

The Tamarack



BONNER, MONTANA

MAY 1992

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1992 Mother's Day

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Home Alone: A Mother's Fantasy

In honor of hardworking mothers everywhere, indulge in this fanciful twist on a recent popular movie. To set the stage, imagine Dad's taken the children and left on vacation—but Mom's been left behind. What would Mom do, given a week at home alone? Most Moms would jump for joy, unplug the phone, and then...

Luxuriate. Mom relaxes during a gourmet candlelight dinner, perhaps of home-delivery pizza, while listening to her favorite music, played at the volume SHE likes. Then she takes a l-o-n-g bubbly bath, dons the silky pajamas tucked in the back of her drawer, devours a long-awaited novel from cover to cover (or watches HER favorite movie), and sleeps until the sun is high. She repeats this routine every night.

Browse. What better time to head to the favorite "children can't touch" glassware shop, green meadow, or glitzy mall for a bit of self-indulgent meandering just for the fun of it. Mom samples 20 pairs of shoes, or stops to watch an artisan crafting jewelry. There's no rush, no small hand tugging onward, no carpool to hustle.

Shop. When Mom is sufficiently relaxed, she might do some serious shopping, relishing a trip to the market without small voices imploring, "Please, can I have it?"

Marketing takes half the time when Mother can plan ahead and concentrate on wheeling along at her own speed. That leaves hours for still more simple pleasures.

Rejuvenate. The body and mind are invigorated as Mom exercises her way across the pond, park, or pool table. She is reenergized with a massage, or creates a new image with a manicure and facial. A cycle ride removes the brain's cobwebs. With all this newly-found energy, Mom cleans out the closets without interruption.

Renovate. Not the house, but old friendships. Mom calls a childhood soulmate or a former neighbor, and the two reminisce about past pleasures and treasures. Or perhaps hours are spent composing a tribute to a grandmother whose hand-stitched quilt still graces the guest bed, whose special recipe is recreated faithfully, or whose stamina reaches across the generations to fuel a great-grandchild.

Although a week alone might be an impossible dream, most families can arrange for a day, or even a few hours, to give Mother special moments all to herself. This might be the year to surprise Mom, unless she's one who prefers to make advance plans. Enjoy some time alone with the children while Mother delights in a well-deserved break.

MOTHER'S DAY
May 10, 1992

MANAGERS' MESSAGES

The Change Effort Continues For Western Operations

By Bob Brewer

This past March representatives from the WCIW and IWA Regional Offices in Portland met with Champion Regional Management people, plus union and management representatives from Champion's Roseburg, Klickitat, Libby and Bonner Operations. The purpose of the meeting, which was agreed to during the 1991 contract negotiations, was to review and discuss the "change effort" within the entire Corporation as well as each Western Operation.

I believe all of us who attended the meeting felt it was excellent and much was accomplished. We discovered both parties had issues that were of mutual interest and concern, i.e. resource availability, and safety, were just two. Much common ground was established and from my perspective it was time well spent. The letter shown below is a product from this meeting, a genuine mutual concern by those in attendance for all the employees effected by the sale announcements of the Montana and Roseburg properties. Please take time to read it!!!

April 9, 1992

Andrew C. Sigler
Chairman and Chief Executive Officer
Champion International Corporation
One Champion Plaza
Stamford, CT 06921

Dear Mr. Sigler:

We have recently concluded an intense three-day seminar/discussion in an effort to build a more constructive dialogue and working relationship between labor and management in Champion's Western Wood Products operations. We discussed employee involvement programs and the concept of total commitment that would serve to make these Champion mills a more desirable work place and contribute to cost efficient operations turning out high quality products on a continually profitable basis.

Despite the cooperation and commitment of those participating in this meeting, and indeed of all employees at these mills, an over-riding concern shadows all of our discussions. That concern is the anticipated sale of these mills and potential loss of employment in an industry which has been devastated with curtailments and closures over the last several years. Although Champion has indicated its intent to sell these operations as on-going businesses, there is always the very real possibility that this might not occur, throwing the lives of thousands of people who rely on Champion; employees, suppliers,

communities, etc., into turmoil. Statements of concern and commitment have a hollow ring for employees who know, only too well, what the result of a sale could really mean.

It is our view that Western Wood Products is well positioned to make a significant contribution in the years ahead. The worst of the housing recession is behind us. There are positive indications of a housing recovery. Sales of existing homes have increased in recent months and new housing starts will follow. Lumber prices have rebounded significantly in recent weeks. We believe that all of these mills have significant profit potential, a realistically sustainable timber supply, and have exhibited the kind of cooperation and commitment to be industry leaders. We believe that in keeping with Champion Way commitments these operations deserve an opportunity for reconsideration of the decision to sell.

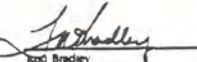
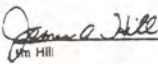

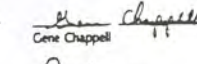
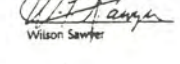
We believe that you should be aware of the extent of the cooperation and commitment that exists in the Western Region. We believe that our culture and past accomplishments offer real potential for future profitability.

We would be pleased to have representatives of our group meet with you personally, at your convenience, to further discuss how that potential could best be utilized.

Thank you for your consideration of this request.

We are;

The Western Region Union-Management Forum

 Michael Draper	 Todd Bradley	 Wright Hubbel
 Jay Perizo	 Don Mazzer	 Chuck Macrae
 Michael Pieta	 Dennis Elder	 Howard Gausnell
 Jim Hill	 Bob Brewer	 Jody Sherman
 Bryan Ewart	 Dan Larson	 Glen Whitman
 Don Wilkins	 Terry Hugen	 Kathy Williamson
 Barry Brown	 Gene Chappell	 Wilson Sawyer
 Gerry Gush	 Dan Miller	
 Chuck Griffith	 Ed Roberts	

We will keep you advised of any response received from our letter.

Purchasing - Building An Image

By: Jack Purington

When Purchasing is mentioned, it can conjure up images of many different forms, from shady deals and free lunches to endless unnecessary paperwork. This may have been true in the distant past, but in today's working environment of corporate and legal controls, it is not tolerated. Fortunately, for our sake, the company overcame these perceptions years ago.

Many people are not aware that Purchasing's actions are very closely watched. How we do business is under constant scrutiny to insure that commitments are made in the best interest of the stockholders and within the best ethical and business standards. How we apply business and ethical practices is often dictated by law and by corporate policy. We are constantly being made aware of the legal ramifications of what we do, because it is possible for a buyer to become personally liable either to the company or to the supplier with whom he is dealing. Such circumstances occur when damages are incurred through the buyers failure to exercise reasonable care, diligence and judgment. In such cases, the company could hold the buyer legally liable for those damages. Obviously, avoiding personal liability simply requires the avoidance of these circumstances. The buyer must make it clear he is an agent representing Champion. It is important to know that Champion is bound by the acts of an employee while he is acting within the scope of that employment. Restitution could be obtained by Champion or the supplier, through legal action. Our purchasing documents are legal instruments and contain all the correct language to protect the company.

Purchasing's goal is to meet these legal, ethical and business requirements and still get the job done. The important thing is in doing what needs to be done, to do it because we want to, and because it makes sense. The policies are like a road map that keeps us headed in the right direction, but somebody still has to steer around the bumps and pot-

holes. Our reward is to get the job done, but a bonus is to have someone tell us that we did it right. We're all winners when that happens because it's a genuine pleasure to work for someone who appreciates our efforts. We recognize that Purchasing is a service department and we're committed to improving that service and also our image. You can help us build that image by giving us your comments and suggestions. They can be of great value to us and we hope you'll share them with us. We already have a head start because we already have the most important customers on the site (you).

In Matthew it says, "Let your light so shine before men that they may see your good works." I'd like to apply that to our jobs, by doing our jobs and treating people we serve in such a manner that they will recognize our "Good works." And when we fail, I hope we will have established the kind of relationship that will cause you to show us how we can improve, because it takes all of us to succeed.



Eliminating anything that impedes productivity is one step toward developing a more effective department.

SAFETY

Loss Prevention Accident/Incident Report

March 1992

Bonner experienced **20** recordable accident/incidents, none of which were lost time; however, **10** were restricted work activity.

Central Services and the Log Yard/Processor had a very good month with no recordable accident/incidents. This was the second consecutive month for Central Services. Lumber experienced **8** recordables, 4 of which were restricted work activity (a fractured thumb, a sprained ankle, a sprained back, and a sprained thumb/hand). The Lumber Department, however, has **15 consecutive months of no lost time**, a commendable record. The Plywood Mill experienced **8** recordables, **6** of which were restricted work activity (a strained elbow/forearm, a strained wrist tendon, a strained knee, and 3 strained backs).

Our Lost Workday Rate goal and OSHA

Rate goal versus our actual rate for the first quarter of 1992 are:

Lost Workday Rate 2.2 goal vs 2.7 actual
 OSHA Rate 9.9 goal vs 13.0 actual

	Total Cases	Lost Workday	Restrict Activity	Lost Work Day Rate	OSHA Rate
Central Services	3	1	1	5.6	11.3
Log Yard/Processor	3	0	1	0	7.1
Lumber	15	0	1	0	19.2
Plywood	20	3	9	2.9	11.6
Bonner Complex	2	1	0	0	0
Nurses St. OSHA Log	11				
Bonner Total	54	5	19	2.7	13.0

Central Services Safety Men-Of-The-Month

April 1992



Chuck Miller



Les Zimmerman

Les and Chuck have each been awarded dinner certificates to the restaurant of their choice in recognition of their safe work practices and no lost time accidents during the past three months.



BEE Protected!
Wear the proper clothing.

Let hard hats and safety shoes protect you!

Progress Made By The Core Removal Task Team

By Sue Hogan

What does the No. 4 core station in the Plywood Plant have that the No. 1 through No. 3 stations don't? **NO MORE ACCUMULATING CORE WASTE!** For two Champion employees that work in the Glue Room and forming a task team made it possible to get this result.

Over the years, Cathie Manning and Pearl Thom, Glue Room foam line employees, have slipped and tripped on the veneer that builds up on the catwalk and stairs. They have witnessed people being hit by veneer that was thrown down from the line as they walk in front of the core layers. Cathie and Pearl's awareness of the situation finally took hold around October 1991 when they decided something must be done to alleviate the hazards in their work area. They put together a proposal to channel the veneer down through an opening in the catwalk directly onto the floor under the line. Not only did this proposal specify how the safety hazards would be eliminated, but it would also make it easier for maintenance employees and jitney drivers to do their work in the area.

This proposal was accepted by the Plywood Transition Team and the Plywood Management team, and was soon



Picture of core waste accumulating at the No. 4 core station, prior to the modifications.

implemented at the No. 4 core station by the Plywood Maintenance Department. This station will serve as a trial area for the project. If all goes well, the No. 1 through No. 3 core stations will also be modified.

Cathie and Pearl overcame many obstacles along the way in order to get their project approved. They discovered that there were many OSHA regulations to consider and many people unwilling to accept the change process. However, Cathy and Pearl feel extremely good about the accomplishments they have made to make their work area safer and more productive.

Poly-Minded Management

A tale of sex, greed, and violence (maybe)

By Dwight Finney

It used to be that managing was done by one picked for his dedication to company principles; his intensity for getting the job done; his vision of how the company should look, five, ten, or a hundred years ahead. Managers may still be chosen that way, except that now in addition to the traditional figurehead that occupies the office, there is a

body of people that helps or, at least affects, the role of managing. This group and the hundreds of such groups throughout Champion mold and sway and evolve the way things get done at the many levels of the organization. Each group consists of

(Continued on Page 6)

PARTICIPATIVE MANAGEMENT IN PROGRESS

(Poly-Minded Management...Continued from Page 5)

several individuals subject to the variety of drives, wishes, and temptations that make up the poly-mindedness of any manager.

This article will be concerned with but a tiny portion of the second-to-outermost ring of the whole sphere of influence, namely, the Participative Management (PM) Team of the Bonner Processor Department. The inner rings of hierarchy probably suffer the same poly-mindedness being described. Only the outermost ring consisting of Task Teams seems unencumbered by the diversions of poly-mindedness. They routinely keep their focus narrowly on solving particular problems and accomplish plenty.

Getting back to the sex, greed, and poly-mindedness of the Department PM Team, we find several forces at work in decision-making. Each of the nine members has his own level of tolerance for the idiosyncrasies of the others, just as each has his own ability to persuade others to his opinion of what's important. The following is an outline of the various interests effecting the outcome of the process of examining personal perspectives.

A) The betterment of the company...

- 1) image
- 2) profits
- 3) market-share
- 4) customer satisfaction
- 5) stock dividend

B) Maximizing the benefits to employee...

- 1) safety
- 2) pay
- 3) job security
- 4) comfort
- 5) productivity

C) Boosting personal perks...

- 1) pay level
- 2) overtime availability
- 3) ease of workload
- 4) enhancement of prestige
- 5) free meals
- 6) travel opportunities
- 7) sexual gratification (well, maybe not)
- 8) comic relief
- 9) convenience of meeting-time
- 10) social involvement

The impact that each of these priorities has had on each member and the influence each member has had on the group have combined to accumulate the following list of accomplishments and plans:

- 1) Changed Swing Shift to start 1/2 hour earlier to improve the transfer of information between Day and Swing operators.
- 2) Development of a task team that solved a perplexing problem at No. 4 jackladder.
- 3) Development of a task team closing the gaps in maintenance and communication between mechanics and operators.
- 4) Development of a task team studying how to repair potholes in the concrete pads.
- 5) Development of a task team to reduce airborne dust in the log yards and traffic areas.
- 6) A trip to Potlatch Co. in Lewiston, Idaho on April 16 & 17 to learn how they handle challenges similar to the ones in Bonner.
- 7) Training all employees about Customer driven quality (CDQ).

Having many people working toward oftentimes conflicting goals might seem to be inefficient, but it is getting results. PM has encouraged the freedom of poly-mindedness to seek for answers in directions and areas unsought before. Solving problems this way has enhanced confidence in the ability to find the most workable solution by collaboration.

Congratulations to the Department PM Team, their task teams, and to the Transition Team for their efforts and accomplishments!

Thanks to the workers who have helped by filling in for those who have been gone to meetings doing PM work.



EMPLOYEE PROFILE

Doug Farmer: "Oregon On My Mind"

By Sue Hogan

Autumn means many different things to people. Getting the children enrolled in school, preparing their homes for colder weather, and the endless raking of leaves that have gathered in their yards. However, for Doug Farmer, Plywood Day Shift Green End Supervisor, autumn means vacation time!

Doug and his wife, Delphine, set out for the Oregon Coast one week after school begins to avoid the crowds. They route their journey through Spokane, Seattle, The Dalles and Portland to arrive at their destination: Lincoln City, Oregon.

The first thing that Doug and Delphine do once they arrive in Lincoln City is find a room with a view of the ocean. Once this is done, they immediately set out for the water. They can't wait to walk up and down the beach and to collect sea shells and starfish. However, watching the sunset from the beach is the highlight of their journey.

After the vacation is over, it is still important for Doug to find the time to get out and enjoy a favorite pastime: varmint hunting.



DOUG FARMER

BEGAN EMPLOYMENT HERE AT BONNER:
October 1973

FAMILY:

Married to Delphine (1974)
3 Children
6 Step-Children
14 Grandchildren

BORN:

Crofton, Kentucky
(Small coal mining town)

MILITARY SERVICE:

Served 18 years in the
Air Force

(Aircraft Hydraulic
Repairman)

At 7:00 a.m. on a Sunday morning, the alarm goes off. Doug gathers his 10-22 Ruger and several loaded clips and drives up the Blackfoot Highway to the Ovando area with his son in search of Columbian Ground Squirrels. Doug and his son spend all day hunting on the open ranch ranges in the area, shooting between 100 to 150 of the varmints. Del, why do you enjoy varmint hunting? "Mainly to get out into the country," Doug replied. "I'm not much on shooting still targets. I like to shoot at live targets."

Dene Cogdill: World Class Skeet Shooter

By Sue Hogan

Imagine the tense feeling one may experience as they are about to enter the final rounds of the 1991 World Class Skeet Shooting Competition. Envision shooting 200 rounds out of 200 skeet, but 10 other teams have tied your score. The final "shoot off" begins, and when it's all over, the 1st place winners of the 28 gauge two-man event is announced: Dene Cogdill from Missoula, Montana and his partner Billy Williams from Billings, Montana.

Dene Cogdill, Bonner Sawmill Filer, first began shooting skeet in 1978, entering only local competitions. However, over the past five years, Dene has been traveling all over the country competing in various events of the

sport. Dene and his partner are currently the two top high average skeet shooters in Montana. Dene was awarded 30 metals in recognition of his outstanding performances at the 1992 World Skeet Shooting Championship. Over the years, the prizes Dene has won range from money to belt buckles. The winning money helps pay for entry fees, gun supplies, and miscellaneous traveling expenses.

"There is a fine line between being too nervous and not nervous enough," Dene commented. "Competition can be pure agony!" Dene's wife, Jan, gives him plenty of moral

(Continued on Page 8)

EMPLOYEE PROFILE

(Dene Cogdill...Continued from Page 7)



support. Jan understands the pressures involved, as she too is very successful in the sport. Dene and Jan were the winners in the "husband and wife" event at the 1991 World Championships.

Dene is a member of the Missoula Trap and Skeet Club. For the past 10 years, he has served as the State Director of the Montana Skeet Association. He is currently serving his 3rd term as the Director of the National Skeet Association. Dene's goal in the past was to stand in the rankings of the top 100 skeet shooters in the country. He is currently No. 83. Dene's new vision is to progress into the top 50.

Dene Cogdill, Bonner Sawmill Filer, shoots skeet at the 1991 World Skeet Shooting Championship in San Antonio, Texas in October 1991.

Customer Profile:



**BOISE CASCADE
CORPORATION**

Boise Cascade Corporation, with its headquarters in Boise, Idaho, owns or controls 6.2 million acres of timberlands in the U.S. and Canada.

Boise Cascade, produces and markets uncoated free-sheet and groundwood papers, newsprint, containerboard, coated papers and market pulp. Containerboard is used for packaging produce, processed food, beverages, appliances and many industrial and consumer products. They also distribute stationary, office supplies and furniture through 34 distribution centers across the U.S. and seven retail outlets in Hawaii. The

company produces and markets plywood, lumber, particleboard and a variety of wood specialty products. The company also distributes a variety of building materials. They also operate sawmills, plywood, and veneer mills, a particleboard plant, paper mills and two beam plants.

Boise Cascade Corporations, is not only a competitor of Champion, but they are also one of our customers. They buy a considerable amount of Studs and Plywood from our mills in Bonner, which are then sold through their distribution centers across the U.S.

Mother's Day — A Special Time For Champion Employees

What are you planning to do for your mother?



Shirley Cline - Day Shift Plugger Operator in Plywood - with her children Julie Simpson, Laura Parker and Eric Simpson. Shirley has 5 other children not pictured.

Shirley's kids are planning a big family picnic for their mother.

Julie is thankful that her Mom has always been around for her. Shirley is Julie's best friend.

"There has always been plenty of love for all of the family," says Laura. She also noted that Shirley taught them some good values while growing up.

"I love her," says Eric. "Mom has always been there through good and bad, and that is very special to me."



Susan Kahm - Relief Crew Enddogger Family in the Sawmill - with her children Teri (16), Cory (13) and Kevin (9).

While Cory and Kevin have not decided what they are doing for Susan, daughter Teri says, "Mom and I are going out somewhere for awhile and have a Mother/Daughter get together."

Teri says she loves her Mom very much. "She understands and relates to our needs and views. She also has a lot of patience and a good sense of humor."

Cory and Kevin both agree that Mom is their best friend. She understands them, is easy to talk to and they love her very much.



JoAnn Cooper - Swing Shift Dryer Grader in Plywood - with her children DeeAnn (18) and Jason (21) White.

DeeAnn is going to buy her Mom some flowers and wish her a happy Mother's Day while Jason is going to give her a card, a big hug and tell her how much he loves her.

DeeAnn says that her Mom is her best friend and is real easy to talk to. "You could say she is just cool and understanding," says DeeAnn.

"She is just the greatest Mom there is," replied Jason, "She is very understanding and is always there when I need someone to talk to."



Sue Hogan - Central Service's Secretary - with her son Brian (8).

"I am going to cook my Mother dinner on Mother's Day," remarked Brian.

"I love my Mom because she is nice and we do lots of fun things together."

Customer Responses Make Bonner Look Great!



To:
Rod Bradley

From:
J.L. DiStefano

Date:
March 25, 1992

Subject:
Quality Service

Just a note to bring this Customer Response Card to your attention. It is really nice to have responses like this to share with those who are usually the brunt of criticism.

Hopefully, you can find a way to share this with the rest of the complex. (Possibly publishing it in the mill news.) Efforts like this do not go unnoticed.

Our thanks to your managers and employees for their concerned effort and quality work.

Regards,
J.L. DiStefano

J.L. DiStefano

Customer Service Response *great*
MAR 25 1992 *JD*

Bundles Shipped: Yes No
some, but not many

Strapping: Intact Broken

Paper Wrapping: Intact Torn
N/A

Cleanliness: Clean Soiled
 Waterstained Mold

Stock Condition: Good Damaged
Champion Has Always Been Superior Than Other Carriers

Stock Appearance: Good Poor
SAME AS ABOVE

Note: If there has been any extensive damage in transit, it is suggested that you advise your carrier immediately and then let your Champion representative know.

Name: *VAN'S VEHICLES*
Company: *SHILTON SYSTEMS CORP*
Address: *123 Stone Chapel Rd*
City: *Westminister MD* State: *MD* Zip: *21157*
Telephone: *(410) 876-3300*
Date: *2-11-92* Champion No: *120249*
Mail: *BONNER*

Cab
 Cust. Truck
 M. Truck
 Cust. Van
 Mill Van

Customer Service Response *Great!*
APR - 6 1992

Bundles Shipped: Yes No

Strapping: Intact Broken
GREAT LOADING JOB

Paper Wrapping: Intact Torn
ONE OF THE BEST

Cleanliness: Clean Soiled
 Waterstained Mold
THANKS AGAIN

Stock Condition: Good Damaged
ROADS GREAT!

Stock Appearance: Good Poor
MIKE LETTIERI

Note: If there has been any extensive damage in transit, it is suggested that you advise your carrier immediately and then let your Champion representative know.

Name: *MIKE LETTIERI*
Company: *STUBBER/562 BUILD SUPPLY*
Address: *WILKINSON DR*
City: *COLETON NJ* State: *NJ* Zip: *08814*
Telephone: *908-899-9000*
Date: *3/11/92* Champion No: *430559*
Mail: *BONNER*

Cab
 Cust. Truck
 M. Truck
 Cust. Van
 Mill Van

PS. THEY SHOULD ALL BE THERE



Tammy Marquardt - Relief Crew Stacker Family in the Sawmill - with her daughters Heather (8) and Heidi (10).

Looks like Tammy is going to get dinner out with a bouquet of flowers from Heidi and Heather.

Heidi commented that her Mom is just real nice, easy to get along with and easy to talk to. "She loves me and I love her," she said.

"Mom is very nice and will always take time to talk to me," says Heather. "She is my best friend."



Joanne Froehlich - Day Shift Puller Family in the Planer - with her children Jim Bush, Randy Leibenguth, Jerry Bush, Cheryl Wright and Christy Gordon.

Looks like there will be a big family get together for Joanne with her kids and grandkids.

Jerry's special words about Joanne include that she is always willing to help her kids, she always put them first and there is never any shortage of love in their family. "I am thankful that she installed a good set of values in all of us."

"The special thing about my Mom is the values she gave us to live by," says Randy, "She has always been my best friend, more of a role model than a parent."

Jim notes that "Her love" is what is so special about her. "I have always felt and seen it, and I can see this same love being passed on to her grandchildren. Mom is always very understanding, easy to talk to and there for all of us."

"Mom is just a real neat person, a one of a kind best Mom anyone could ever wish for," says Cheryl.

"Mom has always been enjoyable to be around," says Christy, "She has the most even temperament of anyone I know, no matter what, she is always willing to help. I could positively say she is my best friend."



Dorothy Erickson - Senior Accounting Coordinator - with her daughter Kristina (9).

"I'm going to be my Mother's SLAVE for the day," says Kristina.

"I love my Mom because she is fun, funny and gives me lots of love."



Dawna Wicklund - Relief Crew Stacker Family in the Stacker - with her kids Amanda Donee' and Jason.

With Dad's help, we are going to take Mom out to dinner and buy her some flowers. "I'll wish for her to get the day off from work," says Amanda.

"Mom loves me and I love her," says Amanda. "She lets me help her at home and she helps me when I have a problem."

Jason proudly said, "I love Mom and she is MY Mom. She is the greatest Mom in the whole world. I guess she is my very best friend."

NEWS FROM OUR TIMBERLANDS

Champion's 1992 Tree Planting In The Missoula Area

By John Warness

Everyone loves trees; we plant them in our yards; we plant them in our cities; we plant them for Arbor day. As a forest products company we plant trees for the future and the forest ecosystem.

Dynamic changes constantly occur in any forest ecosystem. Changes are caused by fire, weather or man made disturbances. Each disturbance creates an opening where new trees can grow. This is a natural process that sustains forests and labels trees as renewable.

Champion manages 875,000 acres here in Montana, and it is our commitment to this management that makes us regenerate the disturbances we make. This year in the Missoula Area (approximately 485,000 acres) we plan to plant close to one million seedlings on about 2,800 acres (more than four square miles). We plant an average of 400 trees per acre, and expect a 90 to 95 percent survival rate. Our nursery, in Plains, grows the majority of the seedlings we plant. Two other nurseries also grow seedlings to help fill our needs. There are a lot of things to consider before planting a tree. This requires some long range planning.

This planning begins several years before any trees are planted. Seed must be collected from the elevations and ecosystems where you plan to plant the seedlings. We must plant the seedlings close to the areas where the seed was collected.

Seedlings are normally one to two years old when they are planted in the forest. This means the forester has to plan at least two years in advance to allow the nursery enough time to grow needed seedlings. The logging and site preparation is done during this two year period.

Once the unit is ready for planting, the seedlings dug up and stored, a contractor is brought in to plant the seedlings. It will take a crew of 30 people a month and a half to plant a million trees. It doesn't stop here. What does a tree planter go through?



A typical day for a tree planter starts at 5:30 in the morning. The weather may be clear and cold, but is most likely cold and raining. You board the van and snuggle up to a warm cup of coffee as the hour and a half ride to the planting unit begins. Once at the unit you strap on your boots and summon your courage and determination to step out into the rain. The sound of the rain on the roof has dampened your spirits making it difficult to get out into the weather. Donning your rain gear, filling your bag with 50 pounds of trees (300-500 trees), grabbing a six pound hoe-dag, and heading over the hill, takes your mind off of the rain.

Trees are generally planted on a 10 foot by 10 foot spacing. This means you plant a tree every 10 feet, while staying 10 feet away from the person you are following. You are constantly estimating the spacing and choosing the best planting spot for every tree. Once the planting spot is selected your skills ensure that a deep hole is made, the tree's roots are placed straight down in the hole, and the top of the tree is straight up. A strong stomp next to the tree finishes the process by securing the roots in the ground. You then pace off to the next tree, and one, two, three, and tree becomes your cadence.

These planting skills are performed on each tree which is 1,000 to 3,500 times a day. By the end of the day you are not only tired, but satisfied that the resource is renewed.

Tree planting is a tough job but is a key to

NEWS FROM OUR TIMBERLANDS

our future as well as a good forest stewardship practice.

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



MAX BAUCUS
MONTANA

WASHINGTON DC
(202) 224-2661

MONTANA TOLL FREE NUMBER
1-800-332-6106

United States Senate

WASHINGTON, DC 20510-2602

March 11, 1992

Mr. Robert H. Brewer
Joint Management/Union Leadership Team
Box 8441
Missoula, Montana 59807

Dear Robert and Friends:

Thank you for expressing your support for S. 1696, the Montana National Forest Management Act of 1991. It's good to know the views of Champion's Bonner mill management/union leadership team.

Senator Burns and I worked hard to hammer out this legislation. We believe this bill represents the best attainable compromise on the wilderness issue. We realize no group will get all, balancing the concerns of environmentalists, industry activists, recreation interests, and all other Montanans.

Again, I appreciate your comments and support. I hope our effort will help solve the Montana wilderness debate.

With best personal regards, I am

Sincerely,

MSB/laj

Max Baucus

Success For Missoula County Sheriff's Search And Rescue

By Larry Schneider

The members of the Missoula County Sheriff's Search and Rescue would like to thank all of the Champion employees and their family members who helped make our annual auction and raffle a big success.

Through your support, we are going to be able to purchase a new river rescue boat from Al's Outboard in East Missoula.

THANK YOU!

The winners of the raffle were as follows:

Diamond Necklace (\$299.00 value) - Charles Golden
26" Mountain Bike (\$149.00 value) - Terry Eggleston
\$100 Tidyman's Gift Certificate - Lauren Swenson (Plywood Utility)

Fly Fishing Rod (\$79.00 value) - Max Bauer, Jr.
Nintendo Action Set (\$99.00 value) - Kevin Kerr
\$100 Bob Ward Gift Certificate - Charlie Crowther (Plywood Maintenance)

Prizes were donated by: Adair Jewelers, Best, Tidyman's, Sportsman's, K-Mart and Bob Wards.

Learning The Wrongs And "Writes" Of Newsletter Publishing

By Sue Hogan



Newsletter correspondents from Bonner, Libby and Klickitat participate in a two day newsletter workshop.

Champion newsletter correspondents from Bonner, Libby and Klickitat took steps to enhance the effectiveness and the quality of their publications during a recent two day newsletter workshop held in Milltown.

Instructors, Carey Turoff, Stamford Creative Services, and Barry Tarshis, a successful author, addressed the specific concerns of the newsletter staff during this

seminar. With the use of a customized workbook, the instructors gave the participants a better understanding of how to create a more professional publication for their locations.

This seminar motivated the participants and gave them renewed confidence to help enable them to work towards bringing their readers the best newsletter possible.

AROUND AND ABOUT BONNER

Champion Bowling Tourney Small Success

By Kevin Andrews

On March 28, the seventh annual Champion bowling tournament was held at Five Valleys Bowl in Missoula. The tournament was open to all Champion employees and their families. This year, 54 people bowled which was down from previous years, but everyone seemed to have a great time. Champion contributed \$600 dollars to help cover the cost of the bowling, food and drink, and also some of the prizes.

Lucky Strike Casino catered the buffet which turned out rather well. Earl's Distributing contributed many of the prizes which included hats, shirts, and other odds and ends. Five Valleys Bowl contributed free game coupons.

This year's tourney was a nine pin no tap format, meaning if the bowler knocked down nine pins on his or her first ball, that bowler would get a strike rather than having to throw a second ball to try for a spare. The bowlers bowled four games and got to throw out their worst game.

There was also a strike pot during each game with ten dollars added to each pot. To get in this, a bowler would buy tickets for the drawing. If their number was called then the lucky ticket holder would have to get up in front of everyone and try to bowl a strike to collect the pot. This was continued until all the strike pot money was given away. The strike pot winners were Randy Schmill, Kevin Andrews, Kris High, and Roy Plienness.



This year, people also won prizes for bowling preselected games as follows:

275 Jerry Gross	133 Ann Carver
189 Mel Mytty	100 Kathy Speakes
155 Bob Ridley	200 Bob Cote
111 Dana Baker	165 Kathy May
222 Bob Mytty	121 Chuck Hansen
177 Joe Peterson	

Any prizes left over were given out as door prizes after all the bowling was done.

The competition was furious, but after the dust had settled and the results tallied, the winners were:

MEN (based on 32 entries)

1 Kevin Andrews	795	\$90
2 Randy Schmill	791	\$60
3 Chuck Johnson	789	\$40
4 Bob Mytty	784	\$30
5 Roy Plienness	775	\$25
6 Jerry Gross	766	\$15
7 Brad Johnson	761	\$10

WOMEN (based on 22 entries)

1 Carole Reeves	809	\$75
2 Kathy Ridley	772	\$50
3 Sue Bagaoisan	736	\$30
4 Candy Zier	718	\$25
5 Kim Olson	717	\$15

Low series for the men went to Jerry Ginn with a 485.

Low series for the women went to Cindy Yoder with a 567.

I would like to thank everyone that participated. I would also like to thank my wife Wendy for all her help.

AROUND AND ABOUT BONNER

*You're the
Greatest,
Mom!*

We sincerely thank all of the mothers we have working with us. You're the greatest!

It's a well-known fact that having a family and a job creates a demanding style of life. The rewards are many, but the hassels are many as well.

If you are a mother with children still at home, we do appreci-

ate your efforts on the job. We couldn't do it without you.

If you have already raised your children, and they are on their own, we honor you for a job well done, both in your personal and professional life. We need you.

Happy Mother's Day to each and every one.

The Luck Of The Irish



You can't pinch someone on St. Patrick's Day if they're wearing the color green!

As luck would have it, this Irish cliché certainly held true for Clay O'Connor, Bonner's Project Engineer. On Saint Patrick's Day, Clay demonstrated some "Irish Spirit" to his fellow co-workers by wearing a very creative green tie.

We'll be watching you next year Clay to see if you're as lucky as you were this year!

Wee Champions



MACKENZIE FITZPATRICK CLARK

Parents: Tammy & Gary Clark

Vat Infeed Helper

Date of Birth: March 18, 1992; 3:00 p.m.

Weight: 8 lbs., 15 ozs.

Brothers: James, Cory, Timothy, Cody and Johnathon



MIKEE SHAY SANDAU

Parents: Carolyn & Dave Sandau

Saw Mill End Dogger

Date of Birth: March 20, 1992; 8:05 p.m.

Length: 20-1/2"

Weight: 8 lbs., 12 ozs.

Brother: David

My first article
after some structured
classes on writing
skills.

Old No. 7 Helps Preserve Montana History

By Glenn Smith



A fort without walls, the home of the 25th Infantry Regiment Bicycle Corps is also the new home for Old Engine No. 7. Fort Missoula was built in 1877 as a military post, and today houses a historical museum which was established in 1975 to collect, preserve, and interpret the history of Missoula County and Western Montana.

Retired Champion employees, Shorty Thompson, Ernie Corrick, Rod Peterson, Dale Karkanen, John Trickel and Don James, have joined forces to refurbish Old No. 7 and include it in a display of early day logging techniques. The russell type logging cars, large logs and slide ass jammer provide an excellent window to bygone days in the timber industry.

Shorty Thompson reassembled much of this old gear driven steam locomotive after its move to Fort Missoula and stated that it took six 12 ton jacks to replace the huge drive shaft which powered Old No. 7's sixteen drive wheels. Five of the six jacks were used to lift the engine while the sixth jack, with a lot of muscle and pry bars, was used to lift the drive shaft. This entire process was necessary to mesh the gears on the drive shaft to the gears on the drive wheels. After the drive shaft and drive wheels were meshed, the entire drive assembly was bolted together and No. 7 was lowered onto the tracks.

As I walked around this display which is meticulous in detail, I could not help but reminisce about the last time I saw Old No. 7 run under its own power. Republic Pictures was filming the movie "Timber Jack," at McNamara's Landing, Johnsrude Park and the Bonner school was providing field trips to allow students to watch the movie crews at work. My classmates and I arrived in time to see a fight scene being filmed which included several mill workers who were being used as stand ins. This was a scene where the good guys and the bad guys lay everything on the line in a winner take all brawl. The movie director was unable to capture the desired realism for this scene which had been refilmed several times, so he called his stunt men aside and advised them to hit the stand ins just hard enough to cause some tempers to flare. This would hopefully provide the necessary realism. It did, and the result was SPECTACULAR! The movie crew from Hollywood was introduced to brawling Montana style. Good triumphed over evil, and more than enough film was taken to document that momentous occasion.

Engine No. 7 symbolizes a lot of things to many people who lived and worked at Bonner, and I'm sure that I speak for everyone when I say, "Thanks" for all the effort that went into preserving this window to our past.

Some Information About AIDS

By Carla Verworn

AIDS has been the subject of uncountable articles in newspapers, magazines, and television over the last seven years or so. However, sometimes when people talk about it they are confused about it yet, and still frightened. So, over the next several issues of "The Tamarack," interspersed with other subjects, I will try to write some accurate information about AIDS in such a way that more people will understand more about it.

First of all, AIDS is a disease and it's caused by a virus. The virus has a name; the HIV virus. Viruses have been around for a long time. Any cold is caused by a virus. Any flu that you have had was caused by a virus. However, the AIDS virus has caused so much pain and trouble that researchers had to identify it, so it could be identified again and again and could be studied. The HIV virus attacks white blood cells (T-lymphocytes) in the human blood, a part of the system the body uses to defend itself from disease, called the immune system.

When the AIDS virus attacks a person's immune system, it damages his/her ability to fight other disease. It's similar to killing half of the knights on the top of a wall around a castle. The wall is still there but the invaders can get through or over the wall much easier than when all of the knights were there. Then the person's immune system isn't working and cannot defend against invading germs.

Sometimes, the whole wall gets broken down also. When the invaders break down the wall, any enemies that are standing there can walk right into the castle courtyard. Similarly, without a functioning immune system to ward off other germs, the person with the infection becomes vulnerable to becoming infected by bacteria, protozoa, fungi, and other viruses and malignancies, which may cause life-threatening illness, such as pneumonia, meningitis, and cancer.

The germs that attack by walking right in — **after** the wall has been broken down — are called "opportunistic diseases," using the **opportunity** of the body's lowered resistance to infection and destruction.

This doesn't happen to everyone who has the AIDS virus, just the people whose immune systems have been destroyed. These infected people have classic AIDS. People can have the HIV virus and have illnesses that are not the "opportunistic" kind. Many people have the HIV virus and are **not** sick.

Remember, though, **anyone who has the HIV virus in his/her blood can give the virus to someone else**, they can be carriers of the illness and **not** be sick at all. If proper precautions are not used with sexual contacts and/or intravenous drug use, these infected individuals can spread the virus to others.

If you have questions about AIDS that you would like discussed in this paper, please call the medical facility at 258-2146 or stop in and talk to me. Also, the AIDS hotline is available 24 hours a day. For that, call: 1-800-662-9002. The local AIDS hotline is 523-7797.

National
Hospital
+ Week
May 10-16



Bankruptcy -- A Ten Year Mistake



Since 1979, there has been an alarming increase in the number of bankruptcies. The increase can be attributed to two interrelated causes. First, financial advisors and attorneys are advising their clients to declare bankruptcy as a one-time "cleaning of the slate." Second, consumers are taking for granted they will be able to obtain credit after they have filed for bankruptcy. Bankruptcy is not a fresh start nor a solution to financial problems, but rather the start of problems because the bankrupt individual must attempt to survive in a credit-based society with no credit.

These are some of the after effects of bankruptcy:

1. Bankruptcy is a court action and it will stay in the public record forever.
2. Bankruptcy information is easily accessible to creditors in nationwide credit reporting systems for a full ten years after filing.
3. Bankrupts will find it very difficult

to establish credit at financial institutions.

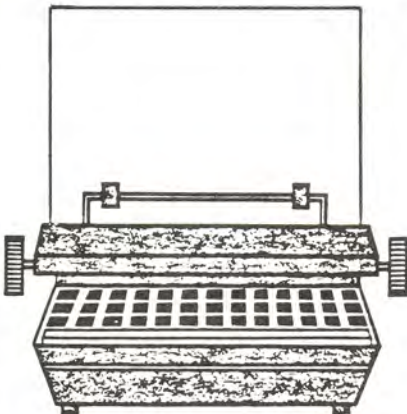
4. Those businesses that do lend money to bankrupts do so at high interest rates, unfavorable payment terms, or offer less than desirable merchandise.
5. Landlords and utilities may require high security deposits.
6. Mortgage lenders may not even consider granting a mortgage to anyone who has a bankruptcy on their credit records.
7. Credit cards will be impossible to obtain.

Everyone in the Credit Union loses when a member declares bankruptcy or defaults on a loan. We want to help members avoid bankruptcy. By coming to the Credit Union before things get out of hand, you can work out a repayment plan to avoid attorney fees and the after-effects of bankruptcy. We prefer to work with you in resolving your credit crisis than work against you in a bankruptcy proceeding.

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

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

May Anniversary Dates

Herbert Stahlberg
 Gene Nulliner
 Terry Schoen
 Ronald Ness
 Hal Edwards
 Roger Smith
 Clyde Hochhalter
 Steve Doney
 Jerry Brittner
 Donald Pearson
 Doug Vervick
 Richard Swartz
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 Chris Murphy
 Michael Dambrowski
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 Elizabeth Stickney
 Kim Edwards
 Nathan Holl
 Harvey Delger
 Gary Gravatt
 Catherine Stang Zuehlsdorf
 Mark Manthie
 Robert Rodriguez
 Richard Olson
 Timothy Wackler
 Lincoln Sherbondy
 Tory Bagaoisan

Roy Hartse
 Joe Needles
 Alvin Haase
 John Hummel
 Brian Rennaker
 Curtis Phelps
 Valerie Kirk
 Ned Weed
 Shane Bryson
 Kyle Johnson



**Happy
 Mother's Day**

HERE'S THE SCOOP!!!

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

Question(s): _____

Name (Optional) _____

Title _____

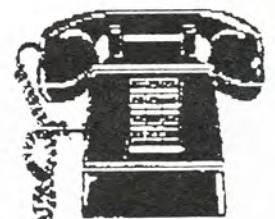
Department _____

May, 1992 CALENDAR OF EVENTS



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
MAY OBSERVANCES: American Bike Month National Barbecue Month National Egg Month National Photo Month National Sightsaving Month Older Americans Month Touring Theatre Month			MAY is named for Maia, Roman goddess of spring and growth.		1 MAY DAY STAKEHOLDERS MEETING 1:00 P.M.	2
3 UNION MEETING 7:00 P.M.	4	5	6	7	8	9
10 MOTHER'S DAY	11	12 TAMARACK DUE DATE FOR JUNE ARTICLES	13	14	15	16 ARMED FORCES DAY
17	18	19	20	21	22	23
24 31	25 MEMORIAL DAY OBSERVED	26	27	28	29	30 MEMORIAL DAY

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



WHAT'S SO SPECIAL ABOUT

M·A·Y·?

American Bike Month, to educate on proper, safe bike operation. By the National Safety Council, Dept. PR-28, 444 N. Michigan Ave., Chicago, IL 60611.

Mental Health Month. By the National Mental Health Assn. 1021 Prince St., Alexandria VA 22314.

National Physical Fitness and Sports Month, by the President's Council on Physical Fitness and Sports, 450 5th St. NW, Ste 7103, Washington, DC 20001.

May 1, May Day, a day of spring festivals since ancient times. Many communities still celebrate with maypole dancing.

May 4-10, National Nurses Week. "Nurses: Shaping the Future of Health Care" is the theme of the 1992 National Nurses' Week observance. The '92 theme reflects the expanding role of the nursing profession as it provides health care services and attempts to mold national health care policy.

Mother's DAY
May 10



May 16



25



May 5, Primary election day in many states.

May 7, National Day of Prayer, by Presidential Proclamation, always the first Thursday in May since 1957.

May 10-16, National Hamburger Week. With or without condiments, on or off the bun, hamburgers have grown in popularity since 1900, when they were introduced in New Haven, Connecticut, by Louis Lassen. Don't let the week go by without savoring an all-American burger — home-grilled or from your favorite fast food eatery!

May 16, Armed Forces Day, celebrated in April-May since 1936. Always the third Saturday in May since 1950.

May 25, Memorial Day, public holiday also known as Decoration Day. A day to decorate graves with flowers and especially for honoring those who have died in battle.

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

The Tamarack Editorial Committee



Champion

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