, wildlife painting; **Jenny Schmill**, 1/2 hog; **Lester Zimmerman**, 1/4 beef; **June Perrine**, \$50.00 savings bond; and **Cindy Kadlec**, a night for two at the Southgate Inn.

We hope to see you at next year's annual

dinner and business meeting for our credit union.

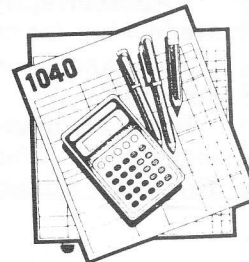


*An evening of fun for everyone!*



*Grand Prize Winners: Arlene Burns, Diane Smith, Jenny Schmill, Lester Zimmerman, and June Perrine.*

### FOR A FASTER REFUND, FILE ELECTRONICALLY



If a refund on your 1991 tax return is due, consider filing electronically. Taxpayers who file electronically, requesting that refunds be deposited directly into a bank account, can have their refunds about two weeks after the IRS gets the return (it takes about three weeks to receive a refund check). Electronic filing lessens the chance that math mistakes or keypunch errors will slow down processing. If you lack the computer equipment to file the return, simply ask a professional tax preparer to transmit it for you. Many provide this service, even when they do not prepare your return. Last year the IRS processed approximately 6 million electronically filed returns.

# MARCH ANNIVERSARY DATES

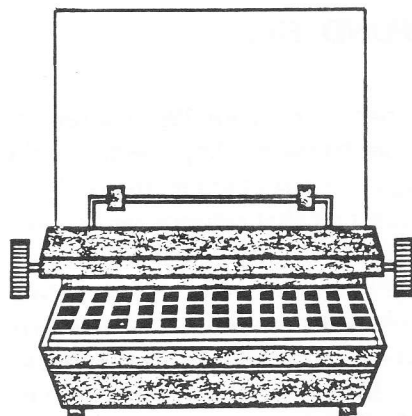
<b>1961</b> Elvin Hoffman	<b>1975</b> Don Potter	<b>1990</b> Dwayne Williams Robert Moulton Charles Betts Lyle Phelps Robert Loran Don Williamson Robert Plenger Duane Skarsten Mel Fassio Ron Demott Albert Talalotu Murvin Rickel Eugene Stanley Clarence Rye William Lindquist Edward Hettick Deborah Ochsner Quang Nguyen Robert Behner Michael Neumann Cynthia Vietz Steve Punke Lorraine Larson Mark Hebert Mitchel Hines Dale Miller Gary Thain Keith Pearson Brian Quamme
<b>1971</b> Jack Richlie	<b>1976</b> Bruce DELong Delano Johnson Edward Roberts Gerald Bush	
<b>1973</b> Ed Engebretson Daniel Brennan Morris Olson	<b>1977</b> Timothy Shelton William Freeze Raymond Bessette, Sr. Chance Hiday	
<b>1974</b> James Dawson, Jr. Greg Miller Joanne Froehlich Michael Eichenlaub Glen Ridge Michael Speake William Ellis Brenda Indreland William Christean Thayne Bohman Mark Braddock Kevin Cline Donald Pyette Norman Schmautz David Hankel Richard Hawley Frank Jesness Kenneth Olson James Robinson	<b>1979</b> Charles Bauer Sue Hogan Keith Monaco	
	<b>1980</b> Charles Young, Jr.	
	<b>1981</b> Leigh Norskog Robert Schmidt Joe Zito Patricia Thompson	
	<b>1987</b> Joann Cooper Craig McKillop Darren Tucker Trevor Melugin	

## CORRESPONDENTS

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

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

## TAMARACK EDITORIAL COMMITTEE



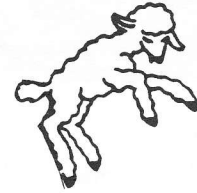
Ed Roberts .....	Ext. 2108	Larry Schneider .....	Ext. 2337
Sue Hogan .....	2214	Mel Lockridge .....	2231
Karen Carter .....	2206	Jim Bentley .....	2611
Alan Wagner .....	2259	Tom Hilmo .....	2285
Deb Moravec .....	2212	Glenn Smith .....	2259





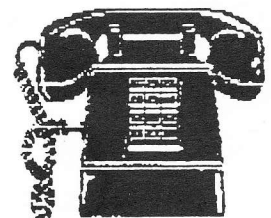
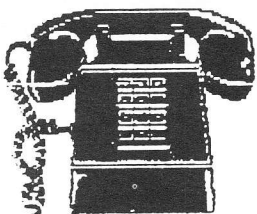
# MARCH 1992

## CALENDAR OF EVENTS



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 ELECTION OF UNION PRESIDENT AT UNION HALL 7:00 P.M.	2	3	4 ASH WEDNESDAY	5	6	7
8	9	10	11	12 TAMARACK DEADLINE FOR ARTICLES	13	14
15	16	17 PLYWOOD JOINT AREA TEAM MEETING 7:30-11:30 — ST. PATRICK'S DAY	18	19	20	21 SPRING BEGINS!!
22	23	24	25	26	27	28 SEARCH & RESCUE RAFFLE & AUCTION HELD AT MISSOULA FAIRGROUNDS 1:00 P.M.
29	30	31				

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



## WHAT'S SO SPECIAL ABOUT

# M·A·R·C·H·?

### MARCH 1992

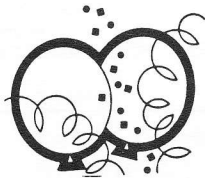
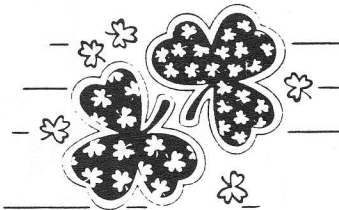
**March 1-31, American Red Cross Month,** by Presidential Proclamation since 1943.

**March 1-31, National Nutrition Month,** to provide information on healthful eating, food labels, food shopping, and related matters. Information from the National Center for Nutrition, 216 W. Jackson Blvd., Ste 800, Chicago, IL 60606.

**March 1-7, Save Your Vision Week,** by Presidential Proclamation. Information from the American Optometric Assn., 243 N. Lindbergh Blvd., St. Louis, MO 63141. Call (314) 991-4100.

**March 3, Mardi Gras,** (Fat Tuesday) a day of celebration before the beginning of Lent. Best-known event is in New Orleans, but major festivities are held in many cities in the U.S. and Canada.

**March 13, Friday the 13th,** believed to be unlucky (or lucky), the second Friday the 13th of 1992 falls in November.



**Mardi Gras at  
New Orleans:  
February 28-  
March 3**

**March 15-21, Poison Prevention Week,** to provide information on the danger of accidental poisoning and how to prevent it. Poison Prevention Week Council, Box 1543, Washington, DC 20013.

**March 16, Freedom of Information Day.** On this occasion — marking the birthday of James Madison, fourth U.S. President and “Father of the Constitution” — the American Library Association urges Americans to reflect on our most precious freedom — the right to know.

**March 17, St. Patrick's Day,** patron saint of Ireland, who introduced Christianity there in the 4th century. Observed by people of all nationalities who enjoy a celebration.

**March 20, Earth Day,** a day for the public to consider what it can do to maintain the ecological balance on earth, celebrated on the first day of spring.

**March 30, Seward's Day,** 125th anniversary of the acquisition of Alaska.

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

*The Tamarack Editorial Committee*



## Champion

Champion International Corporation

P.O. BOX 1007

BONNER, MONTANA 59823-1007

*“An Equal Opportunity Employer M/F/H/V”*

GLENN W SMITH  
RT 1 BOX 149  
CLINTON, MT 59825