

The Tamarack



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

BONNER, MONTANA

MARCH 1993

Inside:

Page No.

Managers' Messages	2,3
Safety	4,5
Early Days at Bonner	6,7
Profiles	8-10
Important Information	11-14
Spring Hopes	15
Accomplishments of our Children	16
PM in Progress	17,18
Around And About Bonner	19 - 22
News From Our Timberlands	23,24
Hot Shots	25
Credit Union News	26
Calendar	27
What's So Special About MARCH	28

See This Ancient Caution From a New Point of View

From your Tamarack Editor

"Beware the Ides of March!" - a saying most of us have heard, but if you're like me, you were a little uncertain as to what it means.

Since March is well known for unpredictable weather, I identified the saying with that aspect, and let it slide right by.

Of course, there are bound to be some among us who always knew the origin from Roman history. It seems the Roman calendar was divided into three fixed days; the nones, ides and calends, with the Ides of March being the 15th of March. The saying "Beware the Ides of March" sprang from a soothsayer's warning to Julius Caesar which he apparently didn't heed, and he was assassinated on March 15.

Well, whether we did or didn't know the source of that bit of trivia doesn't count for much toward our lives, ambitions or goals, but there seems to be a valuable lesson hidden in the thought just the same.

It's not that we should listen to soothsayers, of course. Advice is in plentiful supply now just as it was in Caesar's time. And as we know, much of it is best ignored.

The lesson I see now, however, is clear and important. I believe it's telling us to clearly understand the reason why we're doing a job a certain way, or performing a routine chore. Why we are going this route instead of an alternate one.

If we understand the reasoning behind the practice, we can develop a better way - if not, it's much more pleasant to do a job when we know what is behind the method, the custom, the practice.

You may not need to "Beware the Ides of March," but you must "Be aware of why you're doing it!" If not, it's your job to find out.



MARCH

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



MANAGERS' MESSAGES

Bonner Process Plan.....1993

By: Bob Brewer

The Joint Union/Management Leadership Team has developed and would like to share with all employees the 1993 process plan for the Bonner Complex. A process plan is a guide or "road map" that we can follow and use to measure how we are progressing in meeting our organizational objectives for the year. We have established for Bonner five outcomes that we expect to achieve in 1993. You will note that they all emphasize and reinforce our core values of Safety, Participation, Product Quality/Customer Service and Cost Effective Productivity.

Our success at Bonner will be measured by our ability to achieve our process plan outcomes. It will take each employee continued dedication and best efforts to meet this challenge. I am confident in our ability, individually and collectively, to master our task. Listed below are the five outcomes of our 1993 process plan:

OUTCOME 1: Continued improvement in Bonner safety performance—target lost time incident rate to 1.6 or lower.

METHODS:

- Have the plant safety committee focus on ergonomic emphasis
- Improve safety meetings to increase safety awareness through employee participation
- Improve communication
- Install concern for others as well as your self
- Recognition and incentive
- Better accident investigation and follow up
- Medical training

RESOURCES:

- Plant safety committee
- Safety Coaches
- Each other
- Complex communications (Newsletters, Tamarack)
- Nurses
- Fire Department
- Corp. Trainers
- Libby fitness center coordinator

OUTCOME 2: To create a more participative work environment.

METHODS:

- Communications
- Education
- Modeling
- Goal Setting
- Data Gathering
- Review performance/Follow-up

RESOURCES:

- All current teams
- Complex Publications
- Bulletin Boards
- Union
- Management
- Scientific Tools
- Other Operations/Organizations
- Facilitators
- Consultants

OUTCOME 3: Continue to educate people about Customer Driven Quality. (System wide; timberlands, manufacturing and sales).

METHODS:

- Customer Driven Quality Awareness Workshops
 - * 1st—key stakeholders
 - * 2nd—all stakeholders
- C.J.T's (Complex Joint Team) preview/make specific training choices
- Customer visits (on/off site)
- Competitive advantage Workshops
- Develop action plans for Customer Driven Quality Implementation

RESOURCES:

- Customer Drive Quality Committees
- Facilitators
- Consultants
- Quality Control Technicians
- All current teams
- In house training materials/people
- Universities (U of M & O.S.U.)
- Other Operations
- Publications & Articles
- Customers (Internal & External)

MANAGER'S MESSAGE

OUTCOME 4: To meet or exceed 1993 operating plan performance levels at the Bonner Complex.

METHODS:

- Continue to develop a network to utilize the talents of all the employees within the plant site
- To improve the teamwork from the tree to the customer
- Participative Management/Production meetings
- Customer Driven Quality
- Manage our activities as though we own the Company
- Explore other value added products—add value to existing products and by-products—new products

RESOURCES:

- All change teams
- Timberlands, sales, customers, and Forest products team
- Supervisors, area/task team representatives, other departments
- Facilitators
- All employees
- Sales

OUTCOME 5: To create a collaborative atmosphere in Bonner, Libby, and Timberlands to be a **MONTANA REGION.**

METHODS:

- Use the leadership teams (Rod Squad, Joint Leadership, Process teams)
- Establish the same core values at all the Montana locations
- All units to function as one unit
- Communicate to the people on the floor

RESOURCES:

- Rod Squad (Senior Management Team)
- CJT (Joint Union, Management Leadership team)
- Management teams
- Union Executive-Board
- Facilitators
- Task Teams

We encourage and welcome questions about our process plan. We believe understanding creates support and acceptance which then leads to commitment....please join with your joint union/management team in "committing to" making these outcomes a reality in 1993. It is our responsibility to insure our success. I know we will be successful!!!!



Safety Coach Update

By: John Abel

In February the Safety Coaches began a new program of meeting with all the Safety Representatives to discuss new safety meeting topics and films to be used in upcoming meetings. These meetings took place in the Resource Library to familiarize the representatives with how to use the resource material. The February meetings included only Plywood representatives and were very well received and informative. These meetings will now be held on a monthly basis and include all Safety Representatives and Foreman on the plant site who would like to attend. Notices will be sent out and posted.

The Safety Coaches would like to remind everyone that the key to using the Resource Library and preparing good quality meetings is advanced planning and preparation.

Video tape inventories in the Resource Library have been computerized and a new list compiled. Representatives will be given a list at the next monthly meeting. Also, a tape reservation board is now in place to reserve films for your meetings.

During the week of February 22-26 the Safety Coaches will attend a 5 day seminar on Accident Investigation. When completed we will begin teaching Safety Representatives and Foreman this information in seminars similar to the Effective Meeting Skills Seminars.

There are some new Safety Representatives around the plant. An Effective Meeting Skills Seminar will be scheduled hopefully in March to train these people.

Safety Jackets

Congratulations to the following employees for having reached the milestone of completing 10 years of service without sustaining a lost time accident or incident. Each has put forth an extra effort to maintain a "safe" record over the years, a tribute to them and their concern for safe on-the-job work practices.

In recognition of this fine achievement, each employee qualified for a "Champion Safe Worker" jacket. Employees qualifying for jackets the fourth quarter of 1992 were: David Hensel (Central Services), Chuck Hanson and Bob Paulsen (Lumber), and John Hughes and Nick Muniz (Plywood).



SAFETY

Loss Prevention Accident/Incident Report For January 1993

BY: Jim Connelly

During the month of January we experienced 2 lost time accidents, 1 occurring in Central Services (a fall on the ice) and 1 occurring at the Plywood Plant (a strained back). A third person lost time this month resulting from a fall on the ice in the parking lot which occurred in December of 1992 (bruised knees).

Our lost time rate goal for the Bonner Complex in 1993 is 1.6 and our OSHA rate goal (lost workday and restricted work activity) is 6.7. Both rates reflect a 20% reduction from our 1992 rates. Our rates for January are 3.3 for lost time and 4.9 for the OSHA rate.

The following example is how rates are calculated:

INCIDENT RATE

The number of injuries per 100 employees per year.

FORMULA

$$\frac{\text{Number of accidents} \times 200,000 \text{ hours}}{\text{Total number of manhours worked}}$$

**WON'T YOU BE GLAD
TOMORROW THAT YOU
WORKED SAFELY
TODAY???!!**

Note: 200,000 hours are the hours 100 employees would work in a 50-week year.

Bonner's lost time rate for January was 3.3.

$$\frac{2 \text{ accidents} \times 200,000 \text{ hours}}{122,791 \text{ hours worked at Bonner}} = \frac{2 \times 200,000}{122,791} = 3.3$$

3.3 rate means at our present rate approximately 3 employees out of 100 will sustain a lost time accident this year. In reality, our goal should be 0.0.

	Total Recordable Cases	Lost Workday	Restrict Activity	Lost Work Rate	OSHA Rate
Central Services	1	1	0	17.6	17.6
Log Yard/ Processor	2	0	0	0	0
Lumber	1	0	0	0	0
Plywood	4	1	1	2.8	5.6

The real bright spot continues to be the Lumber Department having now completed 25 consecutive months (577,167 hours) of no lost time.

EARLY DAYS AT BONNER

An Old Competitor Becomes the Home For A Forest of Super Trees

*Plant Now — Harvest Later — might
be sooner than you think.*

More than six months have passed since the first genetically improved Ponderosa Pine seedlings were planted on the old mill site of the Western Lumber Company. All 950 seedlings are obviously confirming the fact that they can, and will grow faster than seedlings from Woods Grown seed sources.



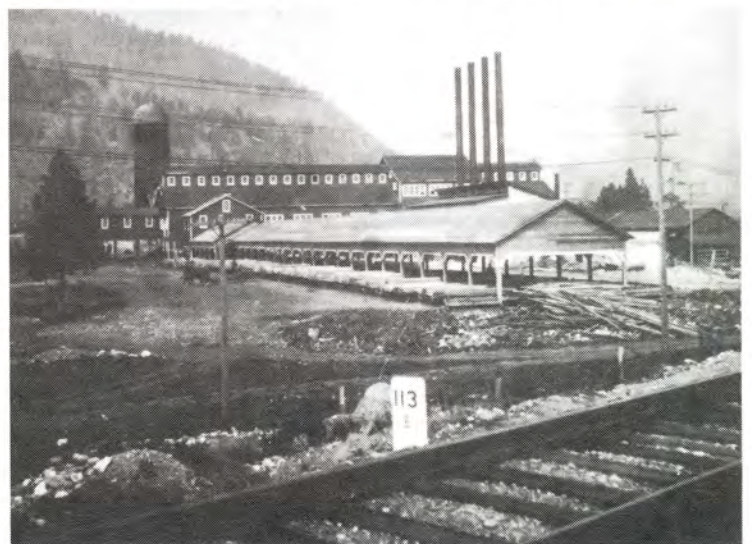
The area of ground where the Timberlands Office sits and proceeding up river on the west bank of the Blackfoot River including the west log yard, was the home of the Western Lumber Company shown in the picture looking up river towards the Bonner Mill. The Western Lumber Company was founded in 1898 by Senator W. A. Clark, Judge W. M. Bickford, Alex J. Johnson, and H.W. McLaughlin, who moved their mill from Lothrop, Montana to Milltown in 1910. They built a new mill here, which was completed in 1911 and producing lumber. One year later the planer mill was completed, and the bustling operation grew to provide jobs for 200 workers.

Charles T. Richardson and Elmer Findale were the managers of this new operation where a six day work week would earn \$0.42 per hour for common labor jobs and a good riverman could earn \$0.60 per hour, not to mention \$0.62 per hour earned by the filers. 1928 would see a depressed economy, which is no stranger to lumber workers, generate a surplus of lumber



in The Western Lumber Company Yards, as well as the Lumber yards at Bonner. During this time the Anaconda Company, who owned Bonner at the time recognized an excellent opportunity to eliminate a rival mill located so close to Bonner, and purchased The Western Lumber Company. The Western's operations were gradually shut down and 1931 saw Jack Egan the Sawmill Foreman instruct Clarence Haagland to make a notation that he had scaled the last log for the Western Lumber Company.

A simple ceremony was performed, marking the end of the last shift for the Western where the Mill Whistle blew non stop for 15 minutes. A deep feeling of sadness was felt by all who stopped to listen to this whistle echoing across the river to Milltown, shown in the picture looking over the roof of the Western's Green Chain. This haunting sound would carry to Piltzville, as well as up the river to Bonner and across the old county road to West Riverside.



EARLY DAYS AT BONNER

Memories and old pictures, together with a few concrete footings mark the spot near the river bank where the Log Slip for the Western's Sawmill once stood. These and the B.F.P.A. Building which was the office for the Western Lumber Company is all that remains today. 65 years have passed since the closure of this mill which signaled the end of an Era and a way of life for many. This tiny forest of super trees growing in a by gone Mill Yard of the past, not only sets the stage for our future, but credits 25 years of research by many far sighted individuals, including Foresters in Champion's Montana Region.



“No task or service is so essential that it requires the violation of safe work practices.”

- quoted in Electric Times, publication of the West Texas Utilities Co., Abilene, TX.



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

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

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

TAMARACK EDITORIAL COMMITTEE



- | | | | |
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PROFILES

Finish/Shipping Area Team

By: Karen Abel

Interviewing PM teams has been a great experience! I get to know new people and hear them boast about themselves for a little while! It's great to know that these people really are proud of what they are accomplishing in their work areas and that they get to participate at times with other teams to assist other work areas!



The Finish/Shipping Area Team is one of those teams. Members are: **Bob Zentgraf, Randy Lundgren, Cris Tobias, Gregg Bauer, Roy Hartse and Fred Artis.** They are proud of their accomplishments.

Although they had a hard time being serious about what they're proud of and what they really wanted to boast about; their humor was just another bright side of their team! This team is one of the few teams that has almost all the original people it started with. It gives them a better advantage on how well they work together because they have grown as a team!

Example projects they have completed are the Stroke Sander. This sander sands putty off the satin ply. It saves sander time and faces which in turn improves quality. A vacuum system for clean-up was an added improvement. This system prevents the dust from entering the air. They added a hoist to allow for tall loads which saves the forklift drivers time. Another im-

provement at the Stroke Sander is the ergonomic improvements for the operators. They redesigned and made increased arm extensions so standing and arm positions could be changed. This improvement may prevent injuries down the road!

Another project is the water line on the #5 fill line. Water now comes directly from the condensate system to flush the silly putty gun. They used to fill 55 gallon barrels with water for this job.

The Finish/Shipping Team has also worked with other teams (Dryers and Green End) to complete projects such as "better fir and larch separation" and the use of disappearing ink.

One project completed which they are really proud of is the "Stairway to Heaven." They improved the fire system by adding access to the eyes that detect sparks in the vacuum system. Before, millwrights would have to climb unsafe conditions to get to these eyes in order to clean them. They also added a new water line for fire suppression and an air shut-off valve. Before if there was a fire, the air would blow oil into the fire which fueled it even more! Great job guys! Safety is our #1 core value!

The size line brush is another on-going project. It should save money by saving sander time. After the AC panels have been sized they go through the sander as a buffer. This brush would be installed at the sizing machine and would buff the panels there. The panels would not have to go to the sander.

Tim Daniels says about this "humble" good-looking team, "they all get along well and work together." No matter how difficult or slow things get they keep plugging away and sticking to their projects.

Great job Finish/Shipping Area Team! Keep up the good work.

Ernie Stroh's Quest

By Sue Hogan

When Ernie Stroh began working for the Anaconda Company at the age of 21, retirement was so far off into the future it was hard to perceive. But after 44 years of hard work and dedication, Ernie embarks into the life of retirement with enthusiasm.



For the past 25 years, Ernie has worked at the Bonner Complex as a day shift lift truck operator in the Lumber Shipping Department. Among the many different jobs Ernie had worked prior, he labored for 9 years as an overhead crane operator.

"Over the years, I have witnessed a significant change in the technology of the lumber industry," said Ernie. "A high speed, high volume lumber production has made jobs easier," he added. Recalling his first job at Bonner when everything was done by hand, Ernie described working on the tramway. This was the area where the lumber came out of the mill on rollers. With a pickeroon or P.V. (log handler with a point and hook) Ernie flipped the lumber into the skids, which were arranged by size. The lumber then rolled down to the people below who loaded it into flat cars. During this time, the Butte Mines were one of our largest customers. Five or six cars of issued railroad ties, cut lagging, and big timbers were sent to them each day.

"There are plenty of opportunities at Bonner for people to learn many different things if a person puts their mind to it," explained Ernie. "My goal for the past 44 years was to put in a good

day's work and to go out of my way to learn to operate all of the heavy equipment at Bonner."

What does the future hold for Ernie?

"I plan to do whatever comes along," said Ernie. During 1973, Ernie took a six week evening welding course. These welding skills will enable Ernie to restore the body of an old 1942 army jeep.

Ernie plans to continue working as a certified well operator for the Milltown Water Association. Once a month, Ernie takes water samples and checks the wells, making any necessary repairs that may be needed.

Along with gardening and working around the house, Ernie plans to continue enjoying the outdoors. This includes bait fishing at Belmont Creek and Gold Creek, along with hunting elk and deer at Gold Creek.

"I'm certainly glad that I am able to retire," said Ernie. "However, I hate to leave friends that I have known for years. Bonner has been a great place to work."

Ernie Stroh
Lift truck operator
Born:
Willa, North Dakota (1928)
Raised:
Arlee, MT; Missoula, MT; Bearmouth, MT; Bonner, MT
Resides:
Has lived in Milltown, MT for the past 34 years
Family:
Wife - Barbara (Married for 37 years)
Barbara is a homemaker. She is also a clerk for the Milltown Water Association, and works part time at Caras Nuserly
Children - (Seven Sons)
Andrew - 35; Mike - 34; Keeneth - 33; John - 31;
James - 29; Glenn - 25; Steve - 21
Father - (Died in 1973) Fred Stroh worked at Bonner for approx. 16 years in the Lumber Yard - putting up rough orders for the Planer.
Past Work Experience:
At age 15, Ernie worked for 6 years at Reardon's Meat Market in Milltown, MT (no longer in existence) cutting meat and delivering groceries to local families.
Military Experience:
Served 2 years in the Army during the Korean War, guarding a military establishment in the Southwest portion of Germany.

John Peters Praises Volunteer Work

By: Karen Abel

If you're walking around town with your son, who attends Bonner Grade School, and he says hello to John Peters, don't be too shocked. They might be really great friends.



John Peters, Plywood Plant Superintendent, volunteers a few hours every Wednesday at the Bonner Grade School Chapter One class with Mrs. Austin. He helps with about 5 boys, ages 7 to 8 years of age, with their reading. John has been doing this volunteering every week since the spring of 1992.

"I get a real charge out of it," says John. "It gives me a real sense of accomplishment." John wasn't really sure he wanted to do this at first, but after a period of time he realized a tremendous need for people to give their time to kids.

Last year John helped out in Mrs. Martels 1st Grade class with about 28 to 30 kids. "It's tough," says John. "Kids really aren't getting all the help they could be getting and need. It's a wonderful feeling though when you walk into the room and hear, "I want to read to John," and get greeted with lots of smiles and hugs. John says that kids need personal attention and they need to know that people are interested in what they are doing and learning. John gets this chance every week to give them that personal one-on-one attention in quiet setting in the school.

The "little guys" read anywhere from 1-3 books with John and as they progress the books get harder. They learn new words and hard words by games that John plays with them each week.



Although John is a frequent visitor at the Bonner school, he is not the only Peters that volunteers time with the kids. You can also find his wife, Pat Peters, there a few hours a week in the Library and their daughter, Cathy Peterson, volunteers just about everyday in the Library and in the Kindergarten classes.

John says that he and Pat plan on giving their time to kids for a long time. "Later down the road when Pat and I retire, we may move out to a different area. We definitely plan on finding a new school to help out. I know we will be needed someplace where kids are learning. My only regret is that I didn't volunteer my time sooner than I did. It is a great experience and a wonderful feeling. Everyone should do it."



IMPORTANT INFORMATION

Benevolent Fund for Bonner Employees

By: Diana Hendrix

Last fall, at the request of the CJT, volunteers came together to form the Benevolent Fund Committee. Those volunteers are Ted Aarstad, Tim Daniel, Diana Hendrix, Rich Lawrence, Ray Meizoso, Deb Moravec, and Preston Ricci. The purpose of the committee was to provide a means of payroll deducting voluntary contributions on behalf of Bonner hourly and salaried who have suffered a tragic life event, such as a death or severe illness, a house fire, or any of life's unforeseen events that could cause great financial hardship.

After several months of meetings, the committee has come up with the guidelines and mechanics for doing one-time only payroll deductions from hourly employees.

Guidelines for the Benevolent Fund Eligibility Are:

- 1 - The person receiving funds must be an active Bonner Complex salaried or hourly employee or his/her legal dependent.
- 2 - They must be suffering financial hardship provoked by serious illness, injury or events.

Procedures for Notifying Employees of a Need

When someone is aware that the need exists for an employee, he/or she may fill out a request form at the switchboard in the Main Office. The completed form will be turned into a committee member, who would then research the request and look for the magnitude and urgency of the need. Frivolous requests would not be considered.

Three other committee members would be contacted for a quorum of four. A yes vote from a quorum of 4 committee members would be needed to proceed with sending out deduction slips with the next outgoing paychecks, and an explanation of the particular request for funds. This method was decided upon due to the large labor force at Bonner.

The completed deduction forms could be returned to Payroll or to the employee's supervisors. Pockets would be provided for each time book so that slips could be returned with timesheets and process with the next payroll, preserving the anonymity of an individual's donation.

After the payroll was processed and a pledged amount was verified, a flash paycheck would be prepared by accounting. A committee member would present the check to the recipient.

At present, Ray Meizoso and local attorneys are looking into the IRS rulings on establishing an Employee Benefit Association, that would permit the establishment of an ongoing trust fund. This trust could be contributed to like the current United Way campaign. Funds would be immediately available for disbursement. Further recommendations from the Benevolent Committee will be sent to the CJT for approval. To date, we only have the mechanics in place to do one-time only deductions.



IMPORTANT INFORMATION

Be Proud!

It's time for all of us in industry or in those businesses that serve industry to speak up proudly and loudly. Do a little bragging. Do a little complaining when you hear about goofy, bad-for-business laws. Your work is that of mature adults in a sensible economy. Your expertise is the hope for the future of our country.

Your job is more important — by far — than any job in Washington. Talk it up. And the next time you hear someone bragging about their job in medicine or law, say, "Oh, that's nice. I'm in the forest products industry, and I couldn't be more proud."

Let's start with our own attitudes about industry and get used to self-pride again. That's the beginning. Then comes the really big job; educating the rest of America about the economic truth and, finally, educating that crucial bunch in the country that governs the rest of us.

We've got a tremendous opportunity right now to raise the consciousness of the rest of the country about the central importance of our work. The centerpiece of success in a free-enterprise economy is manufacturing.



Putting People Back to Work

By Deb Moravec

Environmental extremists have used the U.S. Forest Services administrative appeals process to literally shut down timber sale programs on many national forests throughout the nation. Their efforts have cost taxpayers millions of dollars and thousands of jobs. Most of the appeals are frivolous!

That is about to change! Last April, over 500 employees here at Bonner wrote personal letters to the Appeals Staff, voicing support of reforming the appeals process. Those letters "paid off".

After much encouragement from Bonner employees, forestry, industry, local communities, Congressional leaders, and our friends in other organizations, the Forest Service has developed an acceptable set of new appeal regulations. They have cleared the Forest Service, the Department of Agriculture, the Office of Management and Budget, and now are on their way to the Federal Register.

Once the new appeal regulations are in the Federal Register they will help our struggling economy by putting people back to work while protecting the environment. You can take pride in the fact that your letter writing efforts will help this country get "back on its feet", and help taxpayers — you and I — save millions of dollars.

IMPORTANT INFORMATION

It's Tax Time Again

It's that time of year again - tax time. If you need special forms, now is the time to request them. The IRS says it can take as long as two weeks to receive requested materials

The IRS has more than 100 free booklets to help taxpayers, as well as a toll-free number from which you may order them. Call 1-800-TAX FORM or 1-800-829-3676.

People who need help with their tax returns should look for the IRS-trained volunteers who offer free assistance in many communities under the auspices of two programs: VITA (Volunteer Income Tax Assistance) and TCE (Tax Counseling for the Elderly). VITA volunteers prepare basic tax returns for people with special needs, including the disabled, elderly or dual-language taxpayers. TCE helps people aged 60 or older. Both programs work out of convenient neighborhood locations such as schools, churches, libraries and community centers. For information on sites in your area, call the IRS toll-free 1-800-829-1040.



Champion International Corporation

1993 Champion Priorities



The economy appears to be recovering. Demand for wood has increased, and the industry's pulp and paper capacity overhang is being absorbed. However, our markets remain fiercely competitive, and it will take a massive effort for Champion to outperform the competition.

In 1993 we must:

- Explore all options to enhance net revenues as quickly and as much as our markets will allow.
- Continue to increase the productivity, efficiency, and cost effectiveness of our mill operations while maintaining quality and service.
- Make an all-out effort to reduce unit manufacturing costs.
- Complete our modernization and expansion program and realize the promised results.
- Scale back capital spending for 1994 to \$350 million or less.
- Create value for our shareholders by generating free cash-flow. Spend capital dollars only to boost productivity or comply with safety and environmental requirements.
- Maximize profits in forest products by taking advantage of tighter supply and higher demand.

In pursuing all these priorities, we must be guided by the principles set forth in "The Champion Way" and "The Champion Way In Action".

ANNIVERSARY DATES FOR MARCH

Brenda Indreland
 Bruce DeLong
 Chance Hiday
 Charles Bauer
 Daniel Brennan
 Danny Hendrix
 David Hankel
 Delano Johnson
 Don Potter
 Donald Pyette
 Edward Engebretson
 Edward Roberts
 Elvin Hoffman
 Fesaitu Samuela
 Franklin Jesness
 Gerald Bush
 Glen Ridge
 Gregory Miller
 Jack Richlie
 James Dawson Jr.
 James Robinson
 Joanne Froehlich
 Kenneth Shelton
 Kevin Cline
 Laurie Welch
 Lee Lincoln
 Leigh Norskog
 Mark Braddock
 Michael Eichenlaub
 Michael Speake
 Morris Olson
 Norman Schmautz
 Patricia Thompson
 Raymond Bessette Sr.
 Richard Hawley
 Scott Roberts
 Susan Hogan
 Thayne Bohman
 Tim Weisenburger
 William Christean
 William Ellis
 William Freeze
 William Sell

WHAT DO YOU HOPE SPRING WILL BRING?

Zale Bender, Buyer
(Purchasing)

I hope Spring will bring new flowers,
new born animals and lots of mud.



Grant Simic, Scale House Operator
(Swing Shift)

I hope Spring brings healthy new Quarter Horse
colts and big income tax refunds!



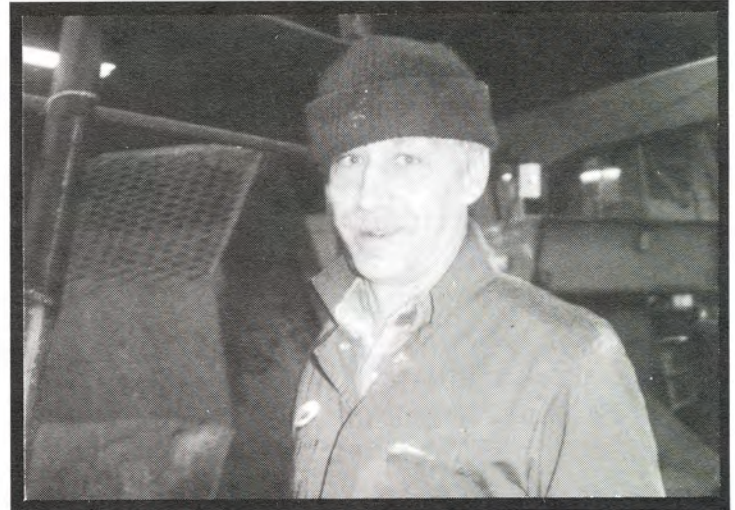
Jack Purington,
Materials Manager (Purchasing)

I hope Spring brings new life, optimism
and new challenges.



Chuck Miller, Garage Mechanic
(Swing Shift)

I hope Spring brings good weather and a
chance to win the lottery.



ACCOMPLISHMENTS OF OUR CHILDREN

Skiing Sisters

By: Julia Case

Several years ago there was an article about a pair of skiing sisters, Ricci & Robbi Case.



Robbi, pictured racing, now 14, still has her heart in racing. She has earned dozens of ribbons, medals and trophies. Last spring she qualified and competed in the Junior Olympics at Bozeman, Montana.

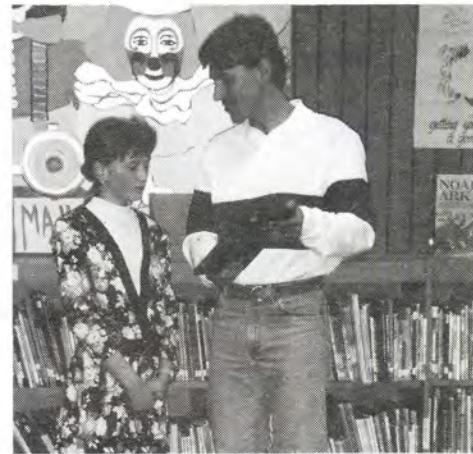
In June, she attended a race camp at Red Lodge, Montana. It actually snowed so much one night (about 24") that the buses could not get the kids up the mountain to train.

This season, Robbi's competition started in December. So far she's been to four races. She placed 1st overall at Big Mountain's Khandahar Cup and 2nd overall at the Don Squire Memorial Race here in Missoula. Robbi's goal for the year is to make the Junior Olympic Team again.

Ricci, age 17, placed in the top 10 in nation wide mogul competition, two years running. Ricci made a change from competition to Junior Ski Patrol about 2 1/2 years ago. She said the constant traveling out of town, got to be too much. Kids, 18 and under are trained in First Aid and CPR, chair evacuation, handling the Rescue Sled, etc., then are teamed up with adults. Although Ricci has been a guinea pig numerous times in training, she recently injured her knee (skiing of course), cutting short her ski season for this year.

Both girls at this point have the knowledge and ability to instruct skiing or coach racing. It's a good possibility for a part time job to help get them through college.

Ricci and Robbi are the daughters of Julie and Gary Case. Both work in Plywood.



Dave Parker, Principal of Bonner School presenting award to Brittan.

Congratulations to Brittan Postma! She is the daughter of Steve and Sheri Postma. Steve works in the Plywood Finish End. Brittan was the Bonner Schools Martin Luther King Jr. Essay Contest Winner. Brittan is a fifth grader at Bonner and accented the school's Martin Luther King Jr. Day with a well written essay that described her vision for the year 2000. The following is an excerpt from her essay "The Future Is In Our Hands."

"I also hope we can help the homeless. Build them shelter and offer them jobs. An important issue is jobs in America. I hope in the year 2000 everyone will have a job and that no one will be laid-off without the boss of the company helping you to find another job or re-educating you. My greatest wish of all, would be no more wars. Culture and religion would no longer be a reason to kill each other."

Congratulations Steve and Sheri, you have good reason to be proud of your daughter. We Champions at Bonner are!

Collaborative Skills Training for Bonner Employees

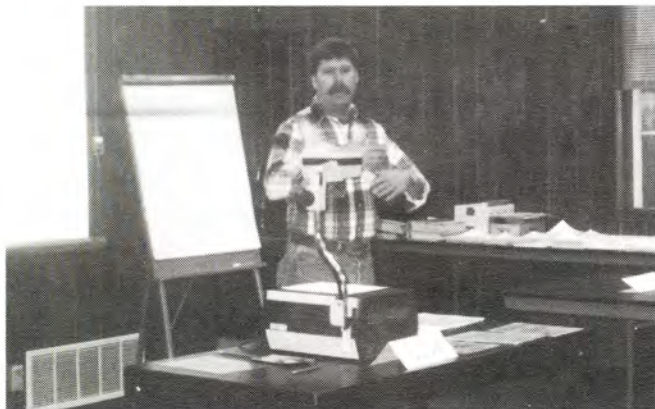
By: Karen Abel



Collaborative skills training has been "great for everyone, not just the people directly involved with the PM teams," says Randy Augustine, Plywood Dryers (Swing Shift). "Everyone that works here is involved in some way with the change process, so it's good that everyone gets some training and education."

What is Collaborative Skills? Mel Lockridge and Doug Shoup gave me some of the highlights. "It's a structured series of skills we teach to people to help them think and work as an effective team or group," says Mel. The 2 day session includes:

- . Interpersonal Communication
- . Effective Teams
- . Effective Meetings
- . Presentation Skills
- . Problem Solving / Decision Making
- . Conflict Management
- . Leadership



Interpersonal Communications teaches the perceptions and barriers of communication from simple to complex, active listening skills and feedback. This is a very complicated process and people need to understand where other people are coming from and that actions count more than intentions, because people can't see others' intentions. Randy says that he really felt he learned a lot from the listening skills. "I learned that people think way faster than they speak, so when someone is talking to you, your mind is racing ahead. It's not a wonder we don't hear, we go on to other things before a person can even finish his sentence."

The second item is Effective Teams. The characteristics, barriers and the process teams go through is all taught in this portion of the training.



Third is Effective Meetings. The tools and information on having an effective meeting is taught by explaining the "How to's," such as how to plan, prepare and present an effective meeting. "I know this information will be good for me if I need to do these things at work as well as at home or in my church," said Randy.

PM IN PROGRESS

"It was really good information and the Facilitators did an excellent job getting people to participate and take a positive step of being involved."

Presentation Skills are also taught in this training. Although they don't require most groups to do a presentation, "we give them a checklist and the tools they need to plan, prepare and present," said Mel. "It was interesting that a lot of people requested this portion of the training. Most people are scared to get up in front of a group, but they are glad they did it afterwards."



Problem Solving and Decision Making is taught to help groups and teams have the skills they need to solve problems and make decisions as a group instead of individually. Randy described this portion of the class as how to make the best collective agreement for everyone involved and not just for certain individuals.

"There were some good demonstrations and films to help us understand the processes," said Randy.

The last two items on the agenda are conflict management, which teaches you that how you deal with conflict in a group determines how successful you are as a team, and leadership, the characteristics and importance of informal leadership.



How will all this help Randy and other Bonner employees? "It makes everyone more aware and maybe more involved in the change process," says Randy. "There will always be some negative thoughts, but attitudes have changed and in the long run this education will help all of us in our jobs and at home. This class gave us a chance to use our minds instead of just our hands. There are a lot of really educated people out here and this gives them a chance to help, learn and get involved. It creates better attitudes."

Randy's real highlight seemed to be that this gave him a chance to be around other people from other areas. "I feel you can learn more and give more when you work with people outside your norm. I really was impressed with Zale Bender (Buyer, Purchasing). He is an intelligent man and taught me a lot. He had a lot to offer the group."

If you get a chance to be a participant in one of the Collaborative Skills Training classes, maybe this will encourage you to go for it! If you have questions, any one of the facilitators would be glad to answer them. Get involved.

AROUND AND ABOUT BONNER



Turkey Trot Results!!!!!!

650 EMPLOYEES ELIGIBLE	EMPLOYEE SPOUSES
226 signed up (35%)	133 signed up
175 completed (27%)	97 completed (73%)

DEPENDENTS

162 signed up
117 completed (72%)

RETIREEES

9 signed up
7 completed (78%)

RETIREEE SPOUSES

4 signed up
4 completed (100%)

TOTAL SIGNED UP - 534

TOTAL COMPLETED - 400 (75%)

Congratualtions Bonner employees and retirees. Hope to see you get some even better percentages for the Heart Throb. . . .



Mighty Fir

The logs delivered to Bonner daily are mere midgets when compared to the enormous Douglas Fir log that arrived recently.

This 4,170 board foot log, which was brought in from the **Deep Creek** area was delivered by Jack Ross Logging. The butt end (bottom portion of four sections) of this mighty fir weights approximately 10,000 pounds. This portion of the log measured 174 1/2" in circumference and 55" across; the state record being 60" across. The tree was estimated to be between 320 and 350 years old, standing between 120 and 130 feet in height.

"I've seen many large logs come through the Log Yard in my day," replied sorting crane operator, Kirt George. "However, they are getting fewer and farther between as time goes by."

Since this log is just too large to be processed at Bonner, it has been anticipated that it will be sent to the logging museum at Fort Missoula.

It's
A
Girl!

Kelsie Kay Maricelli
 Parents: John & Leslie Maricelli
 Date of Birth: December 29, 1992
 at 2:19 PM
 Length: 18 1/2 inches
 Weight: 6 lbs. 12 oz.

It's
A
Boy!

Connor William Higgins
 Parents: Aimee & Kevin Higgins
 Grandparents: Michael & Nadine Conley
 Date of Birth: January 18, 1993
 Length: 21 inches
 Weight: 9 lbs. 3 oz.
 Mike - Lumber Department Processor

It's
A
Boy!

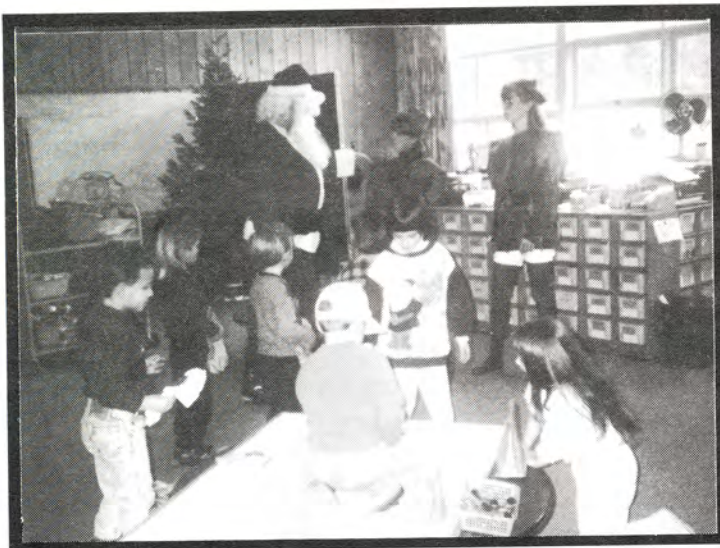
William Joseph Fausett
 Parents: Doug & Tina Fausett
 Date of Birth: January 6, 1993
 at 5:55 PM
 Length: 22 inches
 Weight: 10 lbs. 3 oz.

AROUND AND ABOUT BONNER



Christmas?

It looks like we are thinking about Christmas again, but in fact we are remembering last Christmas. Champion donated funds to the Bonner Grade School so that the kids could enjoy a treat before leaving for their vacation. As you can see, Santa and his happy elves had a good time handing out their treats to all the kids. I believe the Kindergarten kids in Mrs. Addington's class thoroughly enjoyed their gift from Santa, as well as one of the 8th grade classes shown. Merry Christmas kids.



“First Come - First Serve”

By Sue Hogan

After the turn of the century, 49 rental housing units were built around the Bonner mill by Anaconda Company personnel. Through time, many things have changed with regards to the rentals. Tenants have come and gone, many maintenance upgrades have been made, and three of these units have even been released for other purposes; The Little Dipper Day Care Center, The Champion Intermountain Federal Credit Union, and the Bonner Post Office. But most recently, Champion International Corporation has reviewed and revised several of the policies and contractual agreements pertaining to the leasing of Champion owned homes at Bonner.

Champion International Corporation has reviewed and revised several of the policies and contractual agreements pertaining to the leasing of Champion owned homes at Bonner.

The new leasing procedures for renting a Bonner home is now on a “first come - first serve” basis. In other words, the assignment of a rental home to an employee is based upon seniority on the eligibility list. In the past, preference overrode seniority. The type of job an employee held was the basis for his position on the waiting list, (i.e. supervisory positions, maintenance personnel, etc.).

The process for renting a home begins with an **Application Form**. Interested employees who have been employed with Champion for a 12 month period must fill out the **Application Form** and return it to John Price, Property Administrator. John reviews and approves leases based upon seniority on the eligibility list and the employee’s prior rental history. Em-

ployees who are currently leasing a home but wish to upgrade, must fill out a **Request For Upgrade Form**. Champion does reserve the right to determine who gets which house, based upon the number of occupants per house as compared to the number of bedrooms in a home.

An **Information Bulletin Board** pertaining to the Bonner rentals has been placed in the warehouse building in the corridor just outside of John’s office. A current **Waiting List** is made available here for anyone to review at any time. **Application Forms** and **Request For Upgrade Forms** are also made available here.

Once the employee has been selected to rent a Bonner home, they are required to make a deposit, and sign a **Lease Agreement**. Their month-to-month rental payments will be made through payroll deductions.

Champion maintains their rental units for the mutual benefit of the Company and the employees. In order to maintain this mutual benefit, it is important that employees who desire to lease a Bonner home understand Champion’s new leasing policies. If you have any questions in regards to these policies, contact John Price at work (258-2215) or at home (258-6044).



Dene Cogdill: All American Skeet Shooter

By Sue Hogan

Approximately 30 out of the top 50 world class skeet shooting competitors are selected each year to assume the title of *All American*. One man to receive this highest post season honor is Bonner Saw Filer, Dene Cogdill.

A committee selects the *All American* skeet shooters after reviewing the top 100 tournaments in the world. Participants are positioned by the number of major tournaments they attended and how they ranked.

Dene, who has been shooting skeet since 1978, is now officially ranked among the top 30 skeet shooters in the world. He participated in 8 major national tournaments in 1992, all of which he scored extremely high. His most memorable accomplishment in 1992 was during the Zone 7 Tournament (competition in which participants from 13 western states at-



tended). Dene shot a "four-by-four", a perfect tournament score of 400 by breaking 100 straight clay pigeons in each of four shotgun gauges - .410, 28, 20 and 12. Achievements such as this are very rare, even among the top skeet shooting champions.

A profile on Dene and his successes in the sport of skeet shooting will be announced in the March issue of *Skeet Shoot Review*. During the month of July, Dene will also be announced as the Captain of the 1993 Montana State Skeet Shooting Team.



Forest Products Vice President, Pays Us a Visit

by Deb Moravec

Dick Porterfield, Executive Vice President of Champion's Forest Products, toured the Bonner Complex January 26th, 1993. Representatives of Area Teams, Management, Transition Teams, Union E-Board and Safety Coaches had the opportunity to meet with him and ask him questions.

Most of the questions revolved around the sale of the Montana operations. Mr. Porterfield said: It remains Champion's intent to sell the Montana operations. The current perspective buyers are continuing with their endeavors to buy the operations, and hopefully by the end of the first quarter we will know if a sale with them is going to happen.

Also, he wanted us to know that the decision to sell the Montana operations wasn't a reflection of our work performance. The fact remains, however, that in spite of all the gains we have made, long-term there really is not a fit for the Montana operations within the strategic guidelines of the company. Champion's focus, is on pulp and paper and on those timberlands and wood products operations which tie to them in terms of fiber supply.



Spring Planting Program

Missoula Area Timberlands is currently gearing up for the coming spring planting season. A story in the *Tamarack* last spring outlined the planting program and its importance to long term forest management, along with describing a typical day in the life of a planting crew. This month's article will summarize the past few years planting program and a description of numerous types of seedlings used on Champion lands.

In a continuous improvement effort, Champion foresters have been striving to find the perfect seedling for Montana's forests. Various considerations go into deciding which species and type of seedling gets planted on a forest site. Through the years, the type of seedlings planted has changed tremendously from strictly 2-0 bareroot stock, to containers, to plug-1 seedlings. You might be wondering what all these numbers and strange names mean. These names are the way foresters and nursery people describe where and how long the seedlings grow in the nursery before being planted in the forest. For a seedling with a hyphenated description in its name like 2-0, or plug-1, the first number or word indicates where and for how long it grew in its original location. The second number indicates how long it was in a transplant field. A 2-0 bareroot seedling is a seedling that grows in an outdoor nursery field for 2 growing seasons and 0 years in a transplant field. A 1-1 bareroot seedling would be a seedling that grew in its original bed for one season and then was transplanted to another bed for an additional growing season. A container is a seedling grown inside a greenhouse in plastic containers, or styrofoam blocks, for usually one growing season before being planted in the forest. Containers come in various sizes depending on how large of a seedling is desired. The soil inside the container stays with the seedlings' roots when it gets planted in the forest. A plug-1 is a combination of the last two types. A plug-1 seedling starts as a container seedling in the greenhouse and after about six months gets transplanted to an outdoor nursery field where it spends another growing season. There are advantages and disadvantages to each type of seedling, from the cost of growing, ease of planting, to

rate of growth and survival in the forest. It is very important to match the right species and seedling type to the planting site in the forest.

The bareroot seedlings are planted where the soil is deep and planting is relatively easy. Containers are planted where the soil is rocky or where it might be harder to plant the bigger bareroot seedlings correctly. Since the plug-1 seedlings combines container and bareroot stages of the seedling they are planted on either site. The plug-1 advantage is its well-developed root mass and a bigger more vigorous tree ready to grow. All the seedlings you see planted around the Milltown office are plug-1 seedlings.

Champion is committed to long term forest stewardship and Champion's foresters are proud of the reforestation job they have been doing year after year. It is important that everyone understand this long term commitment that Champion has made. There are many people in Missoula who still believe Champion only cuts trees. When you hear this comment from your neighbors or friends, please take the time to let them know about Champion's tree planting commitment.



NEWS FROM OUR TIMBERLANDS

John Ottman Resigns

John Ottman, a Champion forester for almost 15 years resigned February 1st to accept a position with Missoula White Pine and Sash Company. John is now the log procurement forester for MWPS.

John's career with Champion included numerous forestry related jobs starting as a temporary forester in Plains to working on the Potomac, Clarkfork, and Hellgate districts. He also spent a few years as a logging foreman for the company logging crew at Twin Creeks.

Champion will miss John and all of his hunting and other big fish stories. We all wish him well in his new endeavors.



John Ottman and his wife Kari
at a farewell dinner.



Food Addiction Hotline

People who believe they may have an eating disorder have a new information source. Counselors with the Food Addiction Hotline in Florida Institute of Technology are prepared to offer information about disorders including bulimia and compulsive over eating. They can discuss treatment options and make referrals for help as well. The Hotline, part of a national research project to identify the causes of food addiction, can be reached by calling 800-872-0088. The call may put you or someone you love on the road to recovery.

The Basics of Aerobic Exercise

By: Carla Verworn

First, figure out your target heart range for your pulse. This is how: Subtract your age from 220. (I don't know why 220 is used. It just works.) That number (220 - age) is called your MAXIMUM HEART RATE (MHR).

It's not good to work your heart at it's maximum heart rate for along time. The heart is a group of muscles just like the biceps or pectorals. If you work muscles too much or too hard you might damage them. Exercise is supposed to make muscles stronger, quicker, and more flexible over time, not damage them or wear them out. So, don't exercise at the maximum heart rate but use that number (220 - age) to determine the high and low numbers of the range in which it's best for you to exercise. The numbers in the range refer to the number of times per minute that your heart beats.

Take the MHR (220 - age) and multiply by 0.6. That is the low number of the range. Next, multiply the MHR by 0.8. That is the high number of the target range.

For example, 220 - 25 (because person is 25 years old) = 195. $195 \times 0.6 = 117$, the low number. $195 \times 0.8 = 156$, the high number. So, this person's target heart range is 117 to 156. It's called a "target" range because you try and keep your pulse within that defined area.

When you actually start your exercise, do a warm-up of 5 minutes of easy stretching, walking, or of the planned exercise, such as biking. Then do 20 minutes of the actual exercise, checking your pulse periodically to assure it is in the target range. Cool down with 5 minutes of the easy exercise. The warm-ups and cool downs are essential. One of the biggest benefits is a reduction in the possibility of damage, such as muscle tears, or sprains.

The main purpose of aerobic exercise are two-fold. First, to improve the health of your heart, and how well it pumps blood around your body. The second purpose is to increase the amount of oxygen in your blood and the amount of oxygen getting to the cells in your body. Aerobic exercise works best if you follow this 5" warm-up, 5" cool down with the target range exercise routine at least 3 times each week.

As a simple check of how well you're staying within your target range, try talking out loud to yourself, or to your partner, if you have one. If you can do it comfortably, you are below the upper limit of the target range. If you cannot talk out loud comfortably, then you are over the upper limit and need to relax a little bit.

For a final note, studies have found that the good effects of aerobic exercise stay longer with people who are very consistent and regular about doing the exercise over a period of months and years, rather than with the people who do hours of intense exercise for only a few weeks or months.

HEART THROB

Handling Stress

We all have to deal with a certain amount of stress in our daily lives. How we handle it psychologically can make a big difference in how much it affects us. Here are three strategies for keeping stress under control:

Positive self-talk. Listen to what you're telling yourself. Practice saying positive things: "I can do this job."

Rehearse. Before confronting a potentially stressful situation, run through in your mind what you plan to do. Visualize yourself succeeding.

Plan. Develop an action plan that will help you turn a possible disaster into a golden opportunity. Be sure to have a "Plan B," though, in case your original alternative doesn't work out.

CREDIT UNION NEWS

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Will Your IRA Investment Be Deductible?

For many people, an immediate tax break makes an IRA an even better deal. Your deduction depends on your income and on whether you are covered by a plan at work.

- If neither you nor your spouse is covered by a retirement plan at work, your IRA investment will be 100% tax deductible. You can each deduct the full amount of your IRA investments, up to \$2000 each.
- If either you or your spouse is covered by a retirement plan at work, you can calculate your IRA deductions as follows:

What Is Your Adjusted Gross Income?*

Less than \$40,050 (Joint) or \$25,050 (Single):
Your IRA investments will be 100% tax deductible. You and your spouse can claim a tax deduction for the full amount of your investments, up to \$2000 each.

\$40,050 - \$49,999 (Joint) or \$25,050 - \$34,999 (Single):
Your maximum tax deductible investments will be between \$200 and \$1990 each. You are also entitled to make nondeductible investments. The work sheet below will help you find the right amount.

\$50,000 or more (Joint) or \$35,000 or more (Single):
Your IRA will be nondeductible. You and your spouse can make tax deferred, but non-deductible \$2000 investments.

How to calculate your maximum tax deductible IRA investment

Use this worksheet only if either you or your spouse is covered by an employer's retirement plan, and your adjusted gross income falls between \$40,050 and \$49,999 (for joint filers) or between \$25,050 and \$34,999 (for single filers). A calculator and pencil will come in handy




	Example
A. Write \$50,000 if you file jointly, or \$35,000 if you are single:	\$50,000
B. Write out adjusted gross income here:	\$44,362
C. Subtract "B" from "A"	\$5,638
D. Multiply "C" by 20%: (.20 x "C"=)	\$1,127.60
E. Round "D" up to the nearest \$10:	\$1130.

This number "E" is your maximum tax-deductible IRA investment. If you are married filing jointly, both you and your spouse each deduct \$1130 for a total of \$2260. (You're entitled to a deduction of \$200 if your answer on Line "E" is between \$10 and \$190.) You can also make a nondeductible investment to bring your total IRA investment up to your \$2000 maximum. You can place both deductible and nondeductible investments in the same account. There's no need to keep them separate.

If your spouse does not work or makes less than \$250, Line "E" represents the maximum tax-deductible investment that can be made to either of your IRAs.

March 1993 CALENDAR OF EVENTS

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1 Missoula Symphony Orchestra Children's Concerts - 11:30 & 1:00 p.m. - Wilma Theater	2	3	4	5 Student Chamber Music - 8:00 p.m. UM Recital Hall	6 String Orchestra of the Rockies Centennial Series Winter Concert - 8:00 p.m. University Theater Credit Union Annual Mtg. - Press Box - 5 pm
7	8	9 Faculty Chamber Music - 8:00 p.m. UM Music Recital Hall	10	11	12 Jazz Bands concert 8:00 p.m. University Theater	13 "Scholar, Soldier, Citizen" Lecture Program - 2-3 p.m. Historical Museum - Fort Missoula
14	15 Freedom of Information Day	16 17 18 NATIONAL AGRICULTURE WEEK			19	20 Earth Day
21	22 Music Seminar Igor Kipnis - Harpsichodist "A lecture/concert" 3:00 p.m. UM Music Recital Hall	23	24 	25	26	27 "Scholar, Soldier, Citizen" Lecture Program - 2-3 p.m. Historical Museum - Fort Missoula
28	29	30 UM Dance Program "Spring Dance Showcase" 8:00 p.m. Open space Performaing Arts Building	31	MARCH OBSERVANCES: American Red Cross Month Foot Health Month Save Your Vision Month National Nutrition Month National Women's History Month		



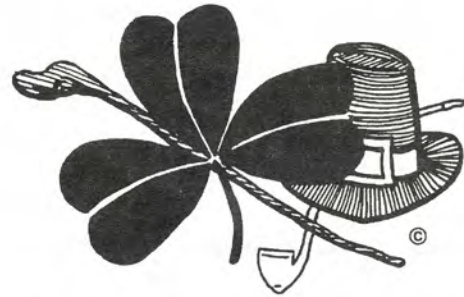
"A happy person is not a person in a
certain set of circumstances, but rather a
person with a certain set of attitudes."
— Hugh Downs, television newscaster



WHAT'S SO SPECIAL ABOUT

M•A•R•C•H?

- **Newspaper in Education Week:**
March 1-5, 1993. Stressing and celebrating the use of newspapers in the classroom as "living textbooks."
- **Save your Vision Week:**
March 7-13, 1993. A reminder that sight is precious and there are things one can do to maintain good vision.
- **National Volunteers of American Week:**
March 7-14, 1993
- **American Chocolate Week:** March 14-20.
- **National Agriculture Week:**
March 14-20, 1993. To honor those Americans who provide food and fiber. Always the week that includes the first day of spring.
- **Freedom of Information Day:**
March 15, 1993.
- **St. Patrick's Day:** March 17, 1993.
Honoring the patron saint of Ireland, who introduced Christianity to the Irish.
- **First Day of Spring:** March 20, 1993.
- **Proposal Day:** March 20, 1993.
Men and women are encouraged to propose marriage on the first day of spring.
- **National Poison Prevention Week:**
March 21-27, 1993. Keeping the public ever mindful of the dangers of accidental poisoning and educating them on ways to prevent it.



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

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