

# The Tamarack

 **Champion**  
BONNER, MONTANA

OCTOBER 1991



*(Sherene Ricci - Benefit Art Print  
See Story On Page 2.)*



## Sherene Ricci – Benefit Art Print

*Actual Size: 12" x 16"*

*Signed & Numbered: Edition of 1,000*

With your support, we at Champion can help a special family get through financial hardships and defray medical costs. Planer employee **Preston Ricci's** daughter, **Sherene**, was diagnosed with cancer while we were laid off and since then medical bills have accumulated!

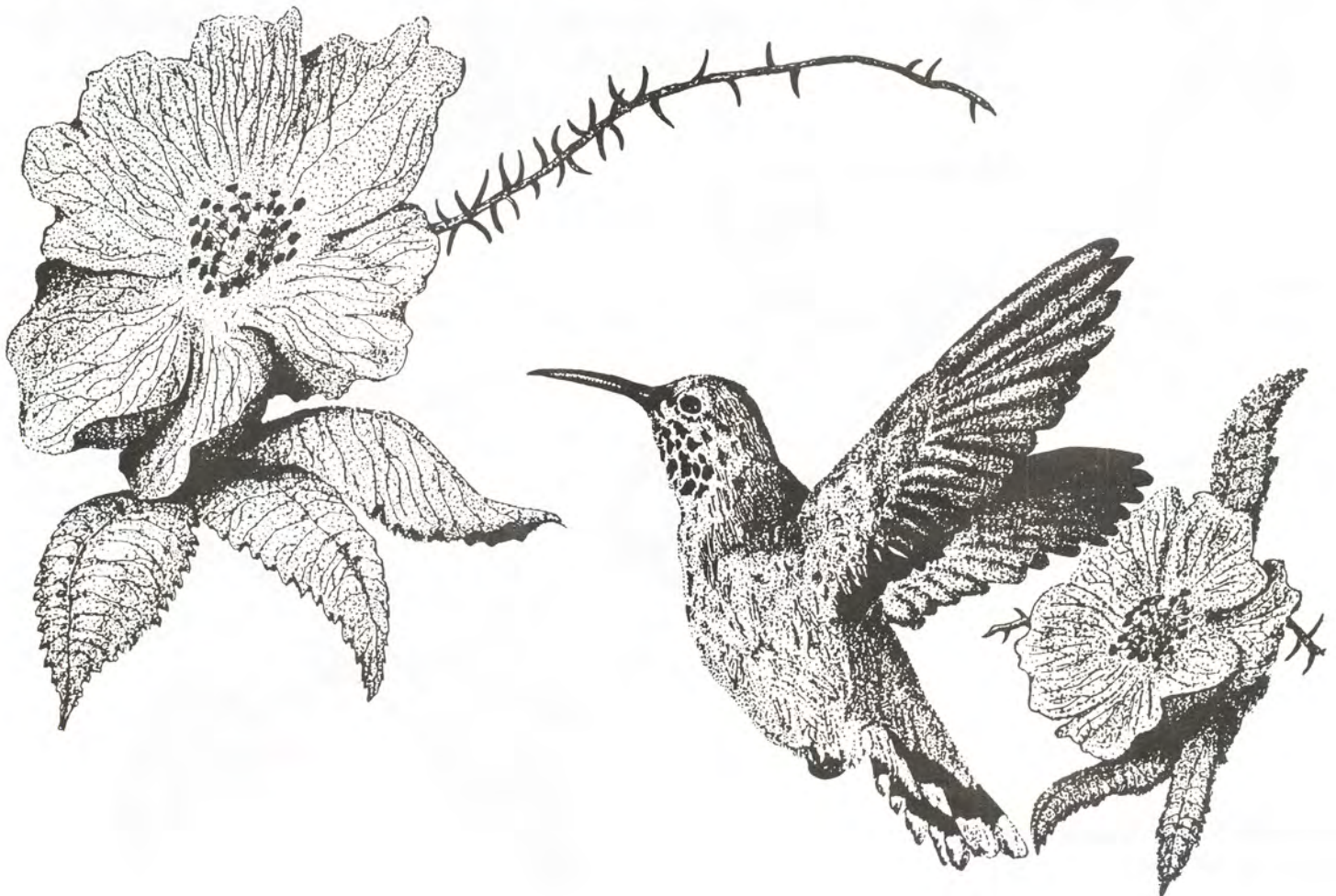
An account is being opened up in Sherene's name at the **Missoula Federal Credit Union**. So, if you would like to help by purchasing **Mike Burch's "Hummingbird"** print at \$10.00, with all proceeds going to Sherene, please contact Mike Burch, sing shift Glue Room, or you can call **Mike** or **Celine Burch** at 273-6212, or **Deb Moravec** at 258-2212.

We sure could use some volunteers to help collect funds and distribute prints. Also, if you have any previous Mike Burch prints and you



want the matching number, let Mike know when ordering what that number is.

Thank You.





# MANAGER'S MESSAGE



By Bob Brewer

The old adage that the only two things you can rely on are death and taxes still appears to be applicable even in 1991. A recent article appearing in the *Wall Street Journal* indicated that thirty-three states combined to raise state taxes a "whopping" \$15 billion this year. As Texas and Connecticut complete their pending tax bills, the total tax increases will probably total \$18 billion. This amount will represent "the largest dollar increase in history". It also represents the biggest increase over the previous year since 1971.

A report by the **National Conference of State Legislatures** said with these increases, "state fiscal conditions will stabilize" in the current fiscal year. It's difficult to believe this statement applies to Montana given all the rhetoric we've seen regarding the need to "cut" all state budgets if we are to avoid a tax increase and so it goes!! The report goes on to say that revenue and spending growth expects to be greatest in the Northeast, mid-Atlantic, and West while Midwestern and Southeastern states project a lower rate of growth. The where and how states spend their revenues continued to be impacted by expansion of federal spending requirements or "mandates". For example, federally mandated state spending for the federal-state Medicaid program grew 22.5% during the previous fiscal year according to the report. While spending on elementary and

secondary education grew just 3% and state spending on higher education shrank by approximately 1%. Court decisions requiring states to reduce overcrowding in jails necessitated state spending on prisons to grow 17.6%.

The survey used to develop this report covered only forty-five states as Texas and Connecticut had not completed their budgets and Pennsylvania, Illinois, and Massachusetts did not respond to the survey. It is interesting to note, that of the responding states, twelve did not report any tax increase. As this report shows, state taxes seem to be alive and doing "reasonably well", as most of us can attest to. Gasoline, cigarettes, and sales taxes are standard taxes imposed in virtually all fifty states. . .so how do we compare? Actually, Montana ranks 38th when you combine the three taxes shown below.

The chart below details by state, each tax and then the total cost of the three taxes combined, again by state. Rates are effective as of July 1, 1991. As you can see, Connecticut has the highest state sales tax (8%); while Alaska, Delaware, Montana, New Hampshire, and Oregon have no sales tax. Rhode Island at \$.26/gal. has the highest gasoline tax, Montana at \$.20/gal. ranks 12th with four other states, while Florida at \$.04/gal has the lowest rate. Minnesota has a

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\$.43/pack cigarette tax which is the highest in the nation, while Montana's rate of \$.18/pack ties us at 32nd with several other states, and Virginia's \$.025/pack rate places them last in the nation.

There does not seem to be a "right" answer on taxes, but certainly many opinions on the

subject. . .so, as you compare Montana to other states, what conclusions have you reached? Too high, too low, just right, what do you think? As always, taxes generate comments and hopefully this comparison will stimulate thought processes in each of us on this "thorny" subject.

### GASOLINE, SALES & CIGARETTES STATE TAX RATES AS OF JULY 1, 1991

GASOLINE/GAL.		SALES/DOLLAR		CIGARETTES/PACK		TOTAL PER UNIT	
Rhode Island	0.2600	Connecticut	0.08000	Minnesota	0.4300	Connecticut	0.71000
Nebraska	0.2370	New Jersey	0.07000	Texas	0.4100	Rhode Island	0.70000
Connecticut	0.2300	Rhode Island	0.07000	Connecticut	0.4000	Minnesota	0.69750
Washington	0.2300	Minnesota	0.06500	Hawaii	0.4000	Washington	0.63500
North Carolina	0.2260	Nevada	0.06500	New Jersey	0.4000	Texas	0.62250
Wisconsin	0.2250	Washington	0.06500	New York	0.3900	Maine	0.62000
Colorado	0.2200	Illinois	0.06250	Maine	0.3700	Nevada	0.61250
Idaho	0.2100	Texas	0.06250	Rhode Island	0.3700	Hawaii	0.60000
Massachusetts	0.2100	California	0.06000	Iowa	0.3600	Iowa	0.60000
Ohio	0.2100	Dist. of Col.	0.06000	California	0.3500	New Jersey	0.57500
Minnesota	0.2025	Florida	0.06000	Nevada	0.3500	Wisconsin	0.57500
Iowa	0.2000	Kentucky	0.06000	Washington	0.3400	California	0.56000
Louisiana	0.2000	Maine	0.06000	Florida	0.3390	Nebraska	0.55700
Montana	0.2000	Mississippi	0.06000	Dist. of Col.	0.3000	Illinois	0.55250
Oregon	0.2000	Pennsylvania	0.06000	Illinois	0.3000	Dist. of Col.	0.54000
Tennessee	0.2000	West Virginia	0.06000	Wisconsin	0.3000	Massachusetts	0.52000
Nevada	0.1975	Tennessee	0.05500	Alaska	0.2900	New York	0.51000
Delaware	0.1900	Arizona	0.05000	North Dakota	0.2900	North Dakota	0.51000
Illinois	0.1900	Idaho	0.05000	Oregon	0.2800	Oregon	0.48000
Maine	0.1900	Indiana	0.05000	Nebraska	0.2700	Utah	0.47000
Utah	0.1900	Maryland	0.05000	Massachusetts	0.2600	Kansas	0.45250
Arkansas	0.1850	Massachusetts	0.05000	Michigan	0.2500	Arkansas	0.45000
Maryland	0.1850	Nebraska	0.05000	New Hampshire	0.2500	Colorado	0.45000
Arizona	0.1800	New Mexico	0.05000	Delaware	0.2400	South Dakota	0.45000
Dist. of Col.	0.1800	North Dakota	0.05000	Kansas	0.2400	Idaho	0.44000
Mississippi	0.1800	Ohio	0.05000	Oklahoma	0.2300	Louisiana	0.44000
New Hampshire	0.1800	South Carolina	0.05000	South Dakota	0.2300	Michigan	0.44000
South Dakota	0.1800	Utah	0.05000	Utah	0.2300	Ohio	0.44000
Virginia	0.1750	Vermont	0.05000	Arkansas	0.2200	Florida	0.43900
Kansas	0.1700	Wisconsin	0.05000	Colorado	0.2000	Oklahoma	0.43500
North Dakota	0.1700	Arkansas	0.04500	Louisiana	0.2000	Delaware	0.43000
New Mexico	0.1620	Oklahoma	0.04500	Arizona	0.1800	New Hampshire	0.43000
Hawaii	0.1600	Kansas	0.04250	Idaho	0.1800	Mississippi	0.42000
Oklahoma	0.1600	Missouri	0.04225	Mississippi	0.1800	Arizona	0.41000
South Carolina	0.1600	Alabama	0.04000	Montana	0.1800	Maryland	0.39500
West Virginia	0.1550	Georgia	0.04000	Ohio	0.1800	Tennessee	0.38500
California	0.1500	Hawaii	0.04000	Pennsylvania	0.1800	West Virginia	0.38500
Indiana	0.1500	Iowa	0.04000	Vermont	0.1800	Montana	0.38000
Kentucky	0.1500	Louisiana	0.04000	West Virginia	0.1700	Vermont	0.38000
Michigan	0.1500	Michigan	0.04000	Alabama	0.1650	Alaska	0.37000
Texas	0.1500	New York	0.04000	Maryland	0.1600	New Mexico	0.36200
Vermont	0.1500	North Carolina	0.04000	Indiana	0.1550	Pennsylvania	0.36000
Pennsylvania	0.1200	South Dakota	0.04000	New Mexico	0.1500	Indiana	0.35500
Alabama	0.1100	Virginia	0.03500	Missouri	0.1300	North Carolina	0.31600
Missouri	0.1100	Colorado	0.03000	Tennessee	0.1300	Alabama	0.31500
New Jersey	0.1050	Wyoming	0.03000	Georgia	0.1200	Missouri	0.28225
Wyoming	0.0900	Alaska	0.00000	Wyoming	0.1200	South Carolina	0.28000
Alaska	0.0800	Delaware	0.00000	South Carolina	0.0700	Kentucky	0.24000
New York	0.0800	Montana	0.00000	North Carolina	0.0500	Wyoming	0.24000
Georgia	0.0750	New Hampshire	0.00000	Kentucky	0.0300	Georgia	0.23500
Florida	0.0400	Oregon	0.00000	Virginia	0.0250	Virginia	0.23500



# SAFETY

## Loss Prevention Accident/Incident Report August 1991

*By Jim Connelly*

Bonner experienced 27 recordable accident/incidents 1 of which was lost time and 9 were restricted work activity. The lost time accident was a severe finger injury from a sliver which occurred in the Plywood Plant.

Central Services experienced 1 accident which resulted in restricted work activity; Log Yard/Processor had a good month with only 1 recordable accident; Lumber experienced 6 recordable accidents, 3 of which were restricted work activity; Plywood Plant experienced 14 recordables, 1 of which was lost time and 5 restricted work activity; and there were 5 recordable incidents reported to the Nurse's Station.

Our lost workday rate remains good at 1.8 vs. 3.3 this date last year. Our OSHA rate (lost workday and restricted work activity) remains less than favorable with a rate of 12.4 as compared to 12.1 last year. Our year end goals are 3.5 on lost workday and 10.5 on OSHA.

Accident/Incident rates through August for departments are:

	Total Cases	Lost Workday	Restrict Activity	Lost Work Day Rate	OSHA Rate
Central Services	15	0	5	0.0	13.0
Log Yard/Processor	3	1	0	3.3	3.3
Lumber	19	0	7	0.0	10.2
Plywood	66	6	28	2.7	15.5
Nurses Station	31	—	—	—	—
<b>Bonner Total</b>	<b>138</b>	<b>7</b>	<b>40</b>	<b>1.8</b>	<b>12.4</b>

**DO YOUR JOB THE RIGHT WAY,  
THE ONLY WAY,  
THE SAFE WAY.**





# FACILITATOR NEWS

By Tim Daniel

While on shutdown this spring, I knew that I needed something to get me out of bed in the morning. I wanted to make good use of the extra time on my hands. I also knew that my grandpa went for walks bright and early each morning. He was then 88 years old. He'd had open-heart surgery at 77, returned to work as a carpenter for a couple of years, and finally retired at 79, which, he says is "*the worst thing he ever did!*". That began a partnership that has been ongoing ever since; me and Grandpa, out walking early in the morning.

A few weeks after his 89 birthday, Grandpa began complaining (a rarity) about feeling poorly, and ended up spending a couple days in the hospital. His lungs were filling up with water (a sign that his heart was once again getting weaker). I walked alone for the next couple of mornings. Even though I could walk faster and get a little more exercise, I missed him. I expected to be walking alone for quite a few mornings. But guess who I encountered on my way back two days later? Grandpa! He was running a little bit later than usual, and probably walking just a little bit slower, but seeing the expression on my face he explained, "*I was feeling so darn much better this morning I just had to get out. Doctor gave me some medicine and told me to take it easy,*

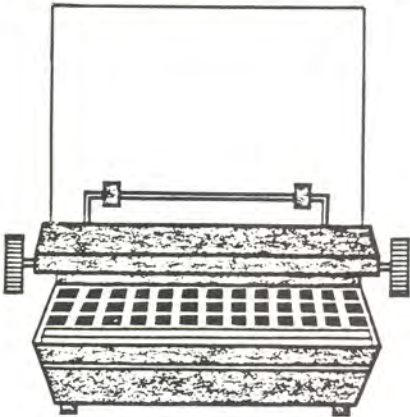
*so I'm not going to go as far this morning; but I just always figured that if a guy's feeling up to it, he ought to be up and about.*"

I call it tenacity. It's something past generations have had to have. It's cohesiveness or toughness. It keeps you going when the chips are down. It keeps you from settling for mediocrity. About this time of year, it may even keep you trudging after that big bull that's seemed so elusive in years past.

Someone recently shared the following with me. The author is **Charles Swindol**. I like it a lot and I hope you do to . . .

*"Without a quest, life is quietly reduced to bleak black and wimpy white, a diet too bland to get anybody out of bed in the morning. A quest fuels our fire. It refuses to let us drift downstream gathering debris. It keeps our minds in gear, makes us press on."*

How does this all apply to our jobs at the mill? Hopefully, being tenacious will help us to keep from getting discouraged at some times, and from getting complacent at others. We've certainly had our bumps in the road in past months with shutdowns, downsizing, cutbacks, and extended negotiations. Do we have the tenacity to keep on striving? I hope so, mainly because I don't much like the alternative.



## 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

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Sue Hogan, Associate Editor .....	2214
Karen Carter, Purchasing Correspondent.....	2206
Alan Wagner, Lumber Correspondent.....	2259

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Mel Lockridge, Facilitator Correspondent.....	2231
Jim Bentley, Timberlands Correspondent.....	2611
Tom Hilmo, Processor Correspondent .....	2285



## *Log Processor Transition Team*

*By Tom Hilmo*

The Transition Team continues to meet with representatives from Timberlands to discuss log quality and log deliveries.

Thanks to **Don Montelius** and **John Ottman** of the Clarkfork District for a tour of Allen Creek near Turah where we observed a line logging operation. We also watched a tractor skidding operation being done in a manner which greatly reduces the visual impact. Just a week or so after our tour of Allen Creek, the line machine we had seen in operation ended up over the bank when a tie-back cable broke. Fortunately, the operator was not seriously injured, but considerable damage was done to the machine.

Thanks to **Chuck Seeley** and **Paul Clark** for taking us to several sites in the Blackfoot District. We were shown plantations in the Potomac and Gold Creek areas. We also had an opportunity to see what effects the burn of the early sixties had on the Gold Creek Area. We watched another skidding operation on West Twin Creek in steep terrain and saw the difficulties of more sorting at the logging site.

After visits to areas in both districts, the Transition Team met and discussed some of the things we had seen. Safety is an important part of the logging operations we observed. Proper equipment and teamwork were visible at both the sites we visited. Consideration for BMP's (best management practices) were discussed and the reasons for using a particular style of logging. Thinning an area for mistletoe and selective logging in regards to species required at Bonner, commercial and pre-commercial thinning, tree planting and natural regeneration, fertilizing and weeding were some of the things we discussed on our tours.

We all agreed after seeing Primm's Meadows that the sight is well worth the short hike to see the large Ponderosa pine preserved for our enjoyment. Representatives from Timberlands also visited the Bonner Mill. After checking on a few loads of logs delivered, contractors from **Louisiana**

**Pacific** and **Plum Creek** were brought in to discuss poor log quality and impact on the Bonner Mill. Joint Timberlands and building products teams are continuing to meet to discuss the need for improved working relations. Log quality is important to our success in manufacturing a competitive product. The Transition Team will continue to meet every month with all Processor employees to keep them informed.

## *From The Plywood Transition Team*

*By Deb Moravec*

The two biggest questions that we are asked are; where are we going with this change process and where are we now?

We see Participative Management as an on going evolving process that has no ends or limits, once people are truly committed to it. Currently, we recognize that we are in the middle of an organizational transition. Transitions always occur for a period of time when organizations, individuals, and/or teams stop doing things the way they used to and start doing them differently. The change effort has been, and is going to be, a great learning experience for all of us. Learning is something that goes on inside a person and we can't watch it as it happens. We can only see the results, not the actual process of learning. In this learning process, from time to time, members of this organization (hourly and salaried employees) will make mistakes, that's just part of the learning process. Let's not judge one another for our mistakes, we'll be able to get through this transition period if the barriers between us are removed by: developing good Management/Union relations; continually improving communications; delivering a quality product to the next department or individual(s) that handle(s) the product; salaried people understanding that their main customers are the very ones that they direct and lead; creating broader, more flexible job designs;



and having faith and trust that this change process — Participative Management will benefit us all.

## *Lumber Department Transition Team*

*By Alan Wagner*

The Lumber Transition Team met with the Plywood and Log Processor Transition Teams. It was decided to form a **Bonner Complex Transition Team**. Members of this team from the Lumber Department are **Mike Woodworth** and **Earl Main**.

The Transition Team has been working on several issues. Two persons from the grading department met with the team to discuss concerns that they are experiencing. The *Millwright Pay for Knowledge* proposal has been completed.

The Transition Team believes that sharing of pertinent information is essential if individuals are to make good decisions regarding their jobs. It is necessary that all employees receive all pertinent information and be given training in interpreting that information.

Examples of information which should be exchanged include: Production Reports, Safety Records, Profit and Loss Statements, Cost Breakdowns, Capital Plans, Sales and Customer Information, and any other information which is necessary to have an efficient operation.

An effective communications method is essential to insure that the information is being shared to the proper locations. The people responsible for presenting this information will vary depending on the topic.

Another valuable type of information is feedback. This feedback can be between individuals and teams. The lines of communications need to extend in all directions with feedback (positive and negative) running both ways along all lines. All employees should be encouraged to interact with each other in an effort to make the most efficient, safe, and rewarding operation possible.

## *“How To Instill Feelings of Initiative in People”*

*By Harley Rex*

There have been various surveys and studies conducted that have indicated that there is a high percentage of people that do not know their job well or have the confidence in their abilities. Whether problems are at home or work, the following recommendations can help correct problems and help enable people to build and develop confidence in their abilities:

Give praise to people for what they do know well. This will encourage them to learn more about what they do not know well. Also, they will take the initiative to ask questions, and you will seem approachable because of the praises you have given. There must be mutual respect. Give others credit for their abilities; whether they are above you, below you, or on the same level. This will help build individuals' confidence, resulting in them taking initiative to develop their abilities.

You must be open and honest with people. People perform the best when they have trust and confidence in one another.

Be a good listener — it's important that you are really listening to people, don't just go through the motions — of nodding your head. You will be more effective with people if they know that you genuinely listen to them. If you are a good listener. . . people know that they can communicate with you, they are more likely to take initiative.

People must believe in their own capabilities, which in turn is nurtured by **telling** them they are doing a good job. People will only take the initiative when they have confidence in what they are doing and confidence and trust in who they are doing it for. By delegating responsibilities to people, they will feel you have confidence in them and they will start to develop the ability, desire and confidence in themselves and they'll take initiative.

We are all part of a team whether it be at work or home. As part of the team every



suggestion, no matter how trivial, is an important cog in the "big picture". If we are to be successful we must all contribute by: knowing our strengths and weaknesses, being

open and honest, being a good listener, communicating, and continually taking initiatives to improve ourselves.

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## TIMBERLAND NEWS

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### Champion Plays A Critical Role In Establishing The New Deep Creek Rifle Range

By Andy Lukes

If you read the August 4, 1991, issue of the *Missoulian*, you probably saw **Sherri Devlin's** article on the New Deep Creek Rifle and Pistol Range located six miles west of Missoula. This new target range is well on its way to becoming the best shooting facility in western Montana with Champion's active help and cooperation.

For over ten years, Champion Timberland's personnel have worked to make this facility a reality by recognizing the need for a safe and controlled shooting public facility close to Missoula and agreeing to sell and to exchange the two critical parcels of land. These former Champion lands total 136.2 acres and are to be used for the shooting area and associated recreational facilities at the Harpers Bridge area. In addition, Champion International and Champion personnel have provided time, fencing and gate supplies, and money in the form of a direct grant of \$5,600.00 to help provide electric power to the range so that a year around caretaker could live on the site.



The new Deep Creek range fits into Champion's management of its forest lands in the Missoula Area by providing a safe shooting facility for the general public. It is Champion's hope that this facility will meet the need for an easily accessible facility which will reduce the present level of indiscriminate target shooting and damage to trees in our forests around Missoula.

Please take advantage of this new facility which is leased to the Hellgate Civilian Shooters Association when you sight in your hunting rifle this season. The range is open to the public Thursday through Monday from 9 a.m. to 8 p.m. and the cost is only \$2.00. This cost is well worth it and it saves a lot of merchantable trees needlessly damaged and killed each year by careless target shooters who place their targets on trees.





## Jeff Webber Has New Assignment At Bonner

On August 30, 1991, Jeff Webber (Planer Superintendent) joined the Sawmill Relief Shift Crew. Jeff's responsibilities will be to supervise the Sawmill production on the relief shift, which consists of approximately 16 Sawmill employees.

The opportunity became available for Jeff after the Lumber Management Team decided to cross-train supervisors in other areas of the department. To gain more Sawmill experience, Jeff volunteered to supervise the relief shift, (Friday through Monday, 10 hours a day). Jeff commented, *"I am excited and looking forward to this assignment."*

Jeff is a very energetic individual who eagerly accepts new challenges with enthusiasm. Aside from his new responsibilities, Jeff is also the President of the Champion Intermountain Federal Credit Union and is a member of the Lumber Management Team. Jeff was also an active member of past teams such as the Lumber Design Team, the Hand Pull Relocation Team, and the Salaried Task Force Team.

Jeff received a Bachelor's Degree in Wood Science Technology from Colorado State University. His employment with Champion International began in 1980 in Sawmill Quality Control at Bonner. Since that time, Jeff has held many positions with Champion, ranging from Log Processor Supervisor in Bonner (1981-1983), Sawmill and Planer Supervisor in Silver City (1983-1985), Planer Superintendent at the Missoula operation (1985-1988), and Planer Superintendent at Bonner (1988-1991).

Jeff stated, *"I think lumber and plywood products are going to be around for a long time; however I figure there will be fewer manufacturers of these products. We have the technology and qualified people available to be the last surviving, profitable operation. Somebody has to be it, and I think it will be us!"*

We wish Jeff all the best with his new assignment.



## Halloween Bags From The Employee Assistance Program

—Your Champion Employee Assistant Committee Members

Once again, the Employee Assistance Program is providing Halloween bags for the children of our employees. The bags are printed with tips for safe trick-or-treating on them. These bags are available from any member of the Employee Awareness Committee or at the Nurse's Station. Committee members are: **Joanne Froehlich** - Planer DS, **Dorothy Cross** - Main Office, **Ed Johnson** - Plywood Maintenance Office DS, **Art Bailey** - Log Yard DS, **Jim Robbins** - Central Maintenance DS, **Glen Ridge** - Plywood Glue Room DS, and **Lucy Heintz** - Nurse's Station DS.

Remember to instruct your kids on safe Halloweening tips if they are going out alone, and to accompany children too small to be out alone.





## Short History Of Project ARA No. 1164 (No. 1 Boiler Modifications)

By Clay O'Connor

This project was started when the Bonner Plywood Plant received two citations from the State of Montana for excessive opacity emissions (smoke) from the roof vents above the veneer dryers and one citation for excessive opacity from the boiler stack. This prompted action to clean up the air at the Bonner mill.

First, the Plywood Plant initiated an extensive ongoing maintenance program to keep the dryers in the best possible operating condition.

Second, the problem of evacuating adequate air from the dryers was addressed. There seemed to be two basic methods of removing and cleaning up the exhaust gasses from the dryers. 1) Devise a method of efficiently burn-

*The Economizer — heats water for the No. 1 Boiler and cools the boiler gasses before being sent to the scrubber.*



ing all the gasses at the boiler. 2) Add an electrostatic wet scrubber at the Plywood Plant to clean the gasses by separating the particulates from the air. Each method would cost in excess of \$1,000,000.00 to accomplish, so we looked at the pros and cons of each approach. It quickly became apparent that the first method would clean up the air plus give many benefits back to the operation in the form of modern controls on the dryers and boiler. This would eliminate the need to operate two boilers and save a sizeable quantity of fuel needed to produce the required steam for the Bonner operation. The second approach would clean up the air, but would create another effluent problem in the form of wet sludge for disposal.

Third, Champion Corporate and the State of Montana gave the approval to proceed with this project using the boiler incineration method. **Steam Engineering** from Portland, Oregon designed the process and specified the necessary changes in the Plywood Plant and at the boilers. In April 1991, Champion International formed a project team consisting of **Jim Robbins** (Project Coordinator), **John Price** (Construction Manager), **Ray Meizoso** (Project Accountant), **Zale Bender** (Project Purchasing Agent), and **Clay O'Connor** (Project Manager). This team, along with much assistance from **Jack Ballas**, **Ralph Foster**, **Otis Seal**, **Chuck Milohov**, and many others, proceeded to

implement the modifications to the existing plant.

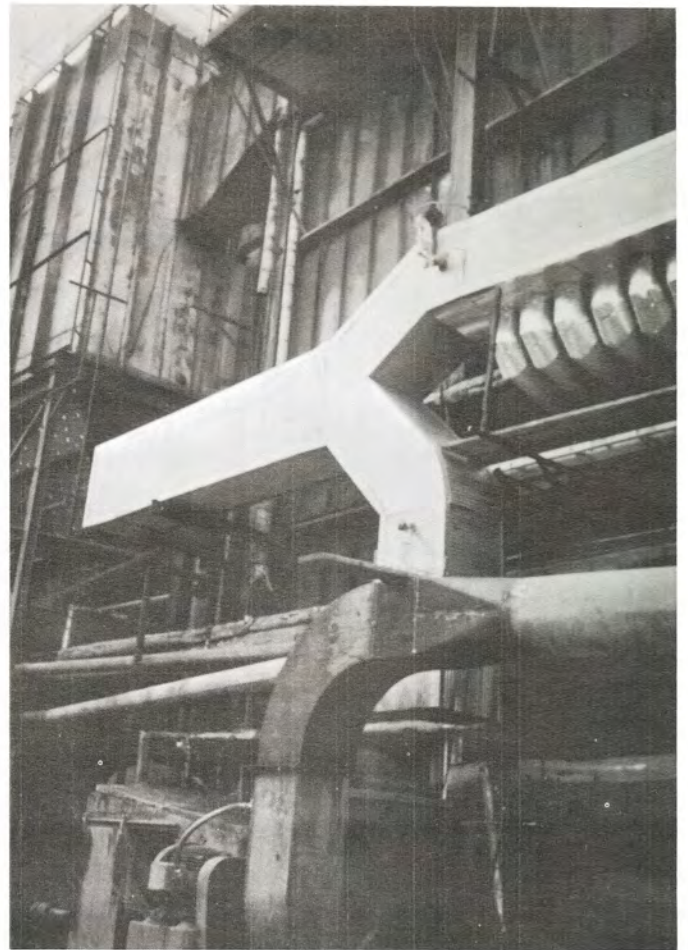
As in any project, it is easy to get excited about the problems that arise. However, this project has gone quite well. Steam Engineering has done a remarkable job in designing a system that apparently will do all of the things they claimed it would do.

Boiler No. 1 is now on line with boiler No. 2 running as backup until the additional control work and a few more items are installed. A steam condenser is on order and

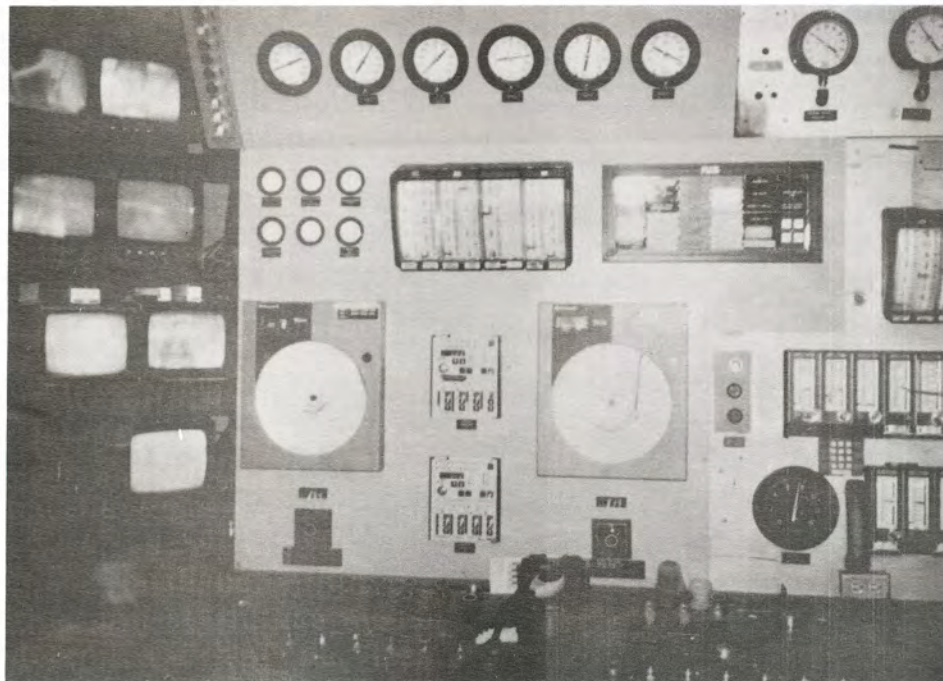


will be delivered and installed mid-October. New dryer temperature controls were installed in July and are operational at this time. The boiler controls are being calibrated and tested at this time. Outside contractors such as **Iroquois Industrial, Industrial Services, Rocky Mountain Industrial, and City Electric** have done a very good job for us on this project, considering the short amount of time they have been given to do some of the tasks involved. We are tight on costs but it appears we will be within the budget for doing this project, thanks to the help of Plywood and Central Services maintenance crews.

When fully operable, no later than November 1, 1991, one of the most noticeable things about this project will be the lack of steam being vented into the air. One element of this project was to recapture and reuse the large quantity of treated water being vented into the air in the form of steam. There will be the occasional venting of steam but nothing like what has been, typically 40,000 lbs. of water per hour wasted every day. Another basic improvement not so noticeable by most, are the many additional tools that have been added for the dryer and boiler operators to use in managing their systems better.



*The Over-Fire Air Ducting — Where veneer gas passes through to the No. 1 Boiler.*



*New Control Panel for the No. 1 Boiler.*



# INPUT/FEEDBACK

In preparation for 1992, *The Tamarack* editorial committee would like reader response as to likes and/or dislikes about the newsletter. Depending on the results of the following survey, we will make changes in the newsletter format. After all, *The Tamarack* is **your** newsletter!

Please take a few minutes to answer the following questions and return the survey to **Crystal Nelson** at the main office.

1. Please answer YES or NO:

Do you read:	YES	NO
Manager's Message by Bob Brewer	<input type="checkbox"/>	<input type="checkbox"/>
Safety by Jim Connelly	<input type="checkbox"/>	<input type="checkbox"/>
Facilitator News	<input type="checkbox"/>	<input type="checkbox"/>
Transition Teams News	<input type="checkbox"/>	<input type="checkbox"/>
Department News	<input type="checkbox"/>	<input type="checkbox"/>
Around The Mill	<input type="checkbox"/>	<input type="checkbox"/>
Timberland News	<input type="checkbox"/>	<input type="checkbox"/>
Employee Profiles	<input type="checkbox"/>	<input type="checkbox"/>
Hot Shots by The Nurses	<input type="checkbox"/>	<input type="checkbox"/>
Anniversary/Service Dates	<input type="checkbox"/>	<input type="checkbox"/>
Back Cover — What's So Special About?	<input type="checkbox"/>	<input type="checkbox"/>

2. Which article do you like the most? \_\_\_\_\_

3. Is there a subject we *don't* cover that you would like to see added to the format? \_\_\_\_\_

4. Is there a subject we *do* cover that you find uninteresting and would like to see dropped from the format? \_\_\_\_\_

5. Do you find *The Tamarack*, in general, to be informative and interesting? YES  NO

6. Do you find *The Tamarack* attractive in appearance? YES  NO

Do you have any suggestions for improvement? \_\_\_\_\_

7. If you had an idea or subject for a story, do you feel that you know how to contact a committee member in order to get it covered? YES  NO

8. Do you know of someone who would be a good subject for an employee profile?

NAME \_\_\_\_\_

Why? \_\_\_\_\_

9. Please give additional comments here: \_\_\_\_\_



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## EMPLOYEE PROFILES

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### RANDY SELENSKY (*Champion Volunteer*)

Randy Selensky is a Press Operator in the Plywood Plant and a volunteer for *Big Brothers & Sisters*.

Randy is a Montana native, born and raised in Anaconda. After he graduated from high school, he did various jobs before moving to Missoula. He has been a Champion employee at Bonner for 12 years and for most of that time he has worked in the Glue Room on Swing Shift.

Randy has a lot of motivation — for years he attended classes at the University of Montana while working here at Champion. He graduated with a Bachelor's Degree in Business Administration with an emphasis in Accounting. Randy does part time accounting for some local businesses (doing their quarterly tax reports and tax returns).

Randy and his wife, **Carrie**, have been married for over 2 years and they have a 1 year old daughter, **Nicolette**. Randy met Carrie here at work. She was a Champion employee, but now she's a full time mom.

Recently, a lot of Randy's time and energy has been spent on the land and home that he and Carrie purchased. His short term goal is to pay off the land, so he won't be financially



dependent on his job here with Champion.

These are the major reasons he has stayed living in Montana: downhill skiing, water skiing, fly fishing, swimming, and hunting (just some of the outdoor activities that Randy enjoys). Also, the solitude and quality of life that exists in Montana has kept him here.

Although Randy's life is rather full at the moment, he also is a group volunteer for Big Brothers & Sisters. Once a month, group volunteers take the kids out on a group activity. When I asked him what he gets in return from this volunteer work he replied, "*It's just a sense and feeling that I can make a positive difference in these kids' lives.*"

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### LEE LINCOLN (*Champion Volunteer*)

Meet Lee Lincoln, Champion employee and volunteer fireman.

Lee has been with Champion for 13 years as a millwright in Plywood and a volunteer fireman with the **East Missoula Rural Fire Department** for 15 years.

Lee and his wife, **Karol**, have been married for 28 years. They have two children who are now adults and married: a son, **Kelly**, who is 26; and a daughter, **Kim**, who is 24. Kim has a daughter 1-1/2 years old and is expecting





another child in the near future. From talking to Lee, it was plain to see that 'Grandpa' was a real soft touch when it came to his granddaughter.

Lee said he has only one real hobby that he likes to pursue and that is his horses — all three of them. He says he likes to use them for pleasure riding, hunting, and backpacking into the back country. He also rode one on the *Great Montana Centennial Cattle Drive* in 1989.

Lee and Karol are involved with their church, working with various youth groups (ages 12-18 years). They belong to the *First Evangelical Church* in Missoula. Lee invited people to come to church and seek answers to problems or whatever.

Lee was also involved with Little League for seventeen years — just because he likes working with kids.

When asked, "Why do you volunteer to do what you do?", his reply was, "*I just enjoy doing things for other people. This is my way of helping and giving back.*"

When asked, "What do you get in return for helping kids and other people?", he replied, "*You always like to think you have helped a kid to advance his life, and help them to grow to be a better person somewhere down the line. And when it comes to the fire department, there is a satisfaction in knowing that the fire department is there for people when they need its assistance, and knowing that I am a member of that team.*"

## Safety Meeting Coaches Selected

Safety meeting coaches have been selected to conduct training sessions for safety meeting leaders. Training for these coaches commenced on September 9th and concluded on September 13th. Training was conducted by Niru Davé of the Corporate Loss Prevention Staff. More information next month.

The safety meeting coaches are:

**John Abel**  
**Bob Carlson**  
**Kent Halland**  
**Adriane Hoye**  
**Rich Lawrence**  
**Dana Nichols**

**Keith Bomstad**  
**Hal Edwards**  
**Rich Hawley**  
**Larry Keogh**  
**Joe McKay**  
**Tony Zito**



*Safety Coaches*



*Niru Davé*



## OSHA Required Safety Training

By Larry Schneider

On Wednesday, September 12, 1991, all maintenance personnel in Plywood, including forklift mechanics and electricians, were involved in a short course on fire fighting a first line defense.

The **Piltzville Volunteer Fire Department** conducted this training. The session

taught basics of fire extinguisher handling, hose handling, and some common sense techniques regarding when to (and when not to) fight certain types of fires.

Although it was a very brief class (about one hour), it presented material that could be very useful in saving the mill in case of a fire.

We are very fortunate to have a lot of volunteer firemen who work here at Bonner. These men can take charge of a situation until fire crews arrive on the scene.

### EDITOR'S NOTE:

The September issue of *The Tamarack* contained an article about the Plywood Maintenance crew presenting an award to **Don Pyette**. Some of our readers and members of **The Tamarack Editorial Committee** found the article to be vague in its explanation of the award. The article also contained some teasing remarks that were inappropriate.

*The Tamarack Committee extends its sincerest apologies to Don Pyette for any inconvenience our oversight may have caused him.* We would like to correct this error by presenting the article again this month in a manner that is clear and concise. We hope by doing so that we will clear up any questions or misunderstandings that were created by the first article, and perhaps more appropriately recognize a most valued member of the Plywood Maintenance Team.

## Plywood Presents The "Golden Crescent" Award To Don Pyette

By Larry Schneider and Crystal Nelson

On Friday, August 2, 1991, the **Day Shift Maintenance Crew** had a pizza party to celebrate another year with no lost time accidents. WAY TO GO GUYS!!

Along with the pizza party, an award was given to **Don Pyette**. "*The Golden Crescent*" award (pictured at right) was created by Don's co-workers and presented to him in appreciation for some exceptionally fast and efficient repairs he made on a forklift at a time when it was critically needed. Although the award was created partially "*in fun*", **Otis Seal, Bill Jackson,** and Don's fellow workers all appreciated the outstanding job Don did while filling in for **Roland Morrell**. The creation of "*The Golden Crescent*" award



*Otis Seal & Don Pyette*

was their way of saying "*THANK YOU*" to Don.

Congratulations Don — Keep up the good work!



## HOOD TO COAST RELAY RACE

On Friday, August 23rd, twelve champion employees from across the nation joined 750 other 12 person teams to run one of the largest relay road races in the world. The race started near the summit of Mount Hood, Oregon and covered 192 miles through Portland, Oregon to the beach at Seaside.

The team, **Champion Timber Trotters**, covered the course in 22 hours and 47 minutes. The five members of the team that were from Bonner are **Bob Zier** and **Gary Emler** from Log Processor, **Jim McKenzie** and **Jeff Webber** from Lumber, and **Dave Moser** from Accounting. Other members were from Tacoma, Libby, Roseburg, and Bucksport, Maine. Each member ran 3 legs of approximately 4 to 6 miles each.

This was the fourth year that Champion has sponsored a team for this event.



*TOP ROW (l to r): Jeff Webber (Bonner), Dave Burton (Bucksport, Maine), Dave Moser (Bonner), Jim McKenzie (Bonner), Bob Zier (Bonner), and Steve Williams (Tacoma).*

*FRONT ROW (l to r): Mike McDonald (Bucksport), Hugh Griffith (Libby), Dave Rumker (Oregon Timberlands), Gary Emler (Bonner), Gary Lamey (Libby), and Barb Hall (Roseburg, Oregon).*

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## Montana Cooperative Road Management Program



A cooperative program to promote public understanding and responsible use of forest and rangeland roads.

### THE ISSUE

Forest and rangeland roads are built to access and manage private and public rangelands and timberlands. These roads also provide access for recreational pursuits, such as sightseeing, wood cutting, fishing, hunting, berry picking, and mushroom gathering. Recent concern over the impacts of

current and anticipated vehicle use has prompted land management agencies to develop programs to direct when and how forest and rangeland roads are used.

### THE CONCERN

Many areas in Montana exhibit checker-



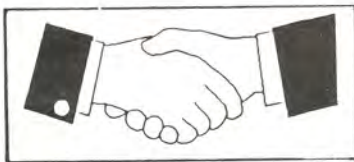
board ownership patterns. The Blackfoot, Clark Fork, Clearwater, Fisher, Gallatin, Swan, and Thompson river drainages are all examples of sizeable areas that contain forested and rangelands managed by:

- Bureau of Land Management
- Champion International Corporation
- MT Dept. of State Lands
- Plum Creek Timber Company
- USDA Forest Service
- Small industrial forest companies
- Other owners of private land.

Each of the major landowners has addressed the road management issue independently and has tried to regulate road use in a variety of ways. As a result, several different approaches have appeared on the ground. These differing approaches subsequently have generated confusion and growing numbers of questions among public users: which roads are open and when; why are certain roads closed and who closes them; who owns the lands that are accessed by the roads; and where is information on road use available?

In the summer of 1988, Plum Creek Timber Company met with representatives of the major forest and range landowners and proposed a comprehensive road management plan. The plan proposed standardized road signs throughout the areas of mixed ownership. The following year, Montana's major forest and rangeland managers, along with the Department of Fish, Wildlife and Parks, signed an agreement establishing a cooperative road management program.

Since the agreement's signing, an active steering committee has developed a standard format for signs and a public information program.



The signs are white on brown and most measure 12" x 18". They employ international symbols to convey restrictions and list the reasons for the specific road management

actions taken.

Now, whether you travel in the Blackfoot Valley, along the Fisher River, in the Gallatin River or Musselshell River country, or on Champion International, Forest Service or Montana state lands, you will find a uniform system of signs indicating road use restrictions.



### WHAT WILL THE PROGRAM ACCOMPLISH?

A cooperative road management program can:

- protect streams from sedimentation
- increase habitat effectiveness and security for wildlife
- improve hunting experiences
- protect wildlife from poaching
- reduce road maintenance costs to landowners
- reduce the spread of noxious weeds
- promote a positive attitude toward land management among landowners, resource agencies, and the public.



Montana Department of  
Fish, Wildlife & Parks



## OCTOBER ANNIVERSARY DATES

Fredie Treichel	Arthur Coverdell	Larry Reimann	Lee Murrell	Jeffrey Logan
Thomas Wothe	George Frisbie	David Stedman	Preston Ricci	Jay Loveless
Dwight Finney	Merrill Hansen	Wilbur Stedman	Ken Wisherd	Scott Pierce
Danny Allen	Michael Woodworth	Alan Wagner	William Robinson	Jim Martinson
John Bessette, Jr.	Joe D. Zito	Keith Bomstad	Harold Squires	
Gary Engebretson	Robert Adams	Charles Long	John Abel	
Richard Hiatt	Donald Baltz	Roy Plieness	Gregory Nordhus	
Keith Hilliard	James Berthoud	Vincent Russoniello	James Roach	
Brad Johnson	Gene Channel	Melvin Wartenbee	Richard Bullock	
Yalmar Lehnen	Jerry Lanoue	Hal Padden	Darrell Conway	
Dennis McGurk	Royal Newell	Ernest Stroh	Arthur Peterson	
James Nagle	Timothy Randles	Eugene Hertz	Edward Neumiller	
Richard Petroff	Walter Reiner	Darrel Slocum	Calvin Rex	
Ronald Philpott	David Tribble	Lawrence Perrine	Lon Baertsch	
George Porter	Peter Vucurovich	Randy Lundgren	Jeffrey Mallo	
Herbert Ritchey	Robert Zier	Clifton D. Farmer	Kenneth Stensrud	
Charles Samoiwa	Edward Johnson	Ronald Perkins	Michael Stroh	
Claude Stolp	Leslie Woldstad	Tom Scheidecker	Joseph Santos	
Georgia Garrison	Robert Carlson	Richard Zinke	Robert Dickens	
Clyde Praast	Dennis Rippley	Darrell Lindenmuth	William Sell	
Ronald Ramer	David Booi	Pearl Murrell	Tommy Hatch	
James Brown	Wallace Long	John Smith	Gary Thain	
Bruce Landquist	Johnny Larson	John Regan	Jerry Wemple	
Frank Needles	Rudolph Miller	Glen Munds	Deborah Stanley	

## OCTOBER SERVICE AWARDS

### — 20 YEARS —

DWIGHT FINNEY      TOMMY HATCH

### — 15 YEARS —

LEE MURRELL  
KEN WISHERD  
GLEN MUNDS  
PRESTON RICCI  
JOHN SMITH  
JOHN REGAN

### — 5 YEARS —

GARY THAIN  
WILLIAM SELL  
RUSSELL HICKMAN  
ROBERT DICKENS  
JERRY WEMPLE  
MIKE STROH  
DEBORAH STANLEY

## WEE CHAMPIONS



**KRISTA EILEEN MARTINSON**

Parents: **Brenda & Jim Martinson**

(Warehouseman)

Date of Birth: September 6, 1991 at 5:44 p.m.

Weight: 8 lbs., 4-1/2 ozs.

Length: 21"

Sister's Name: **Jamie Lee**





# Learning In The Manufacturing Organization

In the June, 1991, Manufacturing Systems newsletter **James A. Tompkins**, President of Tompkins Associates Inc., addressed the subject of "*Creating a Learning Organization.*" He compared a manufacturing organization to a basketball team, which becomes great only through practice and its ability to learn. He states, "*Your organization and the individuals within it must understand that the criteria of success are their ability to learn, to grow, to develop, to improve.*"


Employees in the organization need to be encouraged to "*take risks, to push the boundaries and to never stop learning.*" Leaders in the organization must "*define a vision of where the organization is headed and implement the culture of continuous improvement.*" This is best accomplished by building learning organizations.

According to Mr. Tompkins, for a manufacturing company to become or remain successful, it needs to embrace these twenty requirements:

1. Reduction of manufacturing costs.
2. Integration of manufacturing and marketing — teamwork.
3. Product development becomes integrated process.
4. Recognition of the "*global marketplace.*"
5. Shorter lead times, demanded by the marketplace.
6. Reduction of production lot sizes and set-up times.
7. Reduced uncertainty.
8. Balance of production processes.
9. Production and inventory control.
10. Reduction of inventories.
11. Adaptability of facilities and personnel.
12. Quality of product, information, and vendor.
13. Utilization of predictive and preventative maintenance.
14. Efficiency of product flow through the process.
15. Material tracking and control systems must be upgraded.
16. Human resource development replaces gimmicky motivational programs. Environment supports happy and motivated employees.
17. Honesty and ethics will support the team concept.
18. Simplify wherever possible.
19. Integration of systems across the organization.
20. Management must develop strategic master plan.

It is the leader's role to define the vision and to create an atmosphere whereby the vision can become reality. The process of continuous improvement is a process of learning. It is the way of the future for manufacturing organizations that want to remain competitive.

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- **Pool, Sauna, Steam Room**
- **Activites for Women**  
of all ages & fitness levels
- **The Nautilus Diet**
- **Comfortable atmosphere**
- **Friendly & Motivating Staff**



THE Women's CLUB





## “HOT SHOTS”



# Firearms Safety Depends On YOU!

By The Champion Nursing Department

The Montana Department of Fish, Wildlife, and Parks offers this information for hunting safety.

### 1. Always keep the muzzle pointed in a safe direction.

Never point your gun at anything you do not intend to shoot. This is particularly important when loading or unloading a firearm. In the event of an accidental discharge, no injury can occur as long as the muzzle is pointing in a safe direction.

Make a habit to know exactly where the muzzle of your gun is pointing at all times, and be sure that you are in control of the direction, even if you fall or stumble. ***This is your responsibility, and only you can do it.***

### 2. Firearms should be unloaded when not actually in use.

Firearms and ammunition should be secured in a safe place, *separate* from each other, when not in use. It is ***your responsibility*** to prevent children and careless adults from gaining access to firearms or ammunition. Unload your gun as soon as you are through. Unload your gun immediately when you have finished shooting, well before you bring it into a car, camp, or home.

***Never assume a gun is unloaded — check for yourself!*** Never cross a fence, climb a tree, or perform any awkward actions

with a loaded gun. Never pull or push a loaded firearm toward yourself or another person. There is never any excuse to carry a loaded gun in a scabbard, a holster not being worn, or a gun case. When in doubt, unload your gun!

### 3. Don't rely on your gun's "safety".

Treat every gun as though it can fire at any time, regardless of pressure on the trigger. The "safety" is a mechanical device and can fail to work at any time. ***Never assume that a gun won't fire just because the "safety is on".***

***Never touch the trigger on a firearm until you actually intend to shoot.*** Never pull the trigger on any firearm with the safety on the "safe" position or anywhere in between "safe" and "fire". It is possible that the gun can fire at any time, or even later when you release the safety, without your ever touching the trigger again. Never place the safety in between positions, since half-safe is ***unsafe. Keep the safety on until you are absolutely ready to fire.***

Regardless of the position of the safety, any blow or jar which is sufficient to actuate the firing mechanism of a gun can cause it to fire. This can happen even if the trigger is not touched, such as when a gun is dropped. Never rest a loaded gun against any object because there is always the possibility that it will be jarred or slide from its position and fall with sufficient force to discharge. ***You*** and safe gun handling procedures are the real "safety".

### 4. Be sure of your target and what's beyond it.

No one can call a shot back. Once a gun fires, you have given up all control over where the shot will go or what it will strike. Be sure that your bullet will not injure anyone or anything beyond your target. Firing at a movement or a noise without being absolutely certain of what you are shooting at constitutes criminal disregard for the safety of others.

Be aware that even a .22 short bullet can travel over 1-1/4 miles, and a high velocity cartridge such as a .30-06 can send its bullet more than 3 miles. Shotgun pellets can travel 500 yards, and shotgun slugs have a range of 1/2 mile. Keep in mind how far a bullet will travel if it misses its target or ricochets.



### 5. Use the correct ammunition.

Improper or incorrect ammunition can destroy a gun and cause serious personal injury. It only takes one cartridge of improper caliber or gauge to wreck your gun, and only a second to check each one as you load it. Use only ammunition that exactly matches the caliber or gauge of your gun.

Ammunition that has become very wet or has been submerged in water should be discarded in a safe manner. DO NOT spray oil or solvents on ammunition or place ammunition in excessively lubricated firearms.

Form the habit of examining every cartridge you put into your gun. Never use damaged or substandard ammunition — the money you save is not worth a ruined gun or very much worse.

### 6. If your gun fails to fire when the trigger is pulled, handle with care.

If this occurs, keep the muzzle pointed in a safe direction. Keep your face away from the breech. Then, carefully open the action, unload the firearm, and dispose of the cartridge in a safe way.

Any time there is a cartridge in the chamber, your gun is loaded and ready to fire — even if you've tried to shoot and it did not go off. It could go off at any time, so remember Rule No. 1 and point the muzzle in a safe direction.

### 7. Always wear eye and ear protection when shooting.

Exposure to shooting noise can damage hearing, and twigs, falling shot, clay target chips, and the rare ruptured case or firearm malfunction can damage vision. This rule will help protect *you*.

### 8. Be sure the barrel is clear of obstructions before shooting.

Before you load your firearm, open the action and be certain that no ammunition is in the chamber or magazine. Then glance through the barrel to be sure it is clear of any obstruction, even a bit of mud, snow, oil, or grease. These can cause dangerously increased pressures, causing the barrel to bulge or even burst on firing, which can cause injury to the shooter or even bystanders. Make it a habit to clean the bore with a cleaning rod and

patch to wipe away anti-rust compounds in the gun each time immediately before you shoot it. If the noise or recoil on firing seems weak, or doesn't seem quite "right", **cease firing immediately** and be sure to check that no obstruction or projectile has become lodged in the barrel.

### 9. Don't alter or modify your gun, and have guns serviced regularly.

Any alterations or changes made to firearms after manufacture can make the gun dangerous and usually void any factory warranties. Since your gun is a mechanical device it requires periodic inspection, adjustment, and service.

### 10. Learn the mechanical and handling characteristics of the firearm you are using.

Not all firearms are the same. Familiarize yourself with the particular type of firearm, the safe gun handling rules for loading, unloading, carrying, and handling that firearm, and the rules of safe gun handling in general. If you have lost the instruction manual that you received with your gun, simply contact the manufacturer for a free copy.

Now some tips from people around the mill:  
**Never go hunting alone.**

**Write down where you are going and keep to that plan.** You could also tell someone your plans.

Alcohol, drugs, and hunting don't mix. If you do mix them, you are taking chances with your own life and the lives of others too.

**Wear orange** if you're out in the woods during hunting season, *even if you're not hunting*.

**Never put a loaded gun in a vehicle.** And **you** make sure that the gun is not loaded.

The person with the gun in his possession has a full-time job. He cannot guess, he cannot forget. He must know how to use, handle, and store his firearm safely. Do not use any firearm without having a complete understanding of its particular characteristics and safe use. **There is no such thing as a foolproof gun.** The person holding the gun is responsible for the safe use of that gun.



# HALLOWEEN GOODIES: Trick or Treat?

The empty calorie gremlins will be out in full force again this October 31, as trick-or-treaters gather artery-clogging, fatty chocolate bars and treacherous-to-teeth sugary treats in their bags. Although a once-a-year indulgence probably isn't harmful, Halloween ushers in the winter pig-out holiday season, so there's no better time than now to begin to teach children how to celebrate holidays.

To reduce the amount of junk food your children collect, put a limit on the number of homes they visit. Go with them to knock on doors of friendly neighbors.

After the loot is collected, parents have three options:

1. Allow children to gorge themselves Halloween night, and throw all the other garbage away. (Hints: Serve a tempting meal with children's favorite beverage before they leave.) Make sure children brush their teeth well, after they've sampled their bags.
2. Ration the treats over the next week or two. (On the surface, this appears to be the best option, but children may get the idea that candy is really special, so they crave even more.)
3. Let children decide when to eat their goodies. (IF the foods your family eats are generally nutritious, and IF candy is treated with neither reverence nor disdain, most children will nibble for weeks, may share their bounty with parents or siblings, and probably will only eat their favorite items.)



Families who establish responsible eating behaviors as just one part of every celebration find that their children have the best of times on holidays. Happy Halloween!

## FOR A HAPPIER, SAFER HALLOWEEN:

- Choose bright costumes decorated with reflective tape.
- Use makeup instead of masks.
- Hand a flashlight to your children as they exit your home.
- Accompany young children.
- Collect treats in small bags that won't spill easily.
- Avoid long or awkward costumes, candles, and high-traffic areas.
- Trick or treat only at the homes of friends.



## WHAT'S SO SPECIAL ABOUT

# O·C·T·O·B·E·R·?

### NATIONAL LIVER AWARENESS MONTH:

The liver helps the body digest and store food. It develops clotting factors without which a person could bleed to death. It filters wastes and poisons from the blood. Because the liver performs so many varied jobs, its diseases — from hepatitis to cancer — can be very serious. To keep your liver in good repair: eat a healthy diet; don't smoke; limit consumption of alcohol; wear protective clothing and/or a mask when using paint thinners, harsh detergents, household or garden sprays; and be sure to get moderate sunshine and exercise.

### CUSTOMER SERVICE WEEK:

October 7-11, 1991

The International Customer Service Association (ICSA) heralds this as a time to recognize what it means to CARE about customers. After all, says the association, "*Customers are really everything.*" Equally important to the process are employees who deliver the quality service that generates customer satisfaction and keeps customers coming back. Join us in acknowledging that customers and customer-minded employees are the keystones of our business!



### COLUMBUS DAY:

October 12 (traditional)

October 14 (observed)



### NATIONAL PET PEEVE WEEK:

October 14-19, 1991

Cracking knuckles, sniffing, late arrivals, unreplaced toothpaste caps. Are any of these among your pet peeves? This week might be a good time to tell offenders what you dislike about their actions. Time to stop the little things in life that annoy you the most!

### NATIONAL BOSS DAY:

October 16, 1991

Don't embarrass your supervisor with a commercial card or cake. Instead, spend the day overwhelming him or her with an "A plus" job and a hefty dose of consideration.

### HALLOWEEN:

October 31, 1991

Trick or Treat!



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

Crystal Nelson, Editor  
Sue Hogan, Assistant Editor



## Champion

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