

The Tamarack



BONNER, MONTANA

SEPTEMBER 1992

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Labor Day September 7, 1992

By Deb Moravec

On the first Monday of September, those who work are honored by being given the day off! Labor Day is a day to commemorate our nation's work force. It was first observed on September 5, 1882, due to the efforts of Peter J. McGuire.

Mr. McGuire was a member of the Knights of Labor and the president and founder of the United Brotherhood of Carpenters and Joiners of America, an important labor union. Labor unions were created to help the hundreds of thousands of factory workers gain fair wages and safe, satisfactory working conditions. Peter McGuire was a leader in the labor union movement. He suggested to the Central Labor Union of New York City that a day be spent honoring America's work force. So on September 5, 1882, there was a huge Labor Day Parade and celebration in New York. Over ten thousand workers paraded, and there were dances, picnics, fireworks and speeches.

The General Assembly of the Knights of Labor passed a resolution in 1884 declaring the first Monday in September Labor Day and asking that it be an annual celebration. In 1887, Oregon became the first state to make Labor Day a state holiday. And on June 28, 1894, President Grover Cleveland signed a bill passed by Congress that made Labor Day a legal holiday in the District of Columbia. The rest is history—Today all fifty states celebrate Labor Day. The holiday has taken on a somewhat different meaning than it had a hundred years ago. Then, relations between workers and managers were often bitter. Workers were paid very low wages, forced to work in dirty and unsafe work conditions. Some had to work long hours — twelve to fourteen hours a day, seven days a week.

Labor unions helped to improve working conditions, and Labor Day helped the country to recognize the hard work of men and women in factories everywhere. Today, most workers enjoy better wages and improved working conditions.

This year, Labor Day is observed on Monday, September 7th. On this Labor Day, let us remember our heritage: the unions, the working men and women of the past and present, whom through their efforts of — blood, sweat and tears have made and are making it better for all of us!

MANAGERS' MESSAGES

Six Month Review

By Bob Brewer

The first two quarters are now completed and I thought a review of our results would be of interest. I believe our performance for this period was exemplary. As you know, our core values, in order of priority, at Bonner are: **Safety, Participation, Customer Service/Product Quality, and Cost Effective Productivity.** I believe the best way to review our performance is to measure our success in meeting and fulfilling our core values; so, this is the basis I have used in reviewing the past six months.

Safety — We have had a superb safety performance during the first six months of 1992. Our results, in **all** categories except one, are equal to or better than our performance during the same time period in 1991. Of particular note is the achievement of the Lumber Department with 18 consecutive months of no lost time accidents, while the Log Yard/Processor and Central Services have now completed **8** and **5** consecutive months without a lost time accident. Our Lost Workday Rate and OSHA Rate are better than our 1992 goals. For the first **6** months our rates are:

	Actual	Goal
Lost Workday Rate	1.6	2.2
OSHA Rate	7.9	9.9

Everyone's continued focus and concern for safety is needed if we expect to continue to improve our safety performance. I know we'll meet the challenge for the balance of 1992 and complete the year with improved results. We also completed our third regional safety audit in February. The results are better than those of the two other audits which is encouraging, but there is still room for improvement which I am confident we will make before next year's audit. Another noteworthy "safety" event was the selection and training of our Safety Coaches. The mission is to improve the effectiveness of our safety meetings.....which they have done. They have also trained many other employees in safety effectiveness and have become a vital resource and positive impact on safety throughout the plant site. Their skills were recognized by the safety audit team and operations have requested their assistance. This is a credit to their dedication in creating an improved safety environment and awareness by all Bonner employees. As our number one core value, Safety, must remain paramount in our actions and job performance.

Participation - The change effort continues to proceed also. All departments are now involved, with eight to ten area teams, numerous task teams working on problems that will improve operation efficiency. Department Transition teams are overseeing the process in their respective areas. The formation of the joint union/management team to oversee and guide the process at Bonner should be a positive contributor to our change effort at Bonner. We began this effort in 1988 and have moved slowly but steadily with the last nine months showing the most progress. We have a long way to go in this change effort journey but I believe we have the organization and dedication to continue to create an environment where continuous improvement can be achieved through involvement by all employees. Like Safety, change effort improvement is a must if we are to increase our effectiveness and profitability. The tools are there, we must use them to our competitive advantage. We have accomplished a great deal in the first six months but we must continue the same effort the balance of the year.

Customer Service/Product Quality - We have done much the first six months to better understand what our customers want and need from us as their suppliers. We have accomplished this through customers in Minnesota, North Dakota, Washington and Montana. Customers have also visited Bonner to view our manufacturing processes and discuss opportunities that would be mutually beneficial. Employees from the floor have had the opportunity to visit customers that have received defective material from their plant. These meetings, I believe, are invaluable lessons in creating and developing customer relationships which "personalizes" the manufacturing process.....recognizing that our customers have needs that must be met if we are to remain a supplier. Customer contact and visits will continue to be a focus at Bonner for the remainder of 1992. Our product quality remains excellent and like Safety our six month performance is better than our 1991 performance in both the Plywood Plant and Studmill. We have reduced our claim dollars by **46** percent in 1992, as compared to 1991. An emphasis on quality remains a key to success. The CDQ training sessions that were conducted the past seven months represent an excellent foundation on what quality is and why it is important. The training was excellent, well developed and presented by the teams involved in the training.

(Continued on Page 3)

MANAGERS' MESSAGES

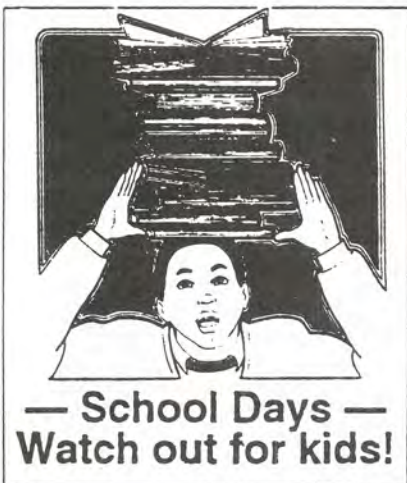
(Six Month Review...Continued from Page 2)

We will continue our focus on quality.....A must if we expect to continue to receive premium prices for our products. Quality is a competitive advantage we currently have and we must retain and improve upon it.

Cost Effective Productivity - Key performance indicators in production volume, recovery, production per total labor manhours, total labor dollars and R & M expenditures are all near or slightly better than our operating plan for the first six months of 1992. The plants have operated well and our cost of manufacture is excellent. The big lift for the plants came from excellent product prices in the first six months. Some items, particularly in studs, reached all time highs. The achievement for Bonner was that both plants performed very well and managed costs superbly so that we were able to maximize our profit potential during this time. The next six months look to be more difficult as prices have dropped, substantially in some cases, and costs, logs and labor, have increased. Continued productivity improvements, cost controls and quality improvements are more important than ever so we can maintain our profitability. Like the three other areas previously discussed, Productivity must also be a focus for everyone.

I believe the efforts and results for the first six months are excellent from any measurement you could use. Is there need and room to improve?..... Yes.

Can we? That answer rests with all of us, but I believe we will continue to perform better the remainder of 1992. Everyone's best efforts are needed if we are to accomplish this mission.



— School Days —
Watch out for kids!

Lumber Department Gets Thanks From Bart

By Bart Goldbar

The Lumber Department continues to be a safe and profitable operation because of the efforts of all of its employees and support personnel. I take this opportunity to say thanks for a job well done.

Aside from an impressive safety effort, there are other areas that we have been focusing our energies on. The Customer Driven Quality Seminars that we conducted last December have resulted in our employees visiting customers as well as bringing customers to our operation. There is a heightened awareness of internal as well as external customers and the importance of producing a quality product.

Recently, we instituted Statistical Process Control in several areas of the department and began collecting data for analysis as well as identifying immediate problems that can be corrected on the spot. We expect to see a steady improvement in our operation as this process spreads to all areas of Lumber and ties our Customer Driven Quality and Continuous Improvement efforts together.

We are also taking another look at our training process in an effort to improve our ability to meet the changing needs of our operation.

Last, but not least, the Lumber Management Team will, on a regular basis, be examining the way that we conduct ourselves to ensure that we are fulfilling the commitments that we made when we initiated the PM Process in Lumber.

All in all, this is a very busy time for the employees of the Lumber Operation. Keep up the good work.

SAFETY

News From The Safety Coaches

By John Abel

Some of the safety coaches recently attended a workshop presented by Don Dills on "Effective Presentation Skills." The coaches are re-tooling the effective safety meeting training on preparing and presenting material and the use of audio visual aids into a new workshop to train PM people. Persons involved in PM meetings will soon be asked if they would like to participate in these two day workshops to be conducted in September and October.

We have several new safety representatives around the plant and are preparing an effective safety meeting skills workshop to train these people. If your department has a new representative, have them get in touch with us. This workshop will be in September.

The safety coaches would like to remind everyone that the resource library has received many new safety videos. We now have about 60 films in stock. Please contact a safety coach and use the resource library.

Safety coaches have been conducting a survey of safety meetings throughout the mill. We appreciate everyone's help in filling these out. Hopefully, we will be able to help you improve your meetings when the survey results are compiled.

No Lost Time Accidents Celebration Plywood Maintenance - Day Shift

The maintenance day shift employees of the Plywood Plant recently enjoyed a pizza party, celebrating 4 years and 3 months with no lost time accidents.

Bill Jackson, Plywood Maintenance Supervisor, pointed out that he appreciated everyone working safely and hopes that the next four years will be the same.

No Lost Time Accidents Celebration Plywood Dryers - Swing Shift

Picture and Story By Leonard Moore

The dryer swing shift employees enjoyed all of the pizza they could eat during a recent safety meeting. A job well done for these employees for going one year with no lost time accidents.

(Curt Hansen, Dryer Foreman and Leonard Moore, Safety Representative.)



National
Hunting
and
Fishing
Day

September
26



Put safety first!

PARTICIPATIVE MANAGEMENT IN PROGRESS

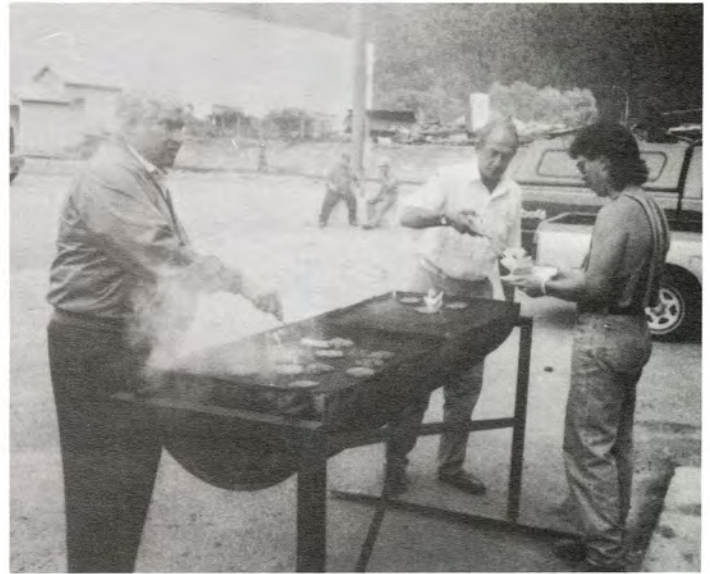
Team Work Benefits Everyone

By Kevin Andrews

A big part of the change process going on here at the Bonner operation involves teamwork and cooperation between management, maintenance personnel, and production personnel. This past week was a great example of how teamwork can benefit everyone involved.

About mid-June, the area teams got together for their quarterly meeting to discuss points of interest among all the teams. The teams felt that we needed a way to acknowledge the work that had been accomplished. Ken Barker came up with the idea of having a barbecue. From this point, things were set in motion.

I would like to thank everyone involved in making the barbecues a success. In particular, I would like to thank Ken Barker, Hal Edwards, Tom McKoy, Gregg Bauer, Doug Shoup, and Deb Moravec for all the hard work they did in coordinating the schedule, finding a caterer that was willing to deliver at 2:00 A.M., and getting everything set up for each lunch. I would also like to thank Bob Brewer and Tom Breum for their part in arranging the meals and also for flipping burgers at the



various lunches. Also, thanks to the supervisors for getting people free to help out.

Hopefully, with everyone's continued support of focusing on process improvements in the Plywood Plant - - which enables us to manufacture a competitive quality product - - we will be able to continue having special lunches like the ones this past week.

Again, thanks to all.



NEWS FROM OUR TIMBERLANDS

Bald Eagles: A Wildlife Success Story

By Carlton N. Owen

From our money to art to mascots for sports teams, no image is more prolifically portrayed than that of the American Bald Eagle. The eagle stands for freedom, success, strength, wildness, and much more.

While its likeness is visible in almost every aspect of daily life, the bald eagle itself was once perilously close to becoming nothing more than a memory in the wild. Although normally the predator, eagles have themselves fallen prey to a myriad of assaults. Fish contaminated with the pesticide DDT, lead poisoning and indiscriminate shooting all contributed to the decline.

Today, with contaminants (such as now-banned DDT) in decline, and with other problem areas improving, eagle numbers are once again increasing. Twenty years ago the eagle was listed as "endangered" over much of the U.S. From less than 2,500 pairs in the continental U.S., bald eagles have more than doubled in the last two decades.

Aggressive rearing and release programs by state and federal wildlife agencies have supplemented the overall populations and restored birds to previously vacated areas.

While government programs have been critical components in the eagle's comeback, private landowners have played an important role, as well. Early in the battle to restore eagle numbers, landowners in almost every state voluntarily aided biologists in protection and restoration efforts. Many landowners set aside bald eagle nesting sites on their lands, and others protected traditional eagle roosting sites along rivers and around lakes.

Champion International lands alone are home to seven nesting eagle pairs in Maine, along with several additional pairs in Florida, Montana, and Washington. Each pair is monitored to determine nesting success and to ensure continued protection.

Partnerships, cooperation, and the efforts of dedicated wildlife agencies and their staffs, have all led to the point that many are suggesting that bald eagles have recovered sufficiently that they should be considered for

removal from the Endangered Species list.

Bald eagles are listed as "endangered" over much of the U.S. and "threatened" in Oregon, Washington, Wisconsin, Minnesota, and Michigan. Due to high population numbers, eagles are not listed at all in Alaska. Some birds continue to be lost to indiscriminate shooting and habitat loss, yet, overall, bald eagle populations appear to be firmly on the road to a complete recovery.

Even without protection offered by the Endangered Species Act, there would not be an "open season" on eagles. In 1940, Congress passed the Eagle Protection Act just to aid in efforts to protect our national symbol and its close kin, the golden eagle. Eagles are also protected under the Migratory Bird Treaty Act.

Carlton N. Owen

Carlton N. Owen is Director of Wildlife & Resource Issues with Champion International Corporation. In this capacity he has responsibility for wildlife, recreation, and certain environmental forest policy issues for Champion's 6.2 million acres in the U.S.

Owen has been with Champion for more than two years. Previously, he was Executive Director of the American Forest Foundation in Washington, D.C. Owen's other career experience includes seven years as a wildlife biologist with Potlatch Corporation in Arkansas, and Executive Director of the Mississippi Wildlife Federation.

Owen has a B.S. degree in Forestry and an M.S. degree in Wildlife Ecology, both from Mississippi State University. He is a Certified Wildlife Biologist and a member of more than two dozen professional and conservation organizations.

He and his family reside in Simpsonville, SC.

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Champion International Corporation
37 Villa Rd., Suite 319, B-141
Greenville, SC 29615

CUSTOMER DRIVEN QUALITY**CDQ In The Log Processing Department**

By Tom Hilmo and Dick Shimer



As we enter into this entity called "Managing Quality" for our customers, both internal and external, we must bear one thing in mind. We are basically in a commodity market. This means that we are in competition with many other mills that make the same products to the same specifications that we are. Aside from minor variations, the only differences we, as a manufacturer, can offer our customers are quality of our products and service. Whether it is cost control, percent of on grade products, timeliness of orders or response to customer needs, we all affect the total in one way or another.

During the month of July, the Log Processing Department conducted several days of Customer Driven Quality Awareness Sessions at the Reserve Street Inn. The sessions began at 8:00 a.m. with opening statements from union representatives and the department supervisors, stating the importance of the continued effort of CDQ. Each committee member made a presentation to define the meaning of Customer Driven Quality. Each day ended with a fishbowl (question and answer session) consisting of committee members and selected individuals from other departments at Bonner and Timberlands.

Through training sessions such as this, our goal is to increase the awareness of the impact that we all have on total quality and what

opportunities there are to improve the system. Only through quality improvement can we increase our pride in our products, our productivity as a manufacturing organization, and our security in the industry.

The spirit of cooperation that exists when employees work double shifts to allow total participation to attend sessions such as this, is a giant step in the direction of CDQ.

Committee Members:

Art Bailey
 Bob Carlson
 Dwight Finney
 Carmel Garnett
 Richard Hiatt
 Joe McKay
 Gerry Ramer
 Craig Thomas
 Fred Treichel

Facilitators and Others Involved:

Tom Blake
 Tim Daniel
 Mel Lockridge
 Deb Moravec
 Doug Shoup

AROUND AND ABOUT BONNER

What Took Place At Bonner During The August Shutdown?

The two week shutdown (August 1-17) enabled us to complete routine yearly maintenance and contracted boiler repairs necessary to keep the plant site safe and operational.

Here are the highlights of the extensive repairs that took place:

- Tube replacement and fire wall repair.
- Revamped scrubber internals.
- Extended and relined boiler spreader chains.
- New chain installed at No. 16 waste conveyor.
- The settling pond was dredged out for storm water run off.
- Divers cleared out 30 years of silt at the diesel pump and process water pumps.
- Contractors installed a new ash auger in the rear of the No. 1 boiler.
- The D.A. tank at the boiler and the Plywood flash tanks were tested for cracks.
- Repaired vat drive.
- Replaced the old chip blow pipe system from the Sawmill to the chip bin.
- Rebuilt and replaced the hog.
- Layed down a new concrete surface in front of the block dumps.
- Asbestos was removed at the Dry Kiln tunnel and pipes were re-insulated.
- Dry Kilns were recoated.
- Changed out knife carriage at No. 2 lathe.
- Built new apron for No. 2 lathe.
- Replaced worn out hydraulic pipe at the No. 2 lathe.
- Built a new 90° drop corner at the transition off of the Log Processor chains onto the Plywood vat infeed chains.



C.H. MURPHY COMPANY
Boiler Repairs (tube replacement and fire wall repairs)



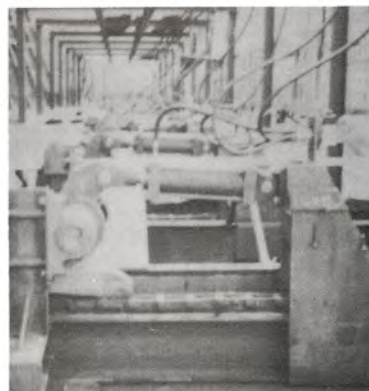
JIM RITCHEY (Plywood Plant)
Lathe Repairs



PAUL BARR of C.H. MURPHY COMPANY
Boiler Repairs (tube replacement and fire wall repairs)



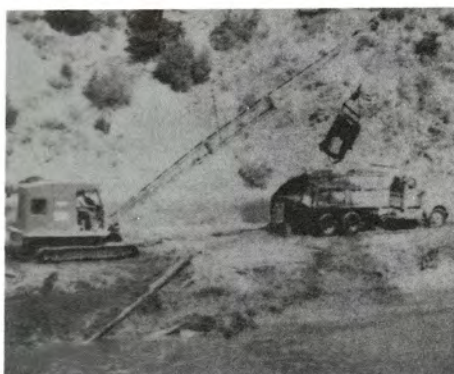
C.H. MURPHY COMPANY
Boiler Repairs (tube replacement and fire wall repairs)



PLYWOOD MAINTENANCE
Vat Drive Repairs



PNEUMATIC CONSTRUCTION, INC.
Chip Pipe Installation and Repairs



R.E. MILLER & SONS
Dredging of the Settling Pond



INSULATION ENTERPRISES
Re-insulating the main steam lines at the Dry Kilns



PLYWOOD MAINTENANCE
Built a new 90 degree drop corner onto the Plywood Vat Infeed Chains

PROFILES

Chris Murphy Retires



By Sue Hogan

Chances are that if you have ever driven down Highway 200 East in Bonner and glanced over at Kelley Field, the boulevard area by the Bonner housing, or the lawns in front of the Main Office building, that you have seen Champion employee Chris Murphy at work. However, after many years of service at Bonner, Chris is now ready to enjoy retirement.

Ever since Chris became a Central Services utility person in March of 1980, it has been important to him that Champion's lawns look nice and that all of his equipment is in good working order. "The most enjoyable part of my job," replied Chris, "was the peace and quiet. The time always passed quickly, especially during the good weather."

Although Chris has been in the Central Services Department for many years, he has worked a large variety of jobs off and on at Bonner since 1974, when he was first hired to work in the box factory. After 1958, Chris tried many other job experiences through the course of the years. His experiences range from working on the family farm in Stevensville, serving in the United States Army in Germany with a heavy weapons support unit, to attending mechanic's school in Fargo, North Dakota. Becoming an automotive mechanic gave Chris the opportunity to work at many local businesses in Missoula: Wes Sprunk, Bourquin's Conoco, and Washington Construction.

Chris has seen many changes at Bonner over the years. "I believe that if the timber supply would have been better managed years ago," Chris stated, "we could have had a more stable work force - - not up and down like it is. Of course, everything is more modernized now, which enables us to utilize the logs much better."

Chris has many plans for his retirement years. One of his ambitions is to stay active in Democratic politics; working for candi-

dates. The concerns of senior citizens is also important to Chris. He plans to help them in any way he can. Chris is a member of the Montana Wildlife Federation, the American Legion, and the Elk's Club. Chris also enjoys hunting, fishing, and traveling. His dream is to one day travel around Europe. Chris is the second generation of three that has worked at Bonner. His father, Chris, Sr., worked a variety of jobs with the Anaconda Company. His son, Casey, works as a forklift driver in Plywood. Chris also has two daughters, Christie and Cindy.

Chris, what are your last words of wisdom for the people at Bonner?

Take life one day at a time and always keep a positive attitude. I hope the mill keeps on running and things work out good for everyone!

Customer Profile GEORGIA PACIFIC

By Alan Wagner

Georgia Pacific Corporation is not only a competitor of Champion, but they are also one of Champion's largest customers. GP's home office is based in Atlanta, Georgia and employs 10,000 people in its network of businesses.

GP started out as a plywood company. They are now into chemicals, building products and paper products. GP has the largest distribution business in the U.S. They have 144 branches located throughout the U.S.

In the building products segment of their operation, GP distributes a full line of building products including: lumber, plywood, hardwood, shingles, shakes and many more building products.

GP's philosophy is to buy the highest quality product at the most affordable price. Customer service is very important, according to Steve Calderly, buyer for GP, who is located in its Western Regional Headquarters office in Pleasanton, California. They provide out of warehouse service the next day and make it a practice to visit their customers bi-monthly and weekly, if possible, offering them a high quality product.

When they sell studs such as Champion's, they make sure it is a quality product because they sell our studs under the GP name.

Quality, correct products for orders, packaging and correct tally is important to GP when they purchase products from suppliers such as Champion.

Meet Our Summer Employees!

What are your plans and goals for the future?

Lewis Lau is majoring in Computer Science. He would like to be a Systems Analyst for a large corporation like I.B.M.



Laurie Welch has just completed Pre-Nursing at the University of Montana. She plans on finishing her nursing training in the upper division at a school that she has not yet picked out. Her goal is to become an R.N.



Derek Bunnell is majoring in Secondary Education and Physical Education. He would like to be a Teacher. He is currently coaching.



Reuben Diller would like to continue as a full time employee. He is getting married in October and would like to go to Art School some day.

Jason Straight is studying Auto Mechanics. He will start out working for some large car dealership with hopes of having his own shop some day.



Shane Bryson is majoring in History. He would like to be a High School teacher with a coaching position in football and basketball, also.



Rebecca Loran is a Nursing Student studying to become an R.N. She would like to specialize in Surgical or O.B. Nursing.



Scott Becker is majoring in Creative Writing. He will continue on to Graduate School. He would like to write books and short stories.

Ian Weber is majoring in Accounting and Business Administration. He wants to work in accounting for a large firm with a business of his own on the side.



Dennis Vollin is majoring in Liberal Arts at a seminary school. He wants to become a minister in the Christian faith.



Gordon Stephens is majoring in Math. He wants to be a Math Teacher at the high school level and also wants to do some coaching.



Karis Ridley is an Accounting Major. She wants her C.P.A. She would like to become a partner in a big accounting firm.

Paul Huxtable is majoring in Micro-biology. He has hopes of becoming an Optometrist. In the long run, he wants his own business.



Paula Newell would like to further her education to become a Grade School Teacher.

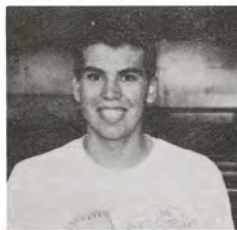


Curtis Phelps is majoring in Business Administration; with a special emphasis on Marketing. He will work for a large advertising firm with hopes of owning his own advertising business in 8 to 10 years.





Tara Cutler has already majored in Russian Language. This next year she plans to get her Teacher's Certification so she can teach Russian and Japanese.



Jason Nagle hopes to go on a mission for the L.D.S. Church in March. He is saving money for the trip.

Rob Ridley has hopes of teaching History at the high school level.



Scott Mizner is majoring in Business Administration with plans to become a consultant for business people.



Jon Lamb - with a degree as a Surgical Technician, he wants to work at a hospital and to further his education to become an R.N.



Elizabeth Weber is majoring in Business Administration. She would like to have her own business and become her own boss. She plays volleyball at Jamestown College.

Robin Thompson will soon become Robin Bell. She is studying to be an X-ray Technician. She wants to start in a hospital and then have her own practice.



Teng Moua is majoring in Engineering: Aero Space Engineer at Gonzaga University in Spokane, Washington.



Bret Gravatt is majoring in Pharmacy. He wants to go into Bio-medical Research or would like to get his Ph.D. and teach on the college level.



Chad Hilmo is a major in Computer Science. He would like to work for a large company in their computer department.

Chris Berthoud will be attending North Idaho College in the fall, majoring in Law Enforcement.



Christina Pfyffer is majoring in Physical Therapy. She would like to have her own physical therapy practice; possibly in sports medicine.



Mark Froehlich plans to finish school in International Affairs. He wants a future job in International Business or law, to possibly become a diplomat.



Daniel L. Wagner is an Industrial & Management Engineering student at Montana State University. He attended 2 years at the University of Montana. He will receive a Bachelor of Science Degree in I&ME. He wants to work in the industry for 2-5 years for the practical experience and then go back and get a Master's Degree in I&ME. He will eventually work on a Ph.D. and teach at the college level while doing research.

Brian Hinthner is studying Auto Body. He would like to own his own Auto Body and Paint Shop some day.



EARLY DAYS AT BONNER

The Margaret Hotel

A stylish trend setter and home for a spur line of the Santa Fe Railroad

By Glenn Smith



Showplace of Bonner — Hotel Margaret

A beautifully ornate hotel was built at Bonner in 1892 on a lot of ground located east of the Lumber Department parking lot. The front entrance faced the “White House” Main Office, and bordered Margaret Street, which connected Lubrecht Avenue (the street running in front of the Main Office) and Ross Street (running between the Lumber Department parking lot and the spot where the old Shay Engine was parked).

Constructed just 19 years before the Royal British “Titanic” was christened and slipped into Belfast Harbor, Ireland, this elegant hotel was to become a gathering place for the elite — setting the stage for the Gay 90’s, not to mention being an exquisite showplace for the Missoula Area. The beauty of the luxurious and stately Hotel Margaret (named after Margaret Robinson, one of Bonner’s first school teachers) was further enhanced by well manicured lawns, flowers, and stately birch and maple trees.

The select grades of wood paneling in the

lobby, together with the polished and glistening wood carvings, was tribute to the craftsmanship of the mill workers who created them, and also demonstrated the mill’s ability to produce a quality of lumber unequaled by anyone.

Pages of the hotel’s guest register, such as this one, show that many influential people

Hotel Margaret

Guest Register

October 18, 1894

‘For Good Livery inquire at office’

Mrs. Pope Catlin

Miss Sadie Catlin

Mr. & Mrs. E. L. Bonner

Miss Linita Bonner

Mrs. R. A. Eddy

Mr. & Mrs. A. B. Hammond

(Continued on Page 13)

EARLY DAYS AT BONNER

(The Margaret Hotel...Continued from Page 12)

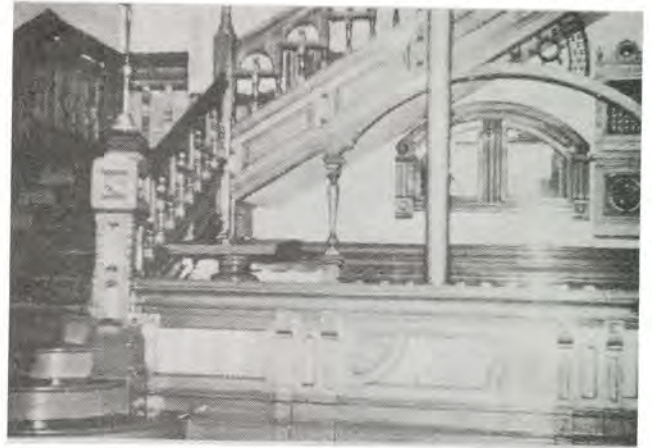
who settled and developed the Missoula Area chose the Margaret as a place to gather and socialize.

Managers for the Hotel Margaret were Mr. and Mrs. Me'me (May) Bellefleure, Mr. and Mrs. Will Fowler, and Mr. and Mrs. Henry Kosch.

Excellent meals were served in the dining room, enhanced with fresh vegetables grown in a garden located where the lawns are now planted behind the "White House" Main Office. Jimmy Nagle, lift truck operator for the Planer Infeed, stated that his mother worked at the hotel as part of the kitchen staff and that he enjoyed many meals at the hotel, especially the desserts, and he panhandled all the ice cream and cookies he could get away with. During the last years of the hotel, mill workers could enjoy a family style lunch served in the dining room. Ernie Stroh, a lift truck operator in the Lumber Shipping Department, commented that for \$1.25, you could enjoy a lunch with as many servings as you wanted. A favorite pastime for many of the local kids was to shake down the kitchen staff for samples of the excellent pastries that were baked at the hotel. For most of us, this was an easy task and we hauled off pockets full of some of the finest cookies made anywhere. Bob Barta, retired from the Log Yard, commented that Mrs. Kosch was sort of crotchety and would run you off with a broom; but old Henry was a soft touch and would load you up with all the fresh pastries you could carry.

I had a paper route for "The Missoulian" during the mid 1950's and three of my customers — Grant Higgins, Jack Whitaker and Zeph Space — lived in the hotel as permanent tenants. Zeph Space, the most fascinating of the three, worked in Payroll at the Main Office. Zeph owned a model train set of the Santa Fe Railroad whose proportions required two spacious rooms in the hotel to contain its entirety, which included: mountains, tunnels, bridges, villages and rail yards.

Increasing insurance rates, taxes and maintenance costs, together with the lack of customers, influenced the Anaconda Com-



Interior Hotel Margaret.

pany to tear down this grand old hotel in 1957, but not before many of the rooms' furnishings were auctioned off. The elaborate wood carvings which adorned the lobby were donated to The University Of Montana to be used in the University Chapel. Bob Barta, Ernie Stroh, and Mutt Teague, to mention a few, were part of the demolition crew. Each one expressed a sorrow about the task that they were soon to begin. Bob Barta, who operated the Caterpillar used to pull down the Margaret with sections of heavy cable, stated that the ornate tower, which decorated the center of the hotel, popped off like a hat and lay on the ground in a devilish heap. Holes were sawed in the roof at strategic locations, through which lengths of cable were passed and connected to Bob's Cat. This allowed sections of the structure to be pulled down, where they were repeatedly driven over with the Caterpillar. This process broke the lumber into small pieces which could be loaded into dump trucks by Ernie Stroh, who operated a Petty Bone Loader. Mutt Teague, one of the truck drivers, hauled the debris to the Mill-town Dump, where it was burned.

The broad leafed trees and well manicured lawns bear silent testimony to the grandeur that once was, and provides special memories to all of us who lived and worked at Bonner during this era.

HOT SHOTS

Check Your Exercise

Answer the following questions to determine your Exercise Quotient. You may be more active than you realize.

YES NO

- 1. I spend about two hours a week working in the yard or doing home repairs.
- 2. I spend at least three hours a week doing household work - vacuuming, laundry, cooking, and cleaning.
- 3. I work at an active job that keeps me on my feet at least three hours a day.
- 4. My job involves at least ten hours a week of hard physical labor (such as climbing, lifting, hauling).
- 5. I'm primarily responsible for the care of at least one child under the age of 8.
- 6. I generally go out dancing for fun at least two hours a week.
- 7. I go to an aerobic dance class at least twice a week.
- 8. I walk at least two miles a week at a fast pace.

If you marked "yes" for at least six of the above statements, you're leading an active life-style and are on the right road to fitness. Less than that means you need to build in more physical activity. You can add to your weekly exercise quotient by finding opportunities to walk instead of drive, use stairs instead of an elevator, and to indulge in any activity you enjoy that is active rather than sedentary.

Aerobic fitness is your body's ability to take oxygen from the air, transport it to your lungs and blood, and then send it to your muscles where it is used to produce energy. Even with an active and busy schedule, your heart needs a regular aerobic workout - twenty to thirty minutes, at least three times a week to stay healthy.

Aerobic exercise involves an increase in breathing, blood circulation, and rate of metabolism that is sustained long enough for your body to adapt to it (e.g. rhythmic activities like brisk walking, jogging, biking, swim-

ming, cross-country skiing, or aerobic dancing).

A moderate amount of regular aerobic exercise can reduce your risk of developing coronary heart disease.



Children

God's most precious gift to mankind. Yet, **child abuse** continues to be a growing problem in this nation today.

Children Learn What They Live

- If a child lives with criticism, he learns to condemn.
- If a child lives with hostility, he learns to fight.
- If a child lives with ridicule, he learns to be shy.
- If a child lives with shame, he learns to feel guilty.
- If a child lives with tolerance, he learns to be patient.
- If a child lives with encouragement, he learns confidence.
- If a child lives with praise, he learns to appreciate.
- If a child lives with fairness, he learns justice.
- If a child lives with security, he learns to have faith.
- If a child lives with approval, he learns to like himself.
- If a child lives with acceptance and friendship, he learns to find love in the world.

Prepaying Mortgages: Always A Good Thing?

More homeowners are prepaying their mortgages. Fourteen percent of 280,000 loans serviced by Countrywide Credit Industries include some additional payment on principle each month.

Prepaying a mortgage means the consumer makes a payment that's more than the monthly principal interest due. Consumers usually add the payment on to their regular monthly payment.

The biggest advantage to prepaying is the money that can be saved. On a \$75,000, 30-year mortgage loan written at 10 percent interest, total payback is nearly \$237,000. A consumer paying as little as an extra \$25 each month would save over \$34,000 in interest and reduce the loan's term by over 5 years.

Are prepayments always a good thing? It depends. You shouldn't sacrifice an emergency fund in favor of prepayments; you might accumulate more investing the money some other way; and if you lose your job, the fact that you've prepaid your loan won't prevent lenders from foreclosing if you can't make your basic mortgage payment.

Look at your long-term financial goals. Sacrificing a college fund or retirement for a home that's paid off early isn't necessarily in your best interest. It might be better to pay off a high interest credit card debt with the extra money.

Still, prepayments are a kind of forced savings. Most Americans do not save enough, so if the only way for them to accumulate any wealth is to prepay their mortgage, then that is what they should do.

CEN\$IBLY YOUR\$

CHAMPION CREDIT UNION
P.O. BOX 1003
BONNER, MT 59823

HOURS:

Monday & Friday - 7:00 a.m. - 4:00 p.m.

Tuesday, Wednesday & Thursday -

11:00 a.m. - 4:00 p.m.

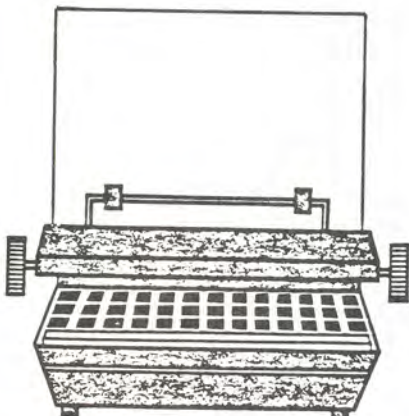
Telephone: 258-6785

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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IMPORTANT INFORMATION

Ergonomics: In Workstation Design

By Daniel L. Wagner
 Montana State University
 Industrial and Management Engineering

Rising health care costs in America have a direct impact upon industries profit margins. As health care costs rise, the cost of Workers' Compensation Insurance rises accordingly. A logical step towards reducing these costs is to prevent injuries and illnesses before they happen. Ergonomics, from the Greek; erg (work) and nomos (study of work); the study of work, is the tool needed to prevent problems before they occur. Companies cannot be competitive in today's market without paying attention to Ergonomics. The Industrial and Management Engineer needs to be at the forefront of these principles when designing and redesigning workstations.

Workers around you come in various shapes and sizes, from a small 5'0", 100 lb. female to a large 6'4", 250 lb. male. These extreme cases of people are what Industrial Engineers desire to include when designing workstations. All people vary and a workstation needs to be designed for these variations.

Fit the job to the person. This is often overlooked in workstation design. It is very prevalent to see people being adapted to fit the job. Not only can this cause injuries, but it also decreases a worker's production potential.

Exclude as few people as possible and adapt for the rest. This concept is not new when designing for workers or populations of people. A good example is the automobile: adjustable seats, adjustable steering wheels, mirrors that adjust, etc.

Workstations generally should be designed to include lower 5% females through the upper 95% males in height, weight, reach, trunk height, leg length, etc. An example of who would be excluded would be a doorway that a 98% male in height could not fit through without bending his head.

When including the greatest number of people, there is a cost associated with these inclusions. This can often be prohibitive. A good example is a military fighter aircraft. If 250 lb. people were to be included in the design of the cockpit, the costs would skyrocket. But

there are advantages when designing for greater numbers of people in that American companies have diverse populations of workers in their facilities.

By designing for the greatest number of people, today's ever increasing diverse group of workers will be able to increase production at a facility and have a safer environment to work in. Also, compliance with the American Disabilities Act (ADA), making it illegal to discriminate against people with disabilities, the concept of workstation design will become increasingly important.

State Tax Team Members

What is Tax Freedom Day and when does it come for you? Tax Freedom Day is the day when American taxpayers will satisfy all their federal, state and local tax obligations, with every cent earned from January 1 to Tax Freedom Day going to tax collectors.

For employees in our top 11 states, Tax Freedom Day comes as follows:

State	Date	Rank By Tax Burden
Alabama	Apr. 20th	48
Florida	Apr. 26th	36
North Carolina	Apr. 29th	30
Maine	May 1st	27
Montana	May 1st	26
Texas	May 1st	28
Ohio	May 2nd	23
Michigan	May 7th	10
Minnesota	May 10th	4
Connecticut	May 19th	2
New York	May 23rd	1

The first shall be last and the last shall be first. South Dakota reaches Tax Freedom Day first, on April 13th and is ranked 50th, while New York State reaches Tax Freedom Day last, on May 23rd and is ranked numero uno, number 1.

Thought you might like to see when you will stop working for Uncle Sam, your state, city, county, town, school, etc., and begin earning some bucks for you and your family. Have a nice Independence Day.



Fred Virga

ANNIVERSARY DATES & RECOGNITIONS

**September
Anniversary Dates**

Frank Hebert
John Price
Jim Connelly
Cal Bonnet
Jim Johnson
Rick Swanson
Harry Gedney
Bob Martel
Tracy Cuplin
Tom Hilmo
Richard Anthony
Dorothy Erickson
Carmel Garnett
James Kostecki
Robert Paulson
Arthur Bailey
Ronald Bailey
Gary Tobol
Lester Zimmerman
Thomas Ailport
Arnold Fehr
George Nuesse

Bobby Ailport
Frank Betts
James Price
Paul Greff
George Hummell
Jerry Bicha
Jerome Unacks
Ray Anthony
Wesley Kirt George
Alice Yeager
Roger Harrod
Glenn Smith
Phil Hege
O. Deane Muir
John Peterson
Lester Hallford
B. David Hensel
John Borchert
O. Dene Cogdill
Dennis Morkert
Gerald Buckhouse
Darrell Thompson

Larry Schmill
Robert Johnston
Donald Zier
Maggie Hoffman
Randal Schmill
Julia Nagle
David Lazott
Steve Postma
Kim Robbins
Jeffrey Verworn
John Shaughnessey
Chom Robertson
Ken Miller
Douglas Shoup
Chou Moua
Richard Hogan
Sylvia Selk
Jack Lewis
Michael Nelson
Don Shinnaberry
William Dishman
Gary Emler

Kaleng Moua
Timothy Schmitz
Gary Watson
Erling Kruse
James Dawkins
David Samel
William Morris
Henry Reed
Brad Kreiger
Kevin Foley
Gordon Alfsen
Ray Doucett
Gale Styger
Mary Ann Dufresne
Elizabeth Brown
Wayne Frounfelter
Ronald Sanguins

SCHOOL STARTS

For many families, fall marks a time of transition as children start kindergarten or are enrolled



in child care for the first time. "So Many Goodbyes: Ways to Ease the Transition Between Home and Groups for Young Children" offers a wealth of practical tips for teachers and families.

Learning how to separate from loved ones is a lifelong task, so children's first big steps can set patterns for years to come. By preparing in advance—both adults and children—the process can be far less traumatic. Single copies of this brochure are 50¢; 100 copies are \$10 from the National Association for the Education of Young Children, 1834 Connecticut Avenue, N.W., Washington, DC 20009-5786.

Wee Champions



JALANA LEE WHITE

Parents: Jason & Janine White

Dryers (Jason), Bookkeeper (Janine)

Grandparents: Gordon & JoAnn Cooper

Greenend (Gordon) Dryers (JoAnn)

Date of Birth: July 13, 1992 at 3:38 p.m.

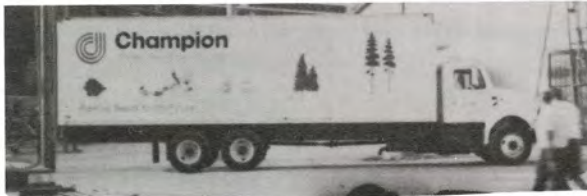
Length: 21"

Weight: 8 lbs., 13 ozs.

ANNIVERSARY DATES & RECOGNITIONS

A Special Thank You

A special thank you to Larry Silbernagel from the Lebanon, Oregon office who recently transported equipment from the West Coast to the Bonner mill in this Champion vehicle.



Along with an already scheduled shipment, Larry utilized extra space in the truck to deliver a shipment of two scissor lifts for use at the Plywood Plant. These lifts were purchased at an auction in Oregon by Bonner's Material Manager, Jack Purington. Purchasing these items at an auction and delivering both shipments at one time, saved our mill a considerable amount of money.

Daughter Of Champion Employee Receives Dean's Award



Karrie Sauro, daughter of Bonner's Purchasing Agent, Rod Hochhalter, recently received the Dean's Award for "Outstanding Student" for the Junior Class of 1992. Karrie is majoring in Accounting at Boston College. Karrie's goal is to become a Certified Public Accountant.

Jack Bishop Receives 25 Year Service Award

Jack Bishop, Plywood Maintenance Supervisor, was recently presented a service award and certificate in recognition of 25 years of service with the company.

Jack's supervisor, Otis Seal, presented him with the service award and certificate. Jack jokingly admitted that he had selected a large wall clock for his service award so he could now be on time for the next 25 years.

During the presentation, cake and coffee was served. A good time was had by all who attended.





September, 1992 CALENDAR OF EVENTS

**BACK
TO
SCHOOL**

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6 UNION MEETING 7:00 P.M.	7 LABOR DAY	8	9	10	11 PARTNERS IN HOME CARE FUND RAISING EVENT 4-11 P.M. CARAS PARK	12
13 GRAND-PARENTS DAY	14	15	16	17	18	19
20	21	22	23	24	25	26 NATIONAL HUNTING & FISHING DAY
27	28	29	30			

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

S·E·P·T·E·M·B·E·R·?

September 1-30: Baby Safety Month, a joint effort by the Consumer Product Safety Commission and the Juvenile Products Manufacturers Assn. to inform parents, grandparents, and others about baby safety.

September 7: Labor Day, holiday honoring all working people. Observed first in 1882.

September 8: United Nations International Literacy Day. Information from the UN Dept. of Public Info, New York, NY 10017.

September 11: Harvest Moon, the full moon nearest the autumnal equinox extends the hours of light into the evening.

September 12: Public Lands Day, to encourage citizens to help maintain public lands. By Keep America Beautiful, Inc., 9 W. Broad St., Stamford, CT 06902.

September 13-19: Adult Dental Awareness Week, to promote oral health, from age 30 to 50. By the American Dental Assn., 211 E. Chicago Ave., Chicago, IL 60611.

September 13: Grandparents Day, by Presidential Proclamation since 1979, to honor grandparents and point out the information and guidance older people can give.

September 13-19: National Rehabilitation Week, to recognize over 43 million people with disabilities, and those who provide rehabilitation. By Allied Services, P.O. Box 1103, Scranton, PA 18501.

September 17-23: Constitution Week, since 1956, with Citizenship Day, September 17th.

September 22-December 21: Autumn, begins in the Northern Hemisphere at 1:43 p.m. EST.

September 26: National Hunting and Fishing Day, by Presidential Proclamation since 1979.

LABOR DAY

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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