

# THE FAMILY TREE



## THANKSGIVING

For all that God in mercy sends;  
 For health and strength, for home and friends,  
 For comfort in the time of need,  
 For every kindly word and deed,  
 For happy thoughts and pleasant talk,  
 For guidance in our daily walk,  
 For all these things give thanks.

—Ellen Isabella Tupper.

V. 112 no. 7 11/20/47

Pamphlets distributed among PFI employees in explanation of Taft-Hartley Act.

The American Worker Favors the Taft-Hartley Law

The Labor-Management Relations Act, 1947 (TAFT-HARTLEY ACT) BRIEFLY WHAT DOES IT DO?

A Poll by Opinion Research Corporation discovered this fact when it found that the American worker averaged a 73% approval of the new main features of that law.

Loading out trucks at Clearwater.



This big, black box is lowered at night to cover the knot sealing machine at Rutledge. Heat bulbs inside keeps glue and machine warm, saves an hours warm-up in cold weather. The idea came from dry kiln foreman Lyle Williams—was worked out by maintenance man Harley Maynard.

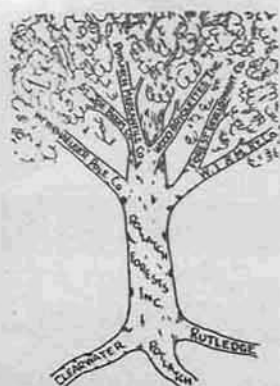


Skidding tree length logs at Camp 36, about eight or ten miles from Potlatch.

An Osgood loader swings a log aboard a big Kenworth at the Camp 36 landing. This camp is to operate all winter..... has good rock roads over which to haul.

The Potlatch warehouse has a new motor scooter—ass't warehouse foreman Art Sorweide at the controls.





Published by Potlatch Forests, Inc., Once Monthly for Free Distribution to Employees

November, 1947  
Volume XII No. 2  
Lewiston, Idaho

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## National Parks

According to figures released by the Department of the Interior (National Park Service) a total of 25,265,229 visitors entered and departed national parks and monuments during the year ending September 30. This represented an increase of approximately 17% over the best previous year and unmistakably was a magnet of big importance to vacationing Americans.

"The great influx of visitors into the national parks and monuments and other service-administered areas emphasizes anew that developments in the National Park System have fallen far behind public need," comments Newton B. Drury, Director of the National Park Service. Presumably this means that Mr. Drury will ask for more funds from Congress. All of which adds up to the thought that those charged with the responsibility of publicizing Idaho's scenic wonders (and appropriated a cool \$100,000 by the last legislature to do so) might well devote a little effort to getting established within this state a few national parks, monuments, etc.

California has 11 such sites at present . . . Arizona has 18 . . . Colorado has 8 . . . Montana has 4 . . . Idaho has 1.

## Epling to Chicago Safety Meeting

Clearwater Safety Director Cut Epling, reporting on the National Safety Congress, Chicago, Ill., 10/6-10th . . . "registration and the annual council meeting was held in the Stevens Hotel with the president of the congress giving his annual report there . . .

"displays by all the leading manufacturers of safety equipment were in basement of hotel . . .

"the program listing daily sessions and subjects to be discussed covered 94 pages . . .

"do not know the exact number in attendance but it was between six and eight thousand . . .

"there was around 75 delegates from the lumber industry although comparatively the lumbering section is one of the small groups . . .

"each morning there was a 45 minute lecture on 'Psychology You Can Use,' by Dr. Rosenstein of Loyola University of Chicago . . .

"there was a session on Suggestion Systems . . .

"also attended sessions on Industrial Nursing . . .

"one of most interesting things was trip through the Underwriters Laboratories . . .

"it means a great deal to anyone working in Safety to attend a meeting of this congress although I am sure anyone would get a great deal out of such a meeting as Safety is only one of many things covered. . ."

## Pres-to-logs Machine for Tennessee

A Tennessee firm, Nickey Bros. Inc., at Memphis, one of the oldest manufacturers of oak flooring and veneer in the United States, in business since 1866, have contracted with Wood Briquettes, Inc., for the lease of two Pres-to-logs machines. The Nickey Bros. first evinced an interest in Pres-to-log machines before the war but not until prewar plans for remodeling their manufacturing plants were completed did the decision to use Pres-to-log machines result in a lease agreement with Wood Briquettes, Inc.

Details incident to contract signing were completed by Roy Huffman, Wood Briquettes, Inc. general manager, on a quick air journey to Memphis and return (all within a week's time). The Memphis firm have sufficient waste material to permit installation of six machines. Present plans contemplate the lease of more machines as the market for Pres-to-logs develops.

### HEAVY RAINFALL

Rainfall records, kept at the Timber Protective Associations, have taken a real beating this fall. October, 1947, by a considerable margin, was the wettest October on record.

**PASS THE AMERICANISM PLEASE**  
"The surest antidote for Communism is more Americanism" . . . this statement was made by Attorney General Tom Clark.  
Americanism largely being the right of any individual to think and work his way into enterprise and a fortune if he is good enough . . . we agree. The chart below reflects the comparative worth of Americanism and Communism.

UNITED STATES	TO BUY	RUS
HOURS WORKED		HOURS
3 HOURS	DAILY FOOD FOR 5 PEOPLE	9 H
1 HOUR	COTTON STOCKINGS	24 H
3 HOURS	COTTON SHIRT	320 H
2 HOURS	WOOLEN GLOVES	100 H
4 HOURS	ALARM CLOCK	160 H
15 MINUTES	TOOTH BRUSH	4 H
75 HOURS	LADIES COAT	1000 H
30 HOURS	WRIST WATCH	1600 H
3 HOURS	GALOSHES	160 H
10 MINUTES	BOTTLE OF BEER	8 H

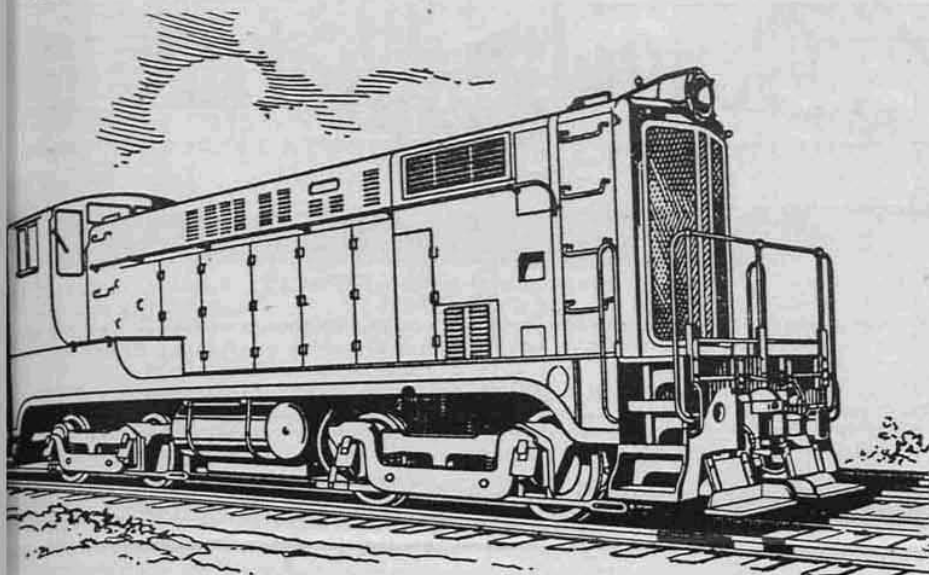
## Billings to California

A meeting of the California Pine Box Distributors (through which organization a considerable volume of PFI shock finds market) took Boss C. L. Billings to San Francisco on October 21st.

The boxes and crates marketed through the California Pine Box Distributors are of more than usual importance to PFI since they provide outlet for a considerable volume of the secondary species of timber which grow in North Idaho forests. The first order for PFI shook to the California market was taken by Mr. Billings in 1943, on a trip made to California for that particular purpose.

Box and crating interests took Billings to Stockton during the time he spent in California. The Wood Briquettes, Inc. Pres-to-logs plant at Sacramento called for a stop in that city.

The bicycle of the future will store sufficient energy while coasting downhill to run a motor which will ease the job of pedalling uphill.



## PFI to Get Diesels

Three Locomotives Scheduled for Delivery in Early 1948

Three diesel electric locomotives for PFI woods operations, now under construction in the Whitcomb Locomotive Company plant at Rochelle, Illinois, will probably be completed in January and will reach PFI in February or March. This information was given Bob Olin, PFI Woods Engineer, when he stopped at the Rochelle plant enroute home from a meeting with the FCC in Washington.

The Whitcomb Locomotive Company is a subsidiary of the better known Baldwin Locomotive Company. Visiting with the Baldwin people Olin was told that the specifications for the PFI locomotives, the result of three years of studying the problem by PFI's engineering department, will produce a locomotive well suited for use in mines, clay pits, salt pits and other types of industry having similar locomotive problems and demands to those of the logging industry. Particularly did the Baldwin people think such locomotives will find many uses in South American countries.

### WINS MODEL HOUSE AWARD

There were 36 entries this year in the model home contest at St. Paul, Minnesota. Winning design and model house award went to Jack Witherspoon, assistant manager, Engineering Department, Weyerhaeuser Sales Company. The show has grown to be a big affair and this year's model house attracted more than a hundred thousand during the time it was kept open for inspection in a St. Paul residential area. The design was No. 4123 in the Weyerhaeuser Sales Company plan book of homes and was featured in March, 1947. Full information can be obtained from any building supply yard that handles four square lumber.

### MORE SCHOOLING

A familiarization course for Clearwater foremen, amounting to a quick review of job instructor, job relations and job methods training previously given, was conducted the week of November 10 to 15. Professors Shepherd and Terison were in charge, stealing time away from Potlatch to give the refresher course.

Calling attention to the shortage of skilled help at Clearwater, Manager D. S. Troy during the month invited employees to enroll in vocational classes already under way or those soon to start.

## RADIO ASKED FOR LOGGING INDUSTRY

Mindful of radio's value as a means of communication in their highly mechanized industry, Pacific Coast loggers last February named a committee to look after their interests. The committee, with PFI Woods Engineer Bob Olin as chairman, was given the responsibility of taking whatever action might be necessary to obtain radio frequencies for use of the logging industry. At that time the whole radio communications problem was in a state of transition from wartime to peacetime use, with the Federal Communications Commission in charge. It was very soon discovered that, as an industry, logging was some two years late in presenting its case and application for frequency assignments, but "better late than never." Fast action was necessary and a carefully prepared brief was presented and filed with the FCC in June. The brief pleads the needs of the logging industry for radio communications.

As the FCC staff reviewed the loggers case and the various representations made to them through legal counsel retained in Washington, D. C. by the loggers' radio committee, it became evident that additional and detailed information on the logging industry, its operations and long range future plans must be presented. Accordingly an informal conference was arranged with staff members of the FCC and representatives of the Pacific Coast Radio Communications Committee. Olin, who represented the logging industry, returned from this meeting on November 10. The meeting, he believes to have been helpful in the fight to gain assignment of radio channels to producers of forest products. Olin believes the commission recognizes and is sympathetic to the needs of the logging industry for radio communications, but that they are equally aware of the need of other industries which wish to use (and have a good right) to radio communication.

In reporting to the Pacific Logging Congress November 17, Olin called attention to the tremendous amount of detail which remains to be completed before the commission will take concrete action on the forest industries request for radio.

Two hearings are currently scheduled in which the industry will participate and which will have a major influence on the assignment of frequencies to the industry. Action can probably be expected on these matters in early 1948, but the application of radio to the forest products industries will be slow until justifiable uses are determined and proven. The calculable value of radio to logging, however, seems to well warrant the effort necessary to gain its use.



### PERSONNEL ASSOCIATION MEETS

Personnel men from northwest industries met in Seattle, October 23, 24 and 25 for a review, discussion and exchange of ideas on personnel work. Attending from PFI was Roger Carlson, Rutledge Unit; Tom Youmans, Potlatch Unit; Chet Yangel, Bovill Unit; Ade Nelson, Headquarters Unit; and C. J. Cummerford, Clearwater Unit. A number of outstanding leaders in the personnel field were present at the conference to give papers and lead discussions. The PFI fellows who attended pronounce the meeting packed with ideas and very much worthwhile.

**The thinking driver doesn't drink—the drinking driver doesn't think.**



# School Days School Days

For the student weary of book larnin' and green with envy of his sire who has only to work eight hours a day and grab a paycheck regularly, there is bad news. The school room that most young Americans look forward to escaping has mushroomed out into industry and captured Pop, who let it be acknowledged, is a more willing student than his progeny and more receptive to training. This has not come about overnight and there remains much to be accomplished, but the trend is evident and the relentless force of competition is certain to keep the classroom operating for employees at all levels and in a fast increasing number of industries.

Years past the good sense to vocational training was recognized. A great many men have been trained for skilled work in an enormously wide field through this medium. However, and somewhat oddly, until a comparatively recent date, there was little attention given to training programs for supervisors at all levels despite universal recognition that in the abilities of these groups lay the key to successful management of any enterprise.

It was World War II and the call of men to war service that focused attention on the must of supervisory training programs. The call to service and the magnet of higher wages in war plants gave supervisory employees a brand new job, that of quickly training replacement employees how to do the work expected of them.

The foreman's importance in keeping the industrial might of the U. S. in high gear during war time was multiplied by the pinch of manpower shortages. Result was the development of training within industry programs by the U. S. Government and industry. From this beginning came the present revised and improved training programs which industry carries along because of the plain, hard dollar sense of doing so.

First division of the training within industry program to receive attention was naturally enough that of job instructor training since in this field lay immediate and pressing need. At the start it was apparent, however, that more than just the ability to teach job know-how was necessary. There was the item of human relations . . . in plain language, the knack of gaining a worker's complete and willing cooperation and of making him anxious to turn in the best job possible within the limits of his capabilities. So a job relations course was added. Later another division was added . . . job methods training, aimed at improving the ability to analyze the various jobs within a department. This to the end that the goal of most efficient use of tools and men could be served.

The training within industry program thus becomes a thing of three separate divisions . . . job instructor training,

job relations training and job methods training. At PFI, training, including three divisions, is under the supervision of John Shepherd and E. L. Terlson who are presently conducting classes in Potlatch and previously did so at Clearwater. The conference method of structuring is followed. Broadly speaking it amounts to getting supervisors and other employees together in small or formal groups for discussion of problems of mutual interest under the leadership of someone qualified to coordinate the thoughts and efforts of the group. The method is based on the acknowledged fact that no two people have exactly the same amount of knowledge on a subject and, therefore, that the pooling of their collective experiences can be of value to all. In this way those who attend the classes largely train themselves and it is much easier to retain information and knowledge gained through such practice.

Of the three divisions of supervisory training programs the job relations training is generally conceded to be the most important since a satisfactory working relationship between employee and supervisor is a necessary foundation for efficient production. Human understanding is accordingly most often used as the top objective of the training program.

Job relation training is an organized method for giving pointers and practicing in how to work with people in such a way as to gain their cooperation and teamwork. It seeks to provide a good base for everyday harmonious relations with employees and to set a pattern of intelligent handling of problems that arise. There is nothing in it that threatens and common sense would not dictate that good supervisors have not long recognized. In the discussions of what qualities a supervisor should possess and what is expected of him as a foreman, a developed pattern against which each supervisor can measure himself. So bluntly frank questions are asked and answered at the job relations sessions by those in attendance. The following are examples.

(Q) What qualifications do workers think a leader should possess?

(Ans.) A real leader will (1) never make a promise he cannot keep, (2) never take credit for another man's ideas, (3) always see that men under his supervision get a square deal, (4) admit mistakes and never pass the buck . . . etc.

(Q) What qualifications do other supervisors think a leader should possess?

(Ans.) A real leader will (1) take his responsibility in stride, (2) never hesitate to praise his men for a job well done, (3) be master of himself if he expects to win and hold the respect of his men, (4) show a sincere regard for



Professor John Shepherd works out a problem on the blackboard during a job relations session at Potlatch. The conference method of study is followed and those in attendance name the things to be noted on the blackboard. Shepherd is father of training-within-industry programs at PFI, Terlson joining him in this work upon his return from the army. Necessary outline and sequence of classes are worked out by Shepherd or by Shepherd and Terlson together. A large file of information concerning training-within-industry programs at other plants has been collected. Analysis and review of these have enabled the professors to improve PFI courses of study.

Editors note: Below is letter received by Mr. Leuschel from Potlatch in appreciation of Shepherd and Terlson's work.

### LETTER OF APPRECIATION

"After some thirty hours of participation in and observance of the Supervisory Training Program at the Potlatch plant under direction of Mr. John Shepherd and Mr. E. L. Terlson, we wish to give our reaction as to the popularity and accomplishments of this project.

"The small group which is enrolled in this study consists of our key men, some with many years in a supervisory capacity and a few in a young age group with background and personality to qualify them for supervisory positions in the future.

"The older men in the group have come up through the ranks in the industry so that they are in a position to appreciate the employees viewpoint and the summary at the end of each session discloses that both supervisors and employees will profit through a better technique in handling human relations problems.

"The forty men who comprise this study group are interested and alert and eager to express their appreciation and thanks to PFI management for this opportunity to delve in human relations problems. Beneficial results are certain to be the outgrowth of these sessions.

Yours truly,  
 Lou Young,  
 Chief Engineer & Sawmill Supt.  
 Paul H. Tobin,  
 Supt. of Manufacture  
 G. C. Gregg,  
 Shipping Supt.  
 Thomas G. Youmans, Jr.,  
 Manager Employment & Personnel"



One of Potlatch classes in session.

men and a willingness to take their part . . . etc.

In addition to such self-analysis as the above prompts, sound general principles for keeping and strengthening job relations are mentioned by the instructor and discussed—let each worker know how he is getting along—give credit when due—tell people in advance about changes that will affect them—make the best use of each person's abilities.

Much time is spent stressing the fact that employees deserve and must be treated as individuals. Heavy emphasis is placed on the need for analysis of problems and for planning ahead. Supervisors who attend the classes take turns bringing in problems for review which they have encountered at one time or another. The discussion and breakdown of the problems follow four definite steps:

1. Determining objective and getting the facts.
2. Weighing and deciding.
3. Taking action.
4. Checking results.

For the sake of illustration assume this story to be a problem (which it was—for the editor). Breaking it down as would Professors Shepherd and Terlson you get something like the following:

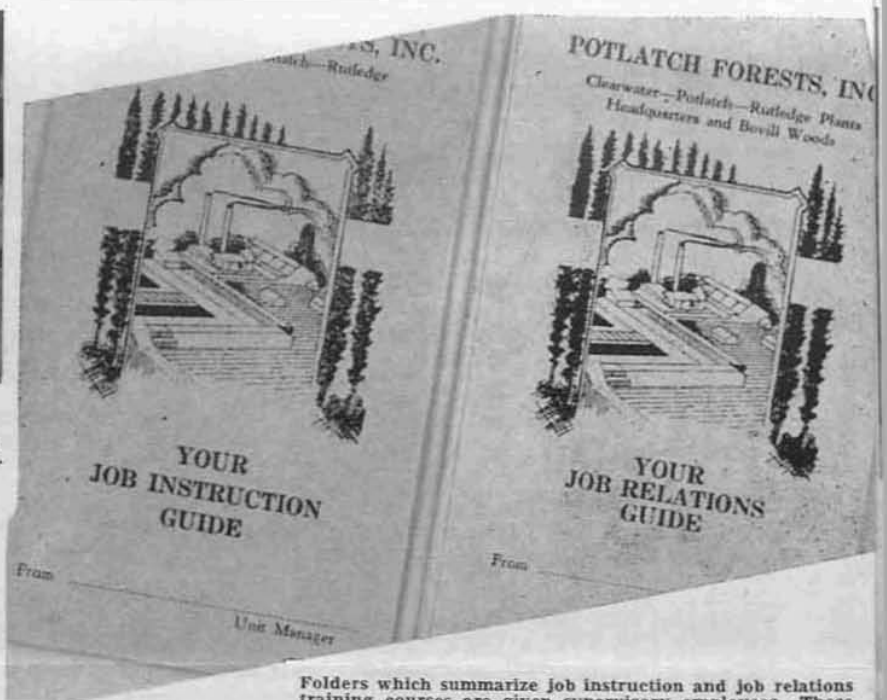
1. **Objective** — to demonstrate the worth of training within industry.

**Facts**—supervisors who have taken training consider it beneficial. Training gives confidence in handling problems. Develops ability to think out course of action. Effects better understanding between supervisors and men. Sets a pattern for analysis and action. Furnishes a guide to the intelligent exercise of executive authority. Is a spur to thinking and planning abilities. Emphasizes importance of anticipating problems and taking proper action in advance of necessity for action. Results in a more efficient performance of supervisory responsibilities.

2. **Weighing and deciding** — a thing which improves production and insures the creation and preservation of sound industrial relations between individuals, groups and departments and develops the abilities of a supervisory force is beneficial in high degree.

3. **Taking action**—on these pages appear story and pictures and the editor with the brash ptermerity of his ilk, recommends the training programs for every unit of PFI plus extension of hundred programs to other levels of employment by Messrs. Shepherd and Terlson.

4. **Checking results**—this we'll try to do at a later date and if either Shepherd or Terlson get an increase in salary,



Folders which summarize job instruction and job relations training courses are given supervisory employees. These are exactly what the titles indicate . . . a reminder and a guide to proper instruction of new men and to careful, considerate handling of human men.

we (the camera and the editor) will demand a cut.

**Our Vote**—a big pat on the back for two fellows who quietly and without fanfare have developed a technique of instruction and put it into practice in such fashion as to earn the respectful praise of their students, which must well nigh be the crowning achievement to which any educator can aspire.

#### DRY KILN CLUB TO MEET

The Washington, Idaho and Montana Dry Kiln Club will meet at Clearwater on November 21st with a tour of the mill scheduled for Friday afternoon and evening dinner meeting later in downtown Lewiston. Dr. Ernest E. Hubert will address the group at the dinner meeting, taking as a subject "Exploring Properties of Woods." From 25 to 30 dry kiln men are expected to be in attendance.

A feature of these meetings has been the exchange of minutes with other Dry Kiln Clubs so that all associations may have the benefit of discussions and lectures wherever held.

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The National Industrial Conference Board, Inc., in a batch of statistics just released names Idaho's 1946 income per capita to have been 202.4% of the 1939 income payments to individuals per capita in the state. Only three other states in the U.S. showed similar increases—North Dakota (257.5), South Dakota (249.9) and Alabama (202.9).

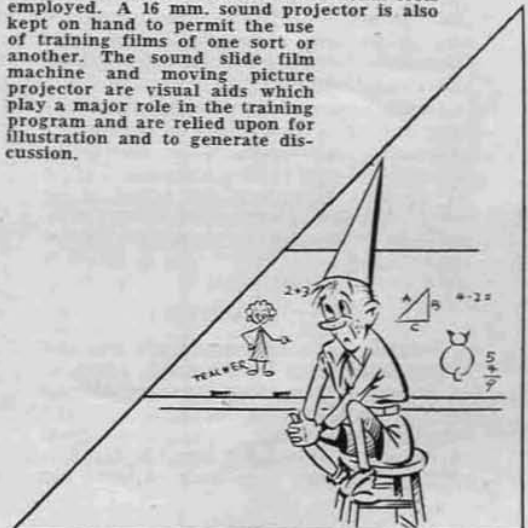
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The disgusted fisherman was about ready to give up when a native approached and asked to see his bait, then pulled a bottle of corn liquor from his pocket and poured it in the bucket that contained minnows. He then took one of the minnows and fastened it on the angler's hook—"Try it."

There was a heavy strike and after a struggle that lasted half an hour the angler landed a 15 pound bass. BUT, the fish wasn't on the hook. The minnow had the big bass by the back of the neck.



Professor Terlson operating the sound slide machine which is one of the educational tools employed. A 16 mm. sound projector is also kept on hand to permit the use of training films of one sort or another. The sound slide film machine and moving picture projector are visual aids which play a major role in the training program and are relied upon for illustration and to generate discussion.



## Woods News

### CAMP 14—BEAVER CREEK

Logging operations are proceeding nicely with a crew of 80 men. Excessive rain has made the road muddy and difficult to travel.

Cook Vern Craig has been ill and on the sick list but has recovered sufficiently to return to work.

### CAMP 54—WASHINGTON CREEK

We are in production again after more than a two months shutdown. The payroll numbers around 75 men. We are skidding logs at Camps 54 and 56, and working on construction at Camp 60.

### CAMP 55—LOWER ALDER CREEK

There is life again at Camp 55 although logging operations have not actually yet got underway. All hands are champing at the bit hoping for an early freeze so that the "round stuff" may soon start rolling down the line once more.

The skyhook would have been a good piece of equipment for the kind of snow ahead of us this winter, if it had worked, but alas it now languishes like last summer's wash, forgotten on the line.

### CAMP 57—BREAKFAST CREEK

A rush order from foreman George Rauch specifies either a good freeze or some dry weather—so we get snow and rain. The boys are trucking and getting out some logs but have their fingers crossed against the weather. Bossman in our cookhouse is John Fuelick and he's doing a fine job. We have nine gangs of saws at work and they are keeping well ahead on logs.

### HEADQUARTERS

Our fair city is still growing and the housing facilities are far short of the demand. A new addition is planned and 19 new homes are to be built south of the meadow and east of the main highway. These will be nice little two bedroom homes. Reroofing of the houses in the Circle has been a major project here. All 17 now boast new roofs, stained a dark green. The Headquarters store also has a new roof and cedar shakes have been split to reroof the old log buildings inherited from C.T.P.A.

Diesel powered generators are being installed at a fast pace in camps not previously equipped with electricity. Camp 14 wiring is in process and Camps 57, 55 and 59 are on the schedule for early attention. New meat houses with walk-in size refrigerators are under construction.

### CAMP 42—BOVILL

Despite some unpleasant weather and a few soft spots in the road Camp 42 is logging. Our crew was transferred here from Camp 40 on October 4 and because there was no timber down most of the crew sawed for two weeks. The rigging men are now back at their old

jobs. We have 8 cats skidding, 5 trucks hauling and 22 saw gangs to keep cats and trucks busy. A total of 120 men are on the camp payroll.

Les Mallory and Art Henderson share foremanship of the camp and Barbara Wood is keeping time with the assistance and advice of Milton Pierson. Ralph Hanson is bossman in the cookhouse with Gust Timm doing duty as baker, and a right fine job they are doing.

There is much talk around camp on the subject of hunting, enough to indicate that every man must spend his spare time in this pursuit. But, to date the hunting seems to have amounted to little more than just plain exercise.

### CAMP 36—POTLATCH

Production has been very good at Camp 36 considering the amount of rain we have had. The camp is fortunate in having a good rock road to haul over and has experienced very little road trouble during the rainy weather. A change of weather should improve the road and present plans are to operate all winter, employing about 100 men, most of whom have been hired from the surrounding area. We are skidding long length logs and have a power saw at work on the landing cutting logs to proper lengths and two other power saws felling timber in the woods. In addition there are six gangs of sawyers cutting timber.

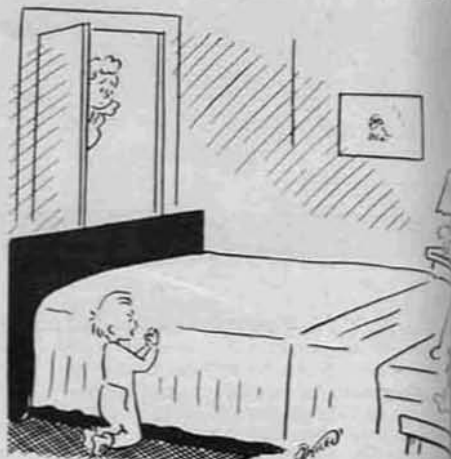
Visitors to 36 during the month included some important personages in the lumber world—Mr. Joseph D. Deering of the Deering Lumber Company, Bedford, Maine; Mr. F. K. Weyerhaeuser from St. Paul, Minnesota; Mr. G. F. Jewett, president of PFI; Mr. E. C. Rettig, PFI assistant general manager; Mr. Joe Parker, our woods superintendent; and Mr. J. J. O'Connell, superintendent of the Potlatch plant. The group inspected various parts of the woods operation and the Bovill plant.

Mr. Rettig was, we suspect, somewhat red-faced during a few minutes of the inspection trip as the result of a slight accident. At the Camp 36 landing, story has it, he stooped over to pick up some object which had attracted his attention and simultaneously came a ripping noise and a rush of cool mountain air. From fore to aft or stem to stern, whichever description pleases you—the Rettig breeches came apart. Shortly thereafter the Camp 36 clerk sold one new pair of non-split stoop-proof pants guaranteed to split only in event of extreme emergency.

### CAMP 58—M'COMAS MEADOWS

The weather we have been dreading has at last arrived. Had about 10 inches of snow up where we are loading and about 5 inches at camp. It has turned from snowing to raining and the result, of course, is mud. However, logging goes right on and we're making a good scale every day. We are working two jammers in the woods and one at the Stites landing, 14 trucks and 8 cats, with a total crew of 114.

Buford Barnes, foreman, Harvey Spears, cook—in fact, same crew as always, and the best chuck in the woods.



"The views expressed, specially the part about me being sorry for socking the Jones kid, are those of my mother and do not necessarily reflect the opinion of this speaker."

## TEN YEARS AGO IN THE TREE

Clarence Graue, Rutledge Unit Manager, solemnly made the assertion that the Coeur d'Alene Timber Protection Association was the first such association organized in Idaho, offered some ancient and dusty records from the Rutledge vault to prove his point and thereby touched off an argument with other Idaho protective associations who lay claim to identical honors.

Ed Swartz, chief electrician at Clearwater, was complimented for installation of mercury vapor lamps and a careful going over and altering of the Clearwater lighting system.

Construction of a new eating place was completed at Rutledge.

Two million feet of lumber was announced as the footage used to build the Camp "T" flume, buildings, culverts, bridges, etc.

Phil Peterson's crew finished three miles of heavy construction down Alder Creek including a half mile spur from a new camp site and a half mile of main line beyond camp, the new camp to be known as Camp 24.

Two Pres-to-log machines were added to the Pacific Lumber Company plant and a new plant of four machines got under way at Everett, Washington.

Dr. J. W. Thompson retired at Potlatch, Dr. W. R. Jacobs taking over.

A new and large tractor shop was completed at Headquarters.

Two out of every three accidents which occurred on the road last year involved mistakes by drivers. Speeding took the heaviest toll with 9,460 killed and 230,760 injured. Jay walking accounted for 25% of the casualties and children who played in the street were responsible for the next highest ratio of accidents.

## Plant News

### RUTLEDGE UNIT

The second horseshoe tournament of the year at Rutledge came to a rainy finale on November 5th with Harry H. Fields tossing a pair of wicked shoes to beat out Walter E. Overson. Participation in the tournament was good. Games were played during the noon hour and there were many spectators on hand despite the overabundance of unpleasant weather.

\* \* \*



Harry Field, king of the horseshoe pitchers at Rutledge. His pitching arm and eye was sharp enough to win a ton of Pres-to-Logs.

Runner-up to Champ Field was Walter E. Overson, planing mill employee, who won a half ton of Pres-to-Logs. Champ Field works on the Rutledge Green Chain.



Henry Peterson, Rutledge sawmill foreman who retired some few months past, was honor guest at a banquet on Tuesday, November 4, at the Sourdough Club. There was much of revelry and little of anything else at the banquet. Henry, who travels quite a bit visiting relatives scattered from Minnesota to California, was presented with a handsome travelling bag and wished a lot of fun in its use. A kangaroo court and mock trial resulted in the sentencing of manager Clarence Graue to payment of the banquet check. These were among happenings of the evening that can be printed. Henry is a member of the PFI Twenty-Five Year Club. His successor in the sawmill is Henry W. Janusch.

\* \* \*

Leon R. Armstrong, examiner for the Federal Deposit Corporation, was a visitor at Rutledge during the first week of November and inspected the Rutledge Federal Credit Union books. Armstrong reported the Credit Union to be in excellent health and growing. Nearly half of the Rutledge employees are shareholders in the credit union. At a meeting of the Board of Directors it was voted shareholding to each individual should be increased to \$300.00 or 10% of the total assets whichever is greatest.

Secretary-Treasurer of the Rutledge Credit Union is Francis J. Dingler whose interest and work in the Credit Union has been very helpful to its growth.

\* \* \*

A quick look around the plant not long past revealed evidence of rain—the delayed finals of the horseshoe tournament underway—a few of the boys considering pursuit of elusive deer and elk and the revival of last year's hunting trips with everybody getting wet—renewed activity in the gluing plant—rumors that (now winter has made outdoor noontime sports impossible) there will be indoor sports, presumably with the pasteboards—the sun making its monthly five-minute inspection and again . . . evidence of rain.

\* \* \*

### CLEARWATER NEWS

Clearwater's annual Christmas party for children of employees will this year be under direction of Ray Haines, chairman of the Christmas committee of the Foreman's Council. Other members of the committee are L. K. Ross, Phil Reinmuth, Carl Rasmussen, Jim Scofield, and H. C. White. Questionnaires have been distributed to obtain information as to number and age of children who will be present. Gifts will be purchased and presented by Santa Claus to all children 12 years of age and under. Employees have been asked to please notify the Employment Office as to number of children they have who will attend. Tentative date is December 21st at the Lewiston High School. Other holiday events are to be announced later.

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A pitch tournament got underway on November 6th and will finish November 25th. There will be separate tournaments for day and night shifts with the winner of each receiving a turkey. Three games will be played each day with a draw for partners. For each game won a point will be scored, two games won will bring three points, and if all three games are won in a single day the winner gains four points. A hundred participants have signed up to play in the day shift tournament, about fifty in the night shift tournament. Twenty-five tickets to the Policemen's ball will also be given away as prizes.

\* \* \*

Laverne Tigges was severely injured by a power saw at home after work on October 21st. He was released from the hospital October 29th and is getting along fine.

\* \* \*

A lumber checking class was started on November 8th with A. T. "Skinny" Kauffman as instructor. The class will cover tallying and scaling of lumber with classroom discussions and actual experience on the plant. It is jointly sponsored by PFI and the Idaho State Vocational Training Program.

### IMPORTANT MEETINGS

December 11, 12 and 13 are meeting dates for the Western Forestry and Conservation Society, Portland, Oregon, of which PFI's assistant general manager E. C. Rettig is president.

Monday, December 8 is the meeting date in Spokane for the Fire Associations of this area and the Northwest Forestry Association.

### EMBARRASSING

There is a rumor currently making the rounds that Lyle Arbuckle, PFI Woods Safety Director, is one of those unfortunate individuals who can lay aside all thought of his work once he leaves the job. At any rate there is the crumpled rear fender of an automobile to prove the point. Only alibi offered was the statement that, "You can't miss 'em if you don't see 'em" which, of course, provokes an entirely new line of thought and speculation. Witnesses to the happening which occurred in Klamath Falls, Oregon, are said to be Walt Field and Howard Johnson, neither of whom has as yet offered testimony.

\* \* \*

### YOU ARE WORKING FOR YOURSELF

Talking to a sales executive club in New York recently Knox Ide, a man who has worked himself up from the bottom, said—

"If I asked you what you do and you say you work for the X company I will know you're dead wrong. You are working for yourself. Where you work may be the X company, but you are working for yourself. You are working to earn yourself a raise and a promotion. If you do earn it, the X company has made a profit, but not nearly so great a profit as you."

"When an American says, 'I am working too hard for my company' he needs talking to. When you put in that extra lick, make that extra sale, put in that extra hour or day, don't feel abused or let anyone tell you that you are abused—you are doing that for yourself. You may hold your job by meeting a minimum standard. Your advance to 'clean up' position depends on the extras."

"You work for yourself."

\* \* \*

### MONKEY BUSINESS

Coming back from the Pacific jungles a Marine brought a pet monkey to his farm in Alabama. To his amazement the monkey began picking cotton and became very adept at it. Perceiving this the Marine visited his village banker, asking for a loan so that he might purchase 100 monkeys and train them to pick cotton at a far lower cost than by human hands.

"No," said the banker, "it's too risky. As soon as you got your monkeys trained those dam Yankees would come down and set them free."

\* \* \*

"The course of lasting peace is difficult. We must sound the channel cautiously and with patience."—James V. Forrestal, Sec'y of Defense.

\* \* \*

Pvt. Jones was on the carpet for the third time in as many days. The captain was very stern. "Did you call the sgt. a liar?" he demanded.

"I did, sir," admitted Jonesy.

"And a louse?"

"Yes, sir."

"And did you also say he was a cock-eyed, knock-kneed, dirty-tongued stooge?"

Jonesy hesitated, then said regretfully, "No, sir. I forgot that."

\* \* \*

The man without a dollar to his name is about fifty cents better off than he used to be.

## Recipe for Building

Determination, patience, perseverance, plain old fashioned hard work, and above all and highly important, a sense of humor.



# The Bennett Family Wanted a Home

By Mabel A. Kelly

The future must have seemed a none too promising thing to Mr. and Mrs. Alva Bennett in 1938 and a long dreamed of home a remote possibility indeed. It was in that year that Mr. Bennett's health failed and his doctor promised nothing more than a semi-invalid state for an indefinite number of years. The family resources exhausted, and an indebtedness of some \$1,000 incurred, Mrs. Bennett turned to teaching and in 1935 became Latin and English instructor in the Potlatch High School. The family moved into a four room house on Oak Street.

After many months of inactivity Bennett's health began slowly to improve and (an ordained minister) he was able to take over the pulpit at the Union Church which was temporarily vacant. By the summer of 1941 he was able to work at a common labor job in the Potlatch Plant.

With both the Bennetts bringing in paychecks it wasn't long (the indebtedness paid off in full) until building plans for a home became a favorite topic of conversation and two years later the family car was traded in part payment for an 80-acre tract of land four miles southeast of Potlatch. Then there was really work aplenty.

First off an old house had to be torn down. Then a building site was surveyed and a concrete foundation levelled with the help of George Morsching and the W. I. & M. transit. Building materials were scarce. So much so that the acquisition of each necessary item, whether it involved a trip to Palouse, Moscow, Lewiston or Spokane, was a triumph all in itself. Necessary construction lumber was obtained from the Potlatch plant. Door, window and casing material, along with oak flooring, came from Potlatch Yards, Inc., Moscow. The happy ending to the story is that a dwelling place of six rooms and bath, complete with hardwood floors, a heatilator fireplace, oil heat (we prefer Pres-to-logs), plastered walls and Cedar lined utility room, clothes and linen closets, is nearing completion.

The building plans followed (with minor changes) were those drafted by Mrs. Bennett as a project in Home Economics during her college days.

REA electricity affords power to the new house and has permitted the installation of an automatic electric pump in a well nearby. Mrs. Bennett's pet peave seems to have been electrical outlets for every possible need and has been indulged to the extent of 24 double base outlets. Previous experience qualified Mr. Bennett to do the masonry, carpen-

try and electric wiring. Through all this Mrs. Bennett served as a sort of master apprentice in everything from raising of the old house up to the present time when she is majoring in the painting of plastered walls with a pigment wall seal. She expects to tint the walls later while friend husband lays the oak floors.

During the summer the Bennett's two sons, journeyman plumbers, came north from California to pay their parents a visit and while here installed the plumbing. Mary Ellen, 11-year-old daughter, has also had a part in the building program serving as "handy man" with the responsibility of carrying tools and as a sort of apprentice's apprentice.

The raising of the rafters and a little other work too heavy for the family required a total hiring of some twenty days of outside labor.

The building of a home has not interfered with the regular day time jobs of Mr. and Mrs. Bennett but has required every minute of weekends and holidays, the careful husbanding of their earnings and a wise budgeting of their needs.

Twenty acres of the Bennett's eighty have been seeded to alfalfa and another thirty to pasture grass.

It is a gross understatement to simply say that the Bennetts are thrilled with the anticipation of moving into their new home early next summer. It takes a lot of determination and an exceedingly healthy appetite for plain hard work to tackle a house building job in your spare hours. No brief word summary could possibly do the effort justice, but the Bennett's say simply, "It hasn't been easy and we probably would never have the courage to attempt building another house under the same conditions. But, for all that, it has been a wonderful experience, the whole family working together—and believe me we have worked early and late and in all kinds of weather."

The experience hasn't been without a laugh now and then. There was the time when Mrs. Bennett, hard at work on a scaffold taking down the siding from the old house, reached a point where the scaffold was nailed to the house. In her enthusiasm for the work at hand she promptly sawed off the board that held the scaffold and a moment later landed in an old cellar which was nearly full of water.

Hats off to a family that, wanting a home, simply went ahead and built one.