

The Tamarack



BONNER, MONTANA

NOVEMBER 1992

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Will-To-Believe Is A Powerful Factor In Shaping The Future

November seems to be the month of reflection. The end of another calendar year is near - the day of Thanksgiving is celebrated in memory of our Pilgrim forefathers - we examine the accomplishments of our elected leaders before we queue up at the polls and cast our votes - and perhaps we look into our own lives in the past 10 months. It's only natural to assess our own activities and how they relate to our goals, our families, and all the people these activities have impacted.

What good did we do, and what would we like to change? A personal balance sheet isn't composed of arithmetic columns that end in a positive or negative figure. That balance sheet is for the accountants. Ours is far more important. It tells us what we did that contributed to our segment of society and also what we might like to change in the coming year. This personal balance sheet must be prepared with the cold impersonal eye of the aforementioned number cruncher but evaluated with the eye of a modern-day William James - using a pragmatic viewpoint if you will. The eminent American psychologist and philosopher's pragmatism simply said that you must decide whether you have freedom of choice or whether you have no choice and are consequently blameless for all your actions. James also wrote an essay called "The Will to Believe." In essence, it said that if you believe in the realization of some future event, that belief increases your power to make the event happen.

We all want a stronger, more successful company. Let's adopt the attitude that it's going to be stronger and more successful and that we ourselves will reflect that same strength and success.

If we do - and that means all of us - it's very likely those fine things will actually take place. We will benefit, and so will everyone even remotely touched by our efforts and the efforts of our company.

Here's hoping we all have a good personal balance sheet at the end of 1992 and an even brighter one for 1993.



November 1992

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| 29 | 30 | | | | | |



MANAGERS' MESSAGES

America's Forests

By Bob Brewer

National Forest Products Week was October 18-24 with this year's theme being "America's Forests. . . a commitment to balance." Our industry through the years has not done a good job educating the nation of the many contributions we have made to our society. We have an excellent story to tell and much to be proud of, but somehow we have not been convincing to the American public. A case in point, is the recent failure of the Montana Wilderness Bill as our national legislators were unable to move the bill through congress. We need a wilderness bill in order to better insure a stable timber supply to meet our operating needs in the future. We must continue the effort next year. . . as we must ultimately be successful.

I believe everyone is concerned with the quality of our environment. . . it's of great importance to all of us. Environmental stories and information fill our newspapers, magazines, and television screens every day. Our children, in the classrooms, hear about environmental issues and concerns on a daily basis. With so much information and so many opinions from so many places, it is difficult to determine the facts that are important in helping each of us make informed decisions. Environmental issues related to our nation's forests have given rise to very strong emotions. This is not surprising for our heritage is tied to our forests and as stewards of these forests we share a belief with all Americans in the importance of conserving our natural resources.

In recognition of the many challenges involved in caring for our forests while meeting the demand for our products, many members of the forest products industry have adopted forest management principles to guide their actions through the 1990's. Listed below are excerpts from these forestry principles:

- Practice a land stewardship ethic which integrates the growing, nurturing and harvesting of trees for useful products with the conservation of soil, air, and water

quality, wildlife and fish habitat and aesthetics.

- Manage its forests to maintain and improve their health and productivity.

- Promote successful reforestation of forest lands, thus preventing deforestation or the loss of forest productivity.

- Manage its forests in biologically, geologically and historically significant areas in a manner that takes into account their special qualities.

- Support research and employ state of the art scientific and silvicultural knowledge to enhance forest resources.

- Protect the health and productivity of its forests from wildfire, insects, diseases and other damaging agents.

- Provide a safe, healthy work environment for its employees and continue to improve management of its operations to better protect public health and safety.

- Strengthen educational and communication efforts to improve understanding of the wise use of forest resources and to respond to public concerns.

As the forest products industry develops these principles, through the balance of the 90's and into the 21st century, I believe they will become the cornerstone of our industry "story." A means to show the public that we too are concerned about the environment. I believe through education, cooperation and common sense, our greatest natural resource, the forests, will continue to provide both human and environmental benefits today, tomorrow and for generations to come.



MANAGERS' MESSAGES

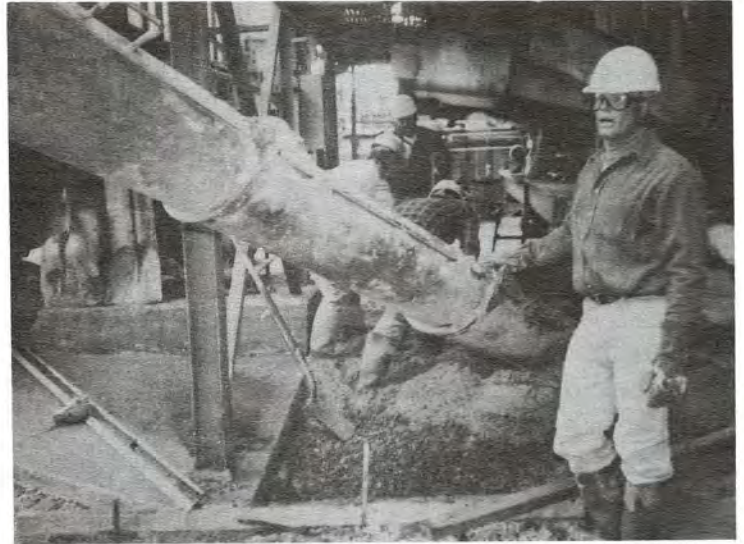
Central Warehouse Changes

By Clay O'Connor

As you may have observed, the appearance around the Central Warehouse has been changing. This fall, we replaced and relocated the chip blowpipe from the Studmill to the chip bins at the Plywood Plant. This revision was necessary to reduce the fines created by the defective pipe and elbows. This blowpipe revision eliminated most of the old wooden poles, opening up the area and revising the roadways.

A major cleanup at the boilers and around the area has taken place as part of modifications required to capture storm water and minimize dust problems. Those of you who have to walk across the areas around Central Services should have an easier time of it this winter due to the improved water drainage and better dust control. To do our part protecting the Blackfoot River, we are just finishing up a capital project to prevent all storm water from discharging into the river without cleaning it up first. All water not currently captured into dry sumps around the Central Planer and Studmill areas is now captured and pumped to a de-watering screen. This screen separates the solids from the water, deposits the solids in a bunk to be put into our boiler fuel and the water to the settling pond for clarification before discharging into the river.

All the red ribbons you see on equipment and hardware around the plant site is also part of a clean-up project. This is long overdue and should eliminate the exposure of rain water onto oil barrels next to buildings and drainage from water on equipment along the river bank. All empty barrels will be stored on pallets inside the Planer building until they can be picked up by the recycler. All spare items that should be under cover will be stocked and inventoried in the Planing mill building 70' bay area, and monitored by the Central Warehouse personnel. Any material and equipment not of value to the Bonner maintenance personnel will be disposed of by scrap dealers; the ribbons let the scrap dealers know what they should not take. This improvement should be a great help to the maintenance personnel at Bonner. Most of the improvements you see are a result of the efforts by Dick Shimer and Jack Purington to improve the efficiency of their departments. Congratulations on your efforts!



The Engineering Department at Bonner is working with the Central Service's boiler group to assist in correcting and minimizing the air pollution from the boiler. The efforts of the Steam Team have added positive input to this problem. Communication between the departments is extremely high. Good work!

There is a predominant focus by my department and the Bonner management to comply with environmental and safety concerns. These are the first priority for both time and funding.

We now have new up-to-date aerial photographs of the property. This information has been digitized onto the computer in Autocad and is available to anyone with a need for an up-to-date plan of the plant or any portion of it. There have been many requests for updated plans (i.e. building locations, log decks, rest rooms, underground piping, etc.), and they will be supplied as soon as possible.

SAFETY

Loss Prevention Accident/Incident Report

September 1992

By Jim Connelly

Bonner experienced 12 recordable accident/incidents this month, 1 of which was lost time and 2 were restricted work activity.

Lost Time: Central Services - a truck driver flipped a cable over a load of logs on the log transfer trailer. The cable hung up at the top of the load. The driver was flipping the cable extra hard to free it. In doing so, he strained his shoulder and upper back.

Central Services experienced 1 recordable accident during the month, the accident mentioned above.

The Log Yard/Processor had a good month. The experienced 1 recordable accident. The department now has **11 consecutive months of no lost time.**

The Lumber Department experienced 2 recordable accident/incidents, 1 of which was

restricted work activity — a fractured finger. There were no lost time. The department continues with their fine record of **21 consecutive months of no lost time.** They now have **474,922 man hours** without experiencing a lost time injury.

The Plywood Department experienced 4 recordable accident/incidents, 1 of which was restricted work activity — a strained lower back. There were no lost time.

Our Bonner Complex lost workday rate and OSHA rate continued to remain favorable when compared to our yearly goals:

Lost Workday Rate 1.9 vs 2.2 goal
OSHA Rate 8.2 vs. 9.9 goal

| | Total Recordable Cases | Lost Workday | Restrict Activity | Lost Work Rate | OSHA Rate |
|--------------------|------------------------|--------------|-------------------|----------------|-----------|
| Central Services | 8 | 3 | 2 | 5.8 | 9.6 |
| Log Yard/Processor | 5 | 0 | 1 | 0 | 2.5 |
| Lumber | 30 | 0 | 10 | 0 | 8.5 |
| Plywood | 67 | 6 | 20 | 2.0 | 8.8 |

A notable milestone of no lost time attained in September in areas throughout the plant site are:

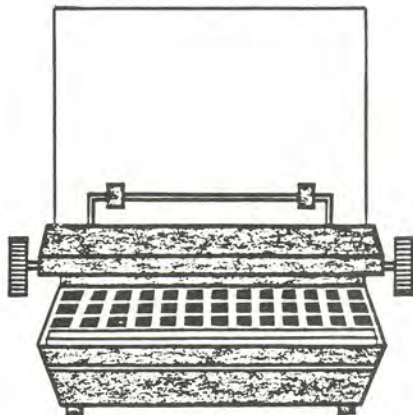
Central Services Garage — 1 Year

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 |
| Jim Bentley | 2611 | Ed Roberts | 2108 |
| Karen Carter | 2135 | Larry Schneider | 2337 |
| Tom Hilmo | 2285 | Glenn Smith | 2259 |
| Sue Hogan | 2214 | Alan Wagner | 2259 |
| Mel Lockridge | 2231 | | |

Safety Coach Update

By Joe McKay

Since vacation shut down, the Safety Coaches have been busy doing a variety of tasks relating to the effort of improving safety meetings at Bonner. Several new safety tapes have arrived and more safety meeting outlines have been added to the files. Therefore not only do we have more topics, we have made the Resource Center easier to use. So no excuses for having less than good, informative meetings.

It should be noted that some assignments have been made and others are forthcoming for coaches to attend and critique safety meetings throughout the plant. We fully realize that not all meetings are good at this time. This is just our way of following up and providing assistance as needed. Remember, people are coming in early and staying late to cover your meeting, so it is **absolutely imperative that safety meetings are held on regular scheduled times.**

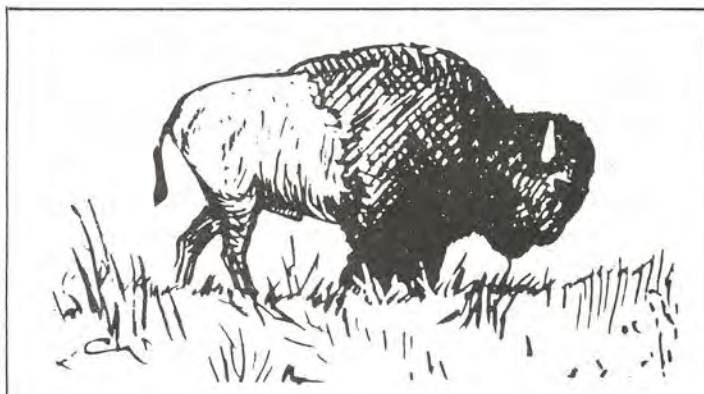
The Libby Safety Coaches visited Bonner on the 14th of September. We answered questions and offered assistance and guidance as they are experiencing many of the same problems we have encountered. The get together was very good but very short. Both groups committed to keeping in touch, exchanging information, and trying to meet periodically, possibly during safety audits.

At the request of Klickitat, a group of coaches (Joe McKay, John Abel, Rick Lawrence and Keith Bomstad) traveled to the Klickitat complex. Management there had tried and failed to sell the Safety Coach program to their hourly employees. After two days of talking with people on the floor, we left feeling somewhat confident that we had convinced a few that the program was worthwhile. A week later, Terry Haugen called and requested the Bonner Coaches return to do training for 22 Klickitat employees. Bob Brewer okayed the trip and we are in the process of preparation. This should be a great learning experience, not only for Klickitat, but

for the Bonner Safety Coaches as well.

Also during the 2nd week of October, Larry Keogh and Kent Halland conducted another Effective Safety Meeting Seminar for the Bonner Complex. This session was required because there are several new safety representatives at Bonner. Once again, participants stated the program was very worthwhile and would help them prepare and present their monthly meetings.

The rest of our time and effort has been spent brainstorming and making recommendations to the CJT team revolving around the upcoming change of the safety structure at Bonner. If anyone has any questions about the Safety Resource Center, safety meetings, or future training, please contact a coach and we will do our best to address the problem.



How about these for rules for work? They come from the records of the Illinois National Guard, at Fort Riley, Kansas, October 15, 1842.

“General Orders, Number 2:

1. Members of this command will, when shooting at buffaloes on the parade ground, be careful not to fire in the direction of the commanding officer's quarters.
2. The troop officer having the best trained remount for this year will be awarded one barrel of rye whiskey.
3. Student officers will discontinue the practice of roping and riding buffaloes.
4. Attention of all officers is called to paragraph 107, Army Regulations, in which it provides under uniform regulations that all officers will wear short beards.
5. Short buffalo coats ordered will be ready for issue November 29.”

Maybe the buffalo coats were safety awards.

PARTICIPATIVE MANAGEMENT IN PROGRESS

Change Effort Review

By Karen Carter

The Reserve Street Inn meeting room was full Monday, October 12th with representatives from every PM team from the Bonner Complex for the Change Effort Review and Stakeholders Meeting. It was a chance for all of the different teams to communicate their successes, failures, plans and goals to the Rod Squad. Who is the Rod Squad? Well they are a team of managers who work directly for Rod Bradley, Vice President of Manufacturing at Milltown. His team members include:

Bob Brewer - Bonner Complex Manager
 Dan Larsen - Libby Complex Manager
 Don Mizner - Controller Forest Products - Milltown
 Al Sahonchik - Fiber Export Manager - Eugene, Oregon
 Will Sawyer - Employee Relations Manager Forest Products - Portland, Oregon
 Dennis Elder - Manager of Administration Forest Products - Milltown
 Terry Haugen - Klickitat Complex Manager
 Gene Chappel - Roseburg Complex Manager

The Rod Squad started the morning by welcoming everyone and letting us know that the reason we were all there was to see how far the change process had come and if it has made a difference. They wanted to find out exactly what everyone was doing and where they are headed as individual teams. They wanted to make sure that we all have good resources and allocate those resources to see if this change process is the right direction to head into, and if it is, to make the resources available to all of the operations. The Rod Squad gave us a brief history of their team, naming their successes and failures, but that with their 4 core values (Safety, Customer Service & Quality, Participation and Productivity), they have become a team with a focus, purpose and mission. They put together a Western Strategy for each location. They stressed that even after years of being together as a team that there has



Representatives from various departments and teams.



Rod Squad Members: Don Mizner, Bob Brewer, Dennis Elder and Rod Bradley.

always been room for growth and improvement. What will happen to this team if the sale goes through? Dan Larsen assured us that, "We will just keep on keeping on, and no matter what, there will always be a leadership team of some sort. We need to keep being an operation and become even stronger than we are now. A new owner can't take what is in our heads away from us."

After the Rod Squad finished their presentation, there was a presentation from all areas and departments including:

- Safety/Safety Coaches
- Facilitators
- CJT
- Lumber Department
- Plywood Department
- Log Processor Department
- Central
- Financial Services
- Steam Team
- Bonner Resource Core Group
- Forest Products Team

Each team did a great job and inspired some

(Continued on Page 7)

PARTICIPATIVE MANAGEMENT IN PROGRESS

(Change Effort Review. . .Continued from Page 6)

good questions from other teams as well as from the Rod Squad.

After the Change Effort Review ended, there was a short Stakeholders Meeting. Information exchanged at that meeting included updates from the following:

The Sale: Rod Bradley stated that, "Until there is a formal agreement, there is no agreement of a sale." The Rod Squad agreed that they would do their very best to make sure employees know of any sale before the media.

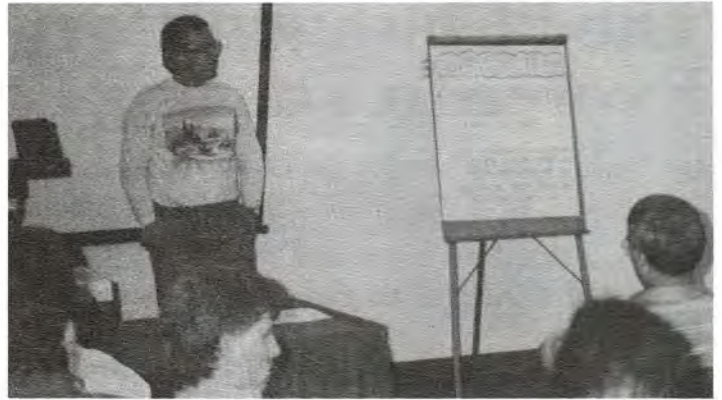
Montana 90's: The Rod Squad is working to make Montana a whole single operating unit.

Wilderness Bill: The Wilderness Bill did not make it through Congress. We will keep pushing to get it solved. Montana Wood Products Association has already agreed to get some strategy sessions started to make sure the wilderness issue is solved.

Boiler/Stormwater Runoff: We are trying our best to get rid of the smoke. Champion is using consultants to make modifications. The boiler is running good and we have had a boiler audit team from Stamford. They have made some good suggestions to help us out.

Stormwater runoff is being taken care of. We are currently paving areas around the plant and building dikes to stop any water going into the river. All water will be processed through a filter before running into the river.

The Rod Squad closed the meeting at 5:30. They acknowledged our tremendous accom-



Joe McKay representing the Log Processing Team.



Ken Miller and Bill Chistean representing the Green End Area Team.

plishments with the change effort at Bonner. Their intentions are to use the information they have gathered as "Rapid Learning" and to communicate all information to other locations. The Rod Squad members assured us that they want to listen to us more. They believe they can help us keep communication going in a positive direction and that everyone is heard.

TIP OF THE MONTH:

This Thanksgiving, write to at least one person who has boosted your career or given you confidence in yourself. Thank a teacher, a parent, a mentor—someone who has made a difference. It will take five minutes and 29 cents—and make at least two people feel good.

PARTICIPATIVE MANAGEMENT IN PROGRESS

The "Change Effort" Continues To Evolve In The Log Processing Department

By Tom Hilmo

The Log Processing Department has reached another milestone in attempting to streamline the Participative Management Process.

The Transition Team and Department Teams met on August 26th at the BFPA and agreed to the formation of a single team to represent Department 02. This new team is made up of members from both teams. The members are: Bob Carlson, Dwight Finney, Rick Hiatt, Tom Hilmo, Joe McKay, Gerry Ramer, Duane Skarsten, Lon Trogstad, Jeff Verworn, and Les Woldstad.

These new members spent two days in a team building/training session on September 23rd and 24th sorting out a new strategy and preparing for a presentation to give to the rest of the department employees.

In order to clarify the organizational interaction as the "Change Effort" continues to evolve in the Log Processing Department, Dick Shimer presented the team with his expectations and commitment to the process. They are as follows:

Expectations:

1. Continue the open honest communications between the team, department employees, union and management.
2. Use the "tools" and the participative process in your problem solving and decision-making efforts.
3. Continue to develop task teams in conjunction with other departments to work on mutual areas of concern.
4. Keep me informed of the progress of the process development and the problem areas that arise.

My Commitment:

1. Make available the training and support for personal growth and development within the department.
2. Be available as a resource for budgetary, policy or financial questions.
3. Continue to provide information through our monthly communication meetings.

4. Continue to push the decision-making out to the appropriate stakeholders as the process grows and develops.

Dick Shimer will not be "removed" from the process, but will continue working with the team for the continued growth and development of the "Change Effort" and betterment of the operation for all of us.

A communications meeting will soon take place to bring the entire department up-to-date on these latest changes.

VETERANS DAY:

November 11

A Time of Remembrance

From the Heart

To All Who've Stood Tall for Freedom

Those of us
who've never served
can't truly understand
the sacrifices that you made
protecting life and land.

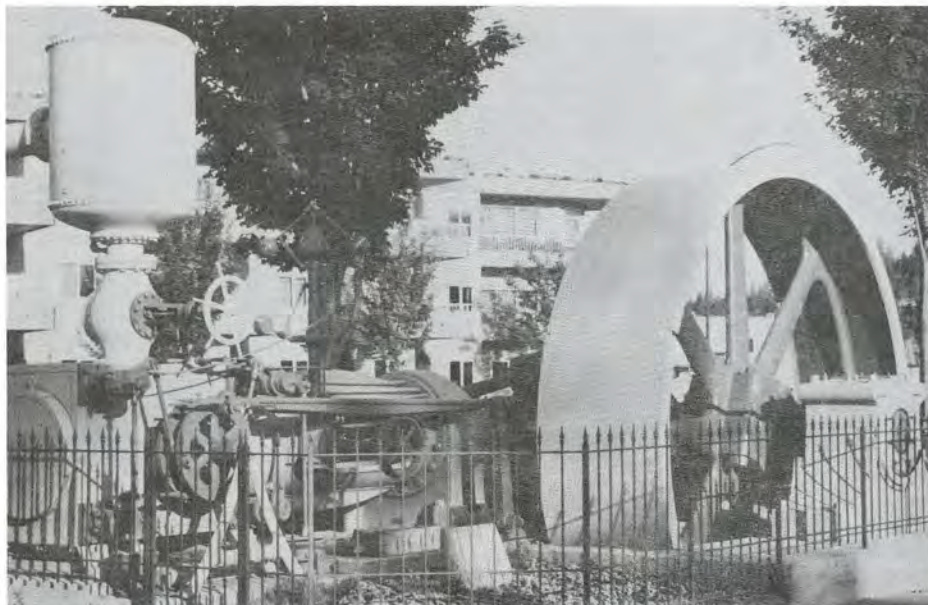
You were called
from homes and jobs.
You never turned around.
You did more than was asked of you
in air, on sea, on ground.

You gave for us
in freedom's name
'til now the time has come
for us to give you in return
A "thank you!" every one.

EARLY DAYS AT BONNER

Sawmills, Steam Engines, And Freshly Laundered Linens

By Glenn Smith



Woodrow Wilson was President of the United States and the Model T was the most favored mode of transportation. Kenneth Ross was General Manager of the Bonner Operations, which was in the process of moving its logging operations from the Black-foot Valley to the Nine Mile area west of Missoula. The disaster of the Titanic was now seven years into history and January 16, 1919 would start a day when a devastating fire would rage through the original Bonner Mill, totally destroying it, as well as shattering the future hopes and goals for many mill workers.

A new sawmill, designed by Fred Horstkotte of Portland, Oregon, sprang up from the ashes of destruction, which would provide employment for three more generations of mill workers. The exterior and basic structure of this new sawmill remains much the same today as it did in the early 1900's, while the interior has seen changes too numerous to mention.

The original equipment for this new mill included two Filer Stowell 8' band mills and one 9' Allis band mill, not to mention the Diamond double and single edgers, a 26' trimmer and a 24'6" trimmer. The primary power source for this new mill would be steam

generated by eight 72 x 18 and two 72 x 20 Allis boilers, housed in a brick power house. A portion of the steam from this boiler system was diverted to an Allis Corliss 38 x 40 stationary steam engine, similar to the one pictured. This mighty engine was built in Germany at a cost of \$10,000.00, and developed 840 horse power, which was transferred through a huge three ply leather drive belt, to a line drive shaft, running the full length of the sawmill basement. The leather used in this belt came from the shoulder area of a bull, which was the thickest part of the hide and necessary for the strength needed to harness 840 horse power. As you can see by the size of the drive wheel in the picture, the hides from a good sized herd of bulls would be needed. Andrew (Duke) Doucette carefully and meticulously maintained this drive belt until the old Corliss was retired in 1960. Duke has been retired for many years and now is 94 years old but graciously came out of retirement recently to show our millwrights some early day belt lacing techniques.

Most of the machines in the sawmill, including some of the grinders in the filing room

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EARLY DAYS AT BONNER

(Early Day At Bonner. . .Continued from Page 9)

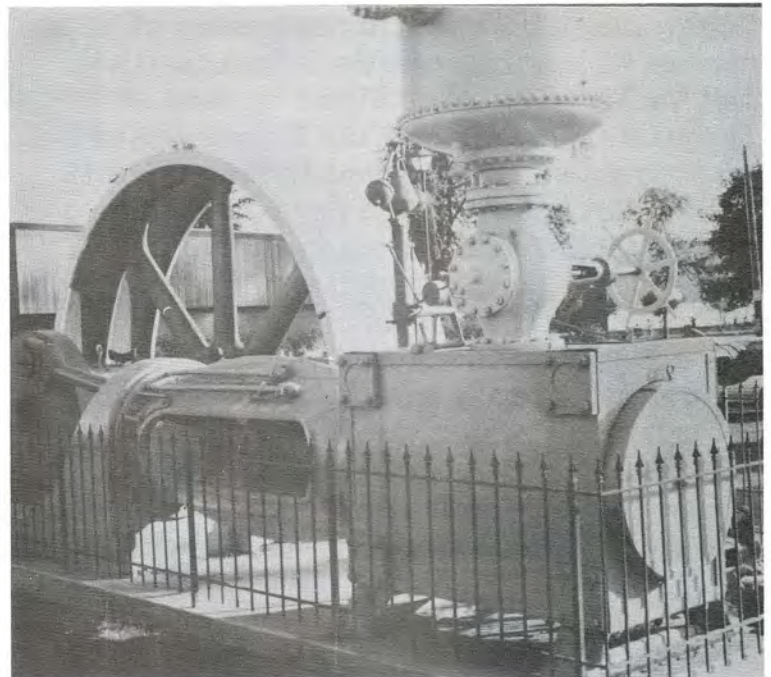


on the top floor of the sawmill, received their power through small leather belts connected to the line drive shaft in the basement.

Clifford Laforge and Walford (Ole) Olean kept this tireless old engine in emaculate condition, polishing the brass gauges daily. No oil or grease spills were allowed on the old Corliss, which was also wiped daily until it actually glistened. The power house was kept clean enough to rival a hospital operating room. Shorty Thompson, also retired, recalled seven minutes down time which occurred when Walford Olean shut down for some routine maintenance during lunch hour, and the old Corliss rolled over center leaving the exhaust valves open. Tension on the drive belts had to be released and a Come-Along was attached to the large drive wheel in order to pull the drive wheel around, closing the valves, and allowing a restart.

Exhaust steam from this old engine was later used to heat the first five Dry Kilns, making this an extremely efficient operation by most standards. The housewives of the mill workers will tell a different story about the efficiency of this operation and its effects on their laundry chores which had to be attended to on weekends when the mill was shut down. Cinders and soot rained down on the Bonner town site, causing beautifully laundered white linens hanging on clothes lines to look like zebra hides.

The cinders and soot have been removed from the air and clothes may now be air dried without looking like zebras. The old Corliss eased gracefully into retirement, leaving us with fond memories of a tireless and faithful old machine -- or did it? See next month's "Tamarack" for an interesting conclusion.



IMPORTANT INFORMATION



AND SURVIVE

By Sue Hogan

Have you ever had an experience when your child happened to wander away from you on a picnic, camping trip, or even in a department store? As the adrenaline raced through your body and your heart began to beat faster and faster, did you fear that your child had become lost? Would your child know what to do should they become lost?

After a search for a nine year old boy who died in the mountains near San Diego, California in 1981, a program called "Hug-A-Tree and Survive" began. This program was created to teach children techniques on how not to get lost, how to stay comfortable if they do get lost, and how to be spotted and found. Volunteers from all over the country have become certified to teach this program to children. One of these volunteers is Larry Schneider, a millwright in the Plywood Plant and a member of Missoula County Search and Rescue.

With a 40-minute slide show presentation and question-and-answer period, Larry captures the attention of children, teaching them the very basic principles for staying safe in the wilderness.

Larry begins his presentations by preaching what he practices -- always carry a trash bag and whistle with you when you enter the wilderness. If you become lost, the trash bag can be used as a tent or over the head to keep you dry and warm. The whistle will carry further than your voice and takes less energy to use.

Larry teaches children the importance of hugging a tree if they become lost. One of the greatest fears a person of any age can have is that of being alone. Hugging a tree, and even talking to it, calms the child down and prevents panic. By staying in one place, the child is found more quickly and can't be injured in a fall.

Question: Is it safe to stay under a tree in a lightning storm?

Answer: Always remember that lightning strikes the tallest point. In a situation such as this, you should pick a smaller tree in the area you are in to protect you. Possibly near a clearing so you can write an S.O.S. that



Larry Schneider, Plywood Plant day shift millwright, dedicated volunteer of the "Hug-A-Tree and Survive" Program.

rescuers can easily recognize using sticks, dirt, or rocks.

Larry has found that questions such as this are common among children. Another very important factor to remember with the clear cut in mind, is the importance of visibility. People are hard to see when they are standing up. Open up your jacket to make yourself appear larger and lie down if you hear a helicopter or airplane.

There are several exercises Larry teaches children that can cut down the time of a search by several hours. Prior to your child entering the wilderness, have him step on a piece of aluminum foil. With this print, trackers can separate your child's track from many others in the area, and quickly determine the direction of travel. Also, writing **HELP**, using masking tape on the trash bag your child takes with him, can become useful in an S.O.S. situation.

"My goal is to work towards becoming an instructor to train others how to present the Hug-A-Tree and Survive Program," Larry stated. "If children follow through, it can be a life giving program."

The Hug-A-Tree and Survive Program has been presented to groups consisting of as few as 1 to as many as 430.

If you would like to schedule a presentation of Hug-A-Tree and Survive for your school or organization, please contact:

LARRY SCHNEIDER - (Work) 406/285-2325
(Home) 406/258-6082
MISSOULA COUNTY SHERIFF'S OFFICE -
406/721-4700

**HUG-A TREE and SURVIVE IS
BENEFICIAL TO ALL CHILDREN
EVERYWHERE**

!!!!!!

IMPORTANT INFORMATION

Why We're Here

A business philosophy is a value based statement about how an organization wants to operate. The following philosophy statement was developed and written by the Complex Joint Team (CJT) -- Union and Management Leadership: "We believe the following core values are the most important considerations in operating the Bonner facility. These core values are listed in order of their priority:

- Safety
- Participation
- Customer Service/Product Quality
- Cost-Effective Productivity.

Given these core values we will fulfill our re-

sponsibilities by using all the fundamental human values of life, such as: honesty, trust, integrity, compassion, loyalty, and dedication. In an organization the size of ours, often there is a lack of unity; and understanding on what the overall purpose of the organization is -- often due to a lack of communication and/or commitment. All of us look ahead to tomorrow . . . we all want job security, but we must remember that what we do today will determine if 'we'll get there'. And, we can by: managing our individual work activities as though we personally owned the Bonner complex and aligning our day-to-day efforts with the CJT's Bonner philosophy."

August 25, 1992

Dear Champion International,

Thank you for buying my pig "Paige".

I appreciate your support over the last three years.

I will be a 7th grader this year at Florence Carlton School, and it will be my 4th year in 4-H. The money I have earned for my 4-H projects is being saved for College, in a three saving certificate.

Thanks again for buying my pig, and I hope to see you next year at the Western Montana Fair.

Sincerely,
Carol Klingberg

Florence Fairview 4-H Club

IMPORTANT INFORMATION

Quick Facts About America's Forests

July 1992

Our Forests:

About one-third of the United States — 731 million acres — is forested.

Net annual growth exceeds harvests and losses to insects and disease by 27% each year on the commercial forests.

Private owners account for 57% of the nation's 483 million acres of commercial forestland; government owns 28%; and the forest industry owns 15%.

More than 244 million acres of federal land are set aside by various government agencies.

The U.S. has 13.2 million acres of old growth—enough trees to form a band 5 miles wide stretching from coast to coast.

Eight million acres of old growth are protected in parks, wilderness or other set-asides.

In 1991, some 1.7 billion seedlings were planted in the U.S.—more than 6 new trees a year for every American.

The forest industry planted 43% of those seedlings; 39% were planted by private land-owners; and 18% by government.

Wood's Advantage:

Trees are a renewable resource. Forest products are also recyclable and biodegradable.

Most alternative materials come from non-renewable resources—petrochemicals used in plastics and ores used for aluminum, iron, etc.

The average single-family home (2,000 sq. ft.) can contain 15,824 board feet of lumber and up to 10,893 sq. ft. of panel products.

Comparing the total energy costs to acquire the raw material, transport, process and use it—wood far outshines its competitors.

Aluminum framing uses 20 times as much energy to produce as do wooden wall studs; steel studs require almost 9 times more energy.

Recycling:

Each year, paper is used to publish more than 2 billion books, 350 million

magazines, and 24 billion newspapers in the United States.

Over 35% of all paper consumed in this country was recovered for recycling in 1991.

Over half the raw material used for paper comes from recovered paper and from wood wastes left by lumber manufacturing.

Every ton of paper recycled saves 3.3 cubic yards of landfill space.

Wildlife:

Over the past decade, forest products companies have spent more than \$100 million on wildlife and environmental research.

As a result of careful forest management, the white-tail deer population has grown from 4.5 million to over 16 million in the past 30 years; wild turkeys have gone from near extinction to more than 4 million today.

In the 1970's, scientists knew of only 200 pairs of Northern Spotted Owls. By early 1992, they found 3,510 owl pairs.

Stewardship:

America's forest products companies have donated more than 1 million acres of land—valued at over \$400 million—for conservation, recreation, or social causes.

The Nature Conservancy alone has received some 760 square miles of forested mountains, bogs, riverbanks and old growth stands in 28 states. Companies have also donated more than 180,000 acres to the Trust for Public Lands.

In 1992, members of the pulp and paper industry committed themselves to a comprehensive code of environmental and forest management principles covering just about every aspect of the industry's operations.

The Industry:

The industry employs some 1.6 million people and produces wood and paper products valued at more than \$200 billion each year.

It ranges from state-of-the-art paper mills, to small family-owned saw mills and some 7 million individual woodlot owners.

What Does Thanksgiving Mean To You And What Are You Thankful For?



Tom Himes (Central Services Mechanic, Swing Shift): "I am thankful for family, friends, health, and that I am a free person living in Montana."



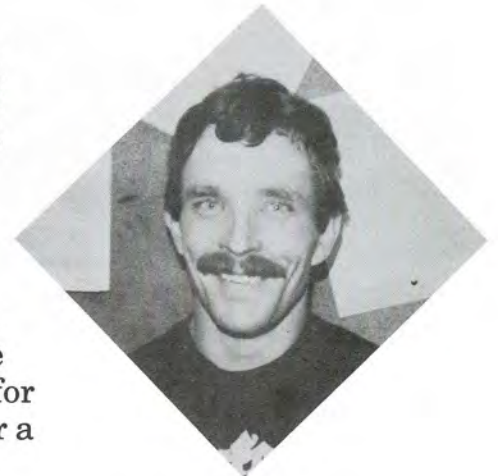
Bob Paulsen (Lumber Millwright, Day Shift): "I am thankful for life itself and all of my grandchildren."



Tom Conley (Central Services Leadman, Graveyard Shift): "I am thankful for my loving wife and family, my good health, and happiness."

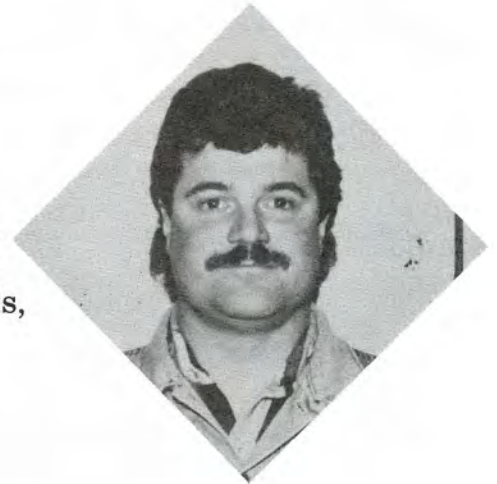


Randy Schmill (Plywood Deck Loader, Graveyard Shift): "The official start of the Christmas season, turkey and all. A time for family and friends. A time to be hopeful for a possible successful hunting season."





Lisa Zimmerman (Plywood Secretary):
"Family time! A time to be thankful for what we have; freedom, food and to be living in a country where this is all possible."




Clyde Corbin (Plywood Forklift Driver, Day Shift): "It is a time to remember to be thankful for all that we have; family, friends, and that we have all of God's blessings."



Jim Sturgill (Plywood Maintenance, Swing Shift): "A time of year to be thankful for all of the good things that have happened in the past year. It is also a family time."



Ted Aarstad (Central Services Fireman Helper, Day Shift): "I am thankful for my wife and sons."



A happy Thanksgiving Day to all

May the joys of Thanksgiving Day be with you, your family, and friends as we give thanks for our many blessings, even as our fathers and forefathers did on this day. Enjoy, and stay safe.

AROUND AND ABOUT BONNER

Continuous Improvement

A process improvement by Bob Loran results in making his fellow employees' jobs a little easier, reduces veneer plug waste and plugger downtime!

Bob has been a Champion employee for 29 years. He transferred to Bonner after the Missoula mill shut-down. The first week here, Bob went through training on the various jobs in the Plywood Dryer department. He has been a veneer plugger ever since his orientation week. The old process of replacing an empty plug tray for the plugger machine always bothered Bob, because of the plug veneer waste and downtime it precipitated. Pluggers used to glue (vertically) 2 veneer plugs to the back (horizontal) row of approximately 90 veneer plugs in the plug tray; this gave the plugger pusher a solid surface to push the plugs forward in the tray, as the plugs were being used. It was time consuming to glue the 2 plugs to the back row of plugs, sometimes they'd come unglued and jam up the plug tray, requiring Bob to shut-down his machine and unplug it. And, the waste of premium grade veneer -- the whole back row of plugs were unusable because of the gluing

Bob, was at home working in his shop and he knocked over a can with springs in it . . . "that's it", he thought to himself and within 20 minutes he had designed and built a plugger pusher out of two pieces of pine, a spring and a nail. He was using his invention at work and fellow plugger (Kate Stang) noticed it and the rest is history -- every plugger now uses Bob's invention.



There are 8 pluggers on day shift, 8 pluggers on swing shift, and 4 on graveyard; the average number of plug trays used by a plugger per shift is between 3 to 4 trays. So, if there are about 90 veneer plugs per row, that comes to approximately 360 veneer plugs saved per shift/per plugger, about 2,880 plugs saved by all pluggers in one day shift, and about 344,400 plugs will be saved in a year on all 3 shifts. **The result of Bob's process improvement are rather substantial . . . thanks Bob!**

Notice — Pedestrian Crossing October 5, 1992

We have been notified by the Bonner School of a problem involving the pedestrian crossing in Milltown. Twice since school started this year, school children crossing the road at the crosswalk have had to jump back onto the curb to avoid being hit by vehicles which are not stopping to let them cross the road.

The crosswalk is clearly posted from both directions on Highway 200 and all vehicles are required to stop when it is occupied. This notice is just a reminder to keep an eye out for the children who need to use it every morning and afternoon.

We all know that Highway 200 is a busy road, and we all value the lives of our children and our neighbors' children. So, keep an eye out for children as you near Finky's Store in Milltown. In this way, we can all do our part to protect these children.

Wee Champions

RYAN PIERCE

Parents: Gene & Rebekah Pierce

Relief Shift Utility Family

Date of Birth: September 2, 1992
at 10:14 a.m.

Length: 22-1/2"

Weight: 9 lbs., 8 ozs.



ANNIVERSARY DATES & RECOGNITIONS

Les Wolstad: Log Processing Supervisor

By Dorothy Cross and Sue Hogan

The overall attitudes of the crew members in the Log Processing Department is positive. For Les Wolstad, this makes the transition from lead-millwright to supervisor much easier.

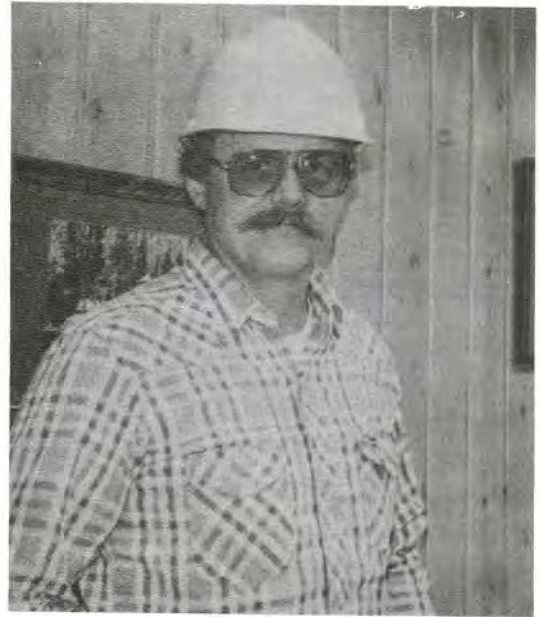
Les has recently been appointed Log Processor Supervisor in the Log Processing Department at Bonner. He will provide day shift production supervision and coordinate processor maintenance on all shifts.

Although there are many challenges that come with a new job, Les has already begun to set goals for himself and the department.

"Safety is a major concern of mine," explained Les. "There are many dangerous areas in the Log Processor area to be aware of. It is important to continually remind everyone of these hazards. I hope to help the department maintain a safe working environment to reach a higher level of safety records than we have held in the past. However, this will take a lot of effort from the Safety Teams, Participative Management Teams, and individual crew members."

Les is currently a member of the Log Processor Department Team. "There are many tools for us to use now to guide our department in the direction we want," added Les. "By using the Participative Management Process and Customer Driven Quality, we can identify our problem areas that need work and initiate steps to solve the problems. However, proper communication is the best tool we have available."

Les began his career at Bonner with the Anaconda Forest Products Company in 1971. His service with Champion commenced in 1972 in the Sawmill, and he transferred to the Log Processor when it began operation in 1974. He has served as Lead Millwright on the graveyard shift since 1978. His demonstrated leadership abilities and knowledge of production and maintenance requirements make him well suited for his new assignment.



**"SAFETY IS A MAJOR CONCERN
OF MINE"**

November Anniversary Dates

Elvin Hoffman
Ralph Foster
Dean Stacy
Doug Swartz
Jim Willis
George Ahlin
Robert Harris
Omer Stickney
Curt Hansen
Richard Smith
John Wittkopp
Alex Polakow, Jr.
Steve Gillespie
Gary Case

Pearlie York, Jr.
Donald Murphy
Mike Gaub
Mun Gunder
Dwight Barringer
Eadie Brittner
Dale Furlong
David Gardipe
Duane Garfield
Dan Harrison
John Carlson
Carla Verworn
Lyle Schrecengost

HOT SHOTS

When Should You Call An Ambulance?



Certain symptoms are so alarming that the need to call an ambulance is obvious. Although only doctors can diagnose medical problems, knowing symptoms of danger will help protect your family's health.

According to the American College of Emergency Physicians, these are the warning signs to watch for that may indicate a medical emergency:

- difficulty breathing or shortness of breath,
- chest or upper abdominal pain or pressure,
- fainting,
- sudden dizziness,
- weakness or change in vision,
- change in mental status (such as unusual behavior, confusion, difficulty awakening),
- sudden severe pain anywhere in the body,
- bleeding that won't stop,
- severe or persistent vomiting
- coughing up or vomiting blood,
- suicidal or homicidal feelings.

In addition, time of day, preexisting medical conditions or state of mind can turn an otherwise minor medical problem into an emergency.

The following will help you to decide whether any of these medical emergencies need an ambulance:

Is the victim's condition life-threatening?
 Could the victim's condition worsen and become life-threatening on the way to the hospital?

Could moving the victim cause further injury?

Does the victim need the skills or equip-

ment of paramedics or emergency medical technicians?

Would distance or traffic conditions cause a delay in getting the victim to the hospital?

If the answer to any of the above questions is "yes," or even if you are unsure, it's best to call an ambulance. This is true even though you can sometimes get to the hospital faster by driving. Paramedics and EMTs communicate with the emergency room physician by radio and are trained to start treatment en route. They can also alert the emergency department to the patient's condition in advance, which can save precious, life-saving time once you arrive.

In all of Missoula County, the fastest phone number to use to call an ambulance is: **911**.





Great American Smokeout: November 19th

“Smoking cessation represents the single most important step that smokers can take to enhance the length and quality of their lives.”

—Surgeon General
Antonia C. Novello

Consequences U.S. Cigarette Smoking

- Approximately 434,000 people die annually from preventable smoke-related diseases.
 - Approximately 143,000 people die of lung cancer each year, and 148,025 die yearly because of diseases of the respiratory system.
 - Among non-smokers, 12,600 cancer deaths and 34,900 heart-disease deaths last year were linked to breathing the smoke of others, according to the American Council on Science and Health.
 - 6.7 percent of all fires resulting in death are caused by the improper handling of cigarettes, according to the National Fire Protection Association.
- (These statistics were compiled by the Office of Smoking and Health, Department of Health and Human Services.)



Benefits Of Quitting

- Shortly after smokers quit, they begin to look and feel better.
 - In time smokers' coughs disappear, as does the unpleasant odor that clings to hair and clothing.
 - Ex-smokers enjoy an enormous surge of self-confidence in resuming control over what seemed like an impossibly demanding habit.
 - Ex-smokers experience a return of energy and stamina, especially if they immediately begin an exercise program. Exercise also helps the smoking cessation process and helps keep weight at acceptable levels.
 - Ex-smokers' health risks go down, starting immediately. In those who quit before getting lung or heart disease, the body repairs itself. Lung cancer risk begins to go down on quitting, and drops steadily, so that after 10 to 15 years it is level with that of a person who has never smoked. Heart attack risk begins to drop after a year of nonsmoking; after 10 years, it's about the same as that of someone who never smoked.
- (From The Texas Medical Association)

10 Crave Killers For The Great American Smokeout

You can quit smoking for one day in the Great American Smokeout! The best way to begin is with a strategy for overcoming cravings. Here are 10 ways to kill the urge. Remember a single craving never lasts more than 5 to 10 minutes and no craving can withstand this assault.

1. Drink a glass of water.
2. Breathe in slowly five times.
3. Stretch your arms up slowly and hold. Hold your arms out then stretch behind back touching the little fingers together. Repeat five times.
4. Count backwards from 100.
5. Chew 10 carrot sticks slowly.
6. Chew a stick of sugarless gum.
7. Drink a glass of milk.
8. Say: “He who conquers is strong. He who conquers himself is mighty.” —Lao-tze
9. Say: I LOVE being a non-smoker.
10. Get up, walk around for 5 minutes.

Holiday Clubs

Christmas is coming and the check is getting fat,
If you haven't got a club account, forget about that!!

Santas...get ready...set...go shopping. Our Holiday Club accounts just paid out all the accumulated savings and interest of a year's time. Accordingly, now's the time to consider increasing or starting your own payroll-deducted Holiday Club account.

Payroll deduction is the real secret of Christmas. The automatic payment system that you initiate works to your advantage all through the year, socking money and earned dividends away for future spending. Just when you need it most, your Club check will arrive in the mail, giving you plenty of jingle for the holiday season. With payroll deduction to your Holiday Club account, come Christmas, you won't have any more worries crowding out vision of sugarplums.

Now is the time to notify us to increase your payday contribution for next year or begin your new Club, for those who are just getting started. If you choose, you can also mail or deposit money in person. Here's ho-ho-

hoping you have the good "cents" to wrap up next Christmas's shopping cash...today!

PAYROLL DEDUCTION — THE PAINLESS WAY TO SAVE

Remember, before setting up a savings program, first determine the amount that you can afford to save each pay period. Having this amount automatically deposited to your share account through payroll deduction will then be an effective and painless way to reach your goal. If you need to use part of your savings, remember to replace it as soon as possible. If you need to borrow, use your savings as collateral for preferred interest rates. In addition, when you have sufficient savings, you may wish to invest in a share certificate (time deposit) and earn even greater returns on your money.

Whatever you decide to save, the most important thing is to **START SAVING NOW!** And remember, payroll deduction to a club account is the easiest and most painless way to save.

CENT\$IBLY YOUR\$,
Champion Intermountain
Federal Credit Union



Your Credit Union can show
the way to financial security

Ten ways to increase your happiness

1. Give something away with no strings attached.
2. Do a kindness and forget it. Don't expect to be "repaid."
3. Spend time with the aged because experience is priceless.
4. Look intently into a baby's eyes and marvel.
5. Laugh often. It's life's lubricant.
6. Give thanks for your blessings many times a day.
7. Pray, or you will lose the way.
8. Work with vim and vigor.
9. Play as though you will live forever.
10. Live your life today as though you will die tomorrow.

Anon.



November, 1992 CALENDAR OF EVENTS



| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|---|---|---|---------------------------|---|--|--|
| 1 UNION MEETING 7:00 P.M. UNION HALL | 2 | 3 GENERAL ELECTION DAY —VOTE— | 4 | 5 | 6 | 7 SADIE HAWKINS DAY FB - U of M vs IDAHO 12:05 P.M. |
| 8 | 9 | 10 | 11 VETERANS DAY | 12 | 13 | 14 FB - U of M vs HOFSTRA 12:00 P.M. |
| 15 | 16 | 17 | 18 | 19 THE GREAT AMERICAN SMOKEOUT | 20 BB - LADY GRIZ vs PORTLAND AAU 7:30 P.M. | 21 BB - U of M vs F. of CHRISTIAN ATHLETES 7:35 P.M. |
| 22 | 23 BB - LADY GRIZ vs AUSTRALIA 7:30 P.M. | 24 | 25 | 26 THANKSGIVING HOLIDAY | 27 | 28 BB - U of M vs SIMON FRASER 3:00 P.M. |
| 29 | 30 | OCTOBER OBSERVANCES: Aviation History Month Child Safety and Protection Month International Doll Collectors Month National Alzheimer's Disease Awareness Month International Creative Child and Adult Month | | | | |

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

N·O·V·E·M·B·E·R·?

Diabetes Month, to encourage prevention, increase awareness of the seriousness of the disease and its complications, and work toward improved treatment. By the American Diabetes Assn, Florida Affiliate, 1101 N. Lake Destiny Rd., Maitland, FL 32751.

November 15-21, American Education Week, to point up the importance of education. By the National Education Assn., 1201 16th St. NW, Washington, DC 20036.

November 6, Halfway Point of Autumn, 44 days and 22 hours of the season have passed as of 11:43 a.m. EST, with an equal number remaining before the beginning of winter.

November 7, Sadie Hawkins Day, usually observed on the first Saturday in November — and popularized by cartoonist Al Capp in the comic strip, "Li'l Abner" — Sadie Hawkins Day is an occasion for females to invite a male out on a date.

November 11, Veterans Day, America remembers those who served in its military forces. This is also Armistice Day and is recognized in some locales as Remembrance Day, Victory Day and World War I

Memorial Day. Some places observe silent memorial at the 11th hour of the 11th day of the 11th month each year.

November 13, Friday The 13th, variously believed to be a lucky or unlucky day.



NOV. 13, 1932

The Great American Smokeout, a day observed annually—the third Thursday in November—to encourage smokers to kick the habit for at least 24 hours. Sponsored by the American Cancer Society.

November 26, Thanksgiving Day, public holiday, always the 4th Thursday in November.

November 26, Macy's Thanksgiving Day Parade, The arrival of Santa Claus—and the holiday shopping season—in New York City and nationwide via TV. Annually on Thanksgiving Day.

November 27, Beginning of Christmas Shopping Season, marked by special sales in retail establishments nationwide.

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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