

The Family Tree

Tim-m-ber-er-r !!

Its echoes ricocheting down and across the wooded depths of canyons in the Clearwater and Potlatch, the word "timber" has shattered the quiet of the forests often enough since January 1, 1948 to bring great comfort to woods boss Ed Rettig.

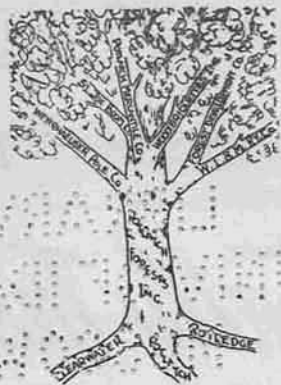
When the year turned over and a diapered young gentleman bearing the label 1948 took charge there was a none too satisfactory log inventory gracing the ponds at Lewiston and Potlatch. And that champion of unpredictables, old man weather, had behaved none too well. There was little snow in the woods. Bunkhouse prophets were freely given to frowning pessimism and sour prediction of early spring with bottomless roads and mud "seat-of-the-pants deep to a tall Injun." They phrased it a bit differently, but the meaning was the same.

But, not so, happily. The weather has held long enough for some record logging. Log inventories blossomed like a carefully tended tulip bed in early spring and all's well with the world, at least temporarily so. Best evidence of the speedy pace of sawyer, choker setter, cat driver, truck driver, and landing crews is perhaps the Saturday shift of the pond, sawmill, stacker, unstacker and dry kiln crews at Clearwater. These departments are scheduled for operation on Saturdays for a period of up to eight weeks to reduce log inventory. Another healthy sign is the big deck of logs at Bovill, about 700M ft., alongside a rail siding



Top of page—long trainload of logs approaching crossing outside of Bovill enroute to Potlatch—“since the first of the year enough scale to excite the envy of such fabulous characters as even Paul Bunyan.”

Center above—steam loader at Camp 42 siding, Bovill—at the controls veteran hoister Bill Bailey. One of new methods employed at Bovill is direct loading of logs from truck to flat car—advantages claimed include no clean-up problem at landing, and less breakage of small logs . . . each truck hauls same size load as flat car.



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Editor Leo Bodine

Correspondents

Mabel Kelly Potlatch
Charles Epling Clearwater
Carl Pease Headquarters
Roger Carlson Rutledge

This Thing Called Profit

Does American Business Make Enough Profit? A silly question? No, quite the reverse. It's not a silly question but rather one which is causing a lot of concern among serious thinkers.

The first obligation of a businessman or a manufacturer to his employees, to his community and to the people who have invested their savings in his enterprise, is to make an adequate profit. If he fails to do this, there can be no reserve accumulated for research and expansion to make better jobs and more jobs; there can be no reserve built against off-business periods; there can be no returns paid to stockholders; and because a business cannot remain static, the manufacturer who fails to make an adequate profit will eventually join the bankrupt with attendant hardship to those associated both directly and indirectly in his venture.

Unfortunately there are many false notions about the percentage of each sales dollar that ends up as profit for business and industry. The steel industry serves as an ex-

Billings Talks to Latah Chamber of Commerce

March 25th General Manager Billings told 130 members of the Latah County Chamber of Commerce, meeting in the Camp 42 cookhouse, Bovill, that "... our relations with people of Latah County have been very good ... we've been well treated ... the Potlatch unit has been producing lumber in Latah County for 42 years ... we expect to go on producing lumber and other products for a long, long time ..."

Saw-log size timber is dwindling, Billings told his audience, but that does not mean the end of operations for Potlatch. Timber inven-

ample. Here a survey revealed that many people thought profits to be about 25% of sales whereas the average for the past several years has been only 3½%. Surveys have also indicated that public estimate of a fair profit on sales is 10% whereas the nationwide average for industry in 1946 as revealed by National Industrial Conference Board figures was only 4.7%.

American business, under our system of freedom of opportunity, has done more than anything else in the world to make the poor man rich. There is general recognition of this, but a lot of propaganda can be found which would have us believe the main purpose of industry is to exploit the poor man by charging outrageous prices to realize big profits. This sort of propaganda is a smoke screen laid by communist and social agitators who know that our system depends upon reasonable, adequate profits for the release of individual initiative; to tide business through temporary periods of depression; to provide money for research and expansion; to pay stockholders a return on their investment, etc. They think our industrial enterprise on its present margin cannot survive a temporary depression and it is then they count on taking over. Possibly they are right, more probably they are wrong, but, if they should prove correct in their belief ... we are due to lose a good many of the liberties and luxuries now enjoyed.

tories show enough reserve to permit another ten years of cutting at the rates of sixty million per year. By reducing the cut to thirty million per year and adding machinery at Potlatch to process a part of the thirty million into finished or semi-finished articles to give employment to those displaced by a reduction in cut—the life of the plant can be extended to twenty years. The necessary machinery has been installed at Potlatch ... a shook slicing machine, wide board glueing machine, edging plant, knot sealing machine, box factory, pallet manufacturing, etc. These machines and departments will get into full operation once the present shortage of housing lumber eases to a point where the company can reduce cut without becoming the object of criticism.

The twenty years of operation will afford time in which to search for other products that will provide utilization of bark, limbs, stumps, etc. Fiber will perhaps prove one answer, or a partial answer, or perhaps some entirely new product will be discovered which can be widely marketed.

A somewhat similar situation, Billings explained, existed at Cloquet in 1918 following the great fire which wiped out practically all the saw log size timber in the entire country, leaving only a fast growing second growth composed largely of inferior species of timber. But, whereas Cloquet had to immediately find some way to sustain itself on small second growth, Potlatch will have a much longer period of time in which to gradually convert. Best spokesman for Cloquet's success is the increased size of the city as compared to the pre-fire boom days when Cloquet was the White Pine capital of the world. The answer Cloquet found was the manufacture of insulation (blanket and lath type) from wood. There is every reason for belief that Potlatch can do as well.

Following a long and strained silence the male half of the partnership for life arrangement said—nervously—"You know dear—" "Yes!" "—I ... ah, after thinking over our argument have decided to agree with you after all." "That won't do you any good," came the reply, "I've changed my mind."

* * * * *
"The greatest of fault is to be conscious of none."—Carlyle.

EVERY MONTH, FOREST FIRES
IN AMERICA DESTROY TIMBER EQUAL
IN VOLUME TO THE EMPIRE STATE
BUILDING

Keep Idaho Green Committee Plans Ambitious Program

The Keep Idaho Green Committee, according to chairman J. O. McMurray of Boise will have as its goal during 1948 the erection of roadside signs along all main highways of the state and particularly in areas where fire hazards are extreme during a part of each year.

In addition to distribution of literature, use of newspaper advertisements, radio programs, etc., to publicize the need for care with fire, the committee each year makes some one aspect of the program a major approach for that year. In 1947 the item given top billing was license plate attachments which were widely distributed about the state.

The sign to be used will be around twelve feet in height and about eight feet across at the base. It will taper upward to a point, will be cut to resemble the outline of a tree and will be painted a dark green. There will be an overlay of the words "Keep Idaho Green" in luminous paint containing small glass beads to catch and reflect headlights of passing cars at night. The signs will in this manner be twenty-four-hour a day reminders of the need for care with fire.

Distribution and erection of the signs will be in cooperation with the various Junior Chambers of Commerce about the state who jointly sponsor the program with the governor's committee, of which McMurray is chairman.

Ugly Duckling of the Air

The helicopter, ugly duckling of the air which looks like nothing quite so much as an uprooted windmill gone berserk, is destined to find wide use in woods operations stoutly maintains one of its champions, Kenneth Hay-Roe of Bell Aircraft Corporation.

Outstanding among qualities of movement characteristic of the helicopter are (a) the power to serve almost any point in a woodlands property throughout the seasons of the year and, with floats, to land on water or land, ice, swamp or snow, (b) ability to fly in weather con-



ditions that would restrict or prohibit operations by fixed wing types of aircraft, (c) the absence of forward speed in executing forced landings, thereby requiring an area of only a few helicopter lengths in size.

Speed ranges from zero to 100 mph with vertical ascent or descent, backwards and sideways flight, plus prolonged hovering ability at altitudes up to several thousand feet.

Nimble in flight the helicopter possesses many advantages in spraying or dusting for insects—it can hop from tree to tree or fly at speeds of from 20 to 60 mph leaving behind a swath of spray about 50 feet in width. Its rotors provide motive for diffusing dust or spray.

All important in the battle of the forest fire is TIME. A helicopter can transport three fire fighters and pilot to the scene of a fire in a fraction of the time otherwise required in even reasonably accessible areas. It not only reduces time of fighters getting to fire, but assures their arrival fresh for work.

In the location of logging roads, determination of logs to be reared in a log drive, delivery of supplies to look-out, transportation of supervisory personnel from one camp to another, and other similar purposes (according to Mr. Hay-Roe) the helicopter is virtually a "magic carpet"—and perhaps it is. Crown Zellerbach purposes to use a helicopter to seed 3,500 acres of forest land in Oregon and Washington . . . the forest service recently used a helicopter to make a muskrat house count on the Blackwater National Wildlife Refuge in Maryland (an area of 10,600 acres where previous counts had taken four to six weeks on foot—same count made by air in 2½ hours of actual flying time).

Bell Aircraft Corp. is so certain the helicopter will win its spurs as an instrument of value in woodlands operations that it has announced one model of a helicopter now under quantity production will be modified to especially suit woodlands requirements.

In Brief

PFI boss C. L. Billings and Mrs. Billings returned home in early March from New York and a meeting of the American Pulp & Paper Association, . . . reported a good trip, an interesting meeting of the Association and of the Forest Industries Information Committee . . . found, a surprising knowledge of forestry among ordinary business people in attendance, . . . heard, Betty Bollinger (Lewiston) sing in Metropolitan Opera Contest. . . encountered, bad weather throughout the trip . . . learned, business is expected to be at least as good in the East during first three quarters of 1948 as during like period 1947 . . . visited, son Rick (with Phillip Morris advertising department, New York).

Home from Montevideo, Uruguay in March came Fred Dicus, PFI engineer with some interesting stories of South American Industry . . . their understanding of things mechanical is practically nil . . . their custom of demanding right-of-way at intersections by blowing the horns of their autos and then plowing through was nerve racking . . . their food good, abundant and hard on the waist line.

Ass't. Manager Otto Leuschel and Mrs. Leuschel returned home from a vacation in California in late March . . . journeying through Oregon, California, Nevada and Utah, found poor roads only in Idaho . . . went through drought area in California, cattle looked bad, water low in all reservoirs, power rationed, San Francisco blacked out at night (much like war time) to save electricity . . . timed return home through Pocatello to permit attendance at state basketball tournament where son Otto played on state championship team . . . thought caliber of play to be marvel-

ous but management of tournament was good example of how not to run a tournament, believed Lewiston to be far the best team in the A tournament and that Kendrick would ordinarily have won B tournament but were badly off their game.

To Chicago and a meeting of the Forests Products Research Society went PFI chief engineer R. T. Bowling and engineer Harold White on March 19th. Returning from meeting plans called for a stop at Madison, Wisconsin to tour laboratory of U.S. Forest Service. Bowling to appear on program and deliver a paper on wood utilization possibilities with briquetting machines. Many noted engineers and scientists scheduled by Society for appearance on three-day program.

Participating in program of Inter-mountain Logging Congress in Spokane as leader of panel on use of Osgood loaders was PFI logging superintendent (Bovill side), Joe Parker. Others in attendance from company included E. C. Rettig, Harry Rooney, Howard Bradbury, L. K. Edleblute, R. W. Olin, John Huff, Ole Hemley, Bill Greib, Don Cleveland, Emmett Bingham and Ray Baker.

From Hunt Taylor to C. L. Billings came clipping which asked question—"What kind of wood is Charlie McCarthy's head made of?"—Answer given—White Pine.

From former Potlatch Unit employee Warren Browning was received letter—"My address has changed a little in the last month or two. I have been promoted to Private First Class but am still in Albuquerque, N. Mex. Wish I was back in Idaho but guess I can't come home for awhile yet . . . they are short on ambulance drivers and I'm a good one (even if I say so myself)."



Camp 42 at Bovill. In a clearing surrounded by young pines, with plank walks connecting buildings attractive setting rounds out a near ideal camp layout. Dinner bell had just sounded.

among the individual camps has been at Camp 42, Bovill, under direction of Les Mallory and at Camp 59, Meadow Creek out of Headquarters, under direction of Earl Ritzheimer. Mallory's camp is a truck chance to a siding at Bovill while Ritzheimer's skidding is directly to one or another of several landings along the rails. In January Camp 42's production was 2,564,420 feet and in February jumped to 4,342,380 feet. Camp 59 got 3,190,560 feet in January and 4,285,310 in February.

42—BOVILL

Campsite is to the east of the shops in a clearing flanked on all sides by young pines, about three quarters of a mile from town. The buildings are comparatively new and portable. Campsite ground is flat which made possible easy arrangement of bunkhouses, cookshack, etc., with minimum of effort. Board walks, well above the somewhat marshy ground of the clearing connect camp buildings. The setting is very attractive and well rounds out a near ideal camp layout.

Boss man Les Mallory has been in the logging business a long time . . . knows it inside and out and the things necessary to efficient operation of a camp—but, in naming the things which account for good production of logs, failed to mention one asset on which it's hard to attach a price tag but which is none the less real—a personality far on the plus side, instantly evident in an easy, effortless smile . . . the sort of thing that keeps a supervisor calm and thinking when things go wrong and captures loyalties nothing else can earn. That is among Nature's endowments of

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Les Mallory, 42 PUSH. A logger who knows all the tricks of the trade, including the value of a good kitchen crew and good food. Perhaps that's why he's sampling things a bit—just to be sure.

TIM—M—BER—R—!!

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awaiting the arrival of flat cars for loading.

During the past ninety days long trainloads of logs have carried sufficient scale, woods to mill, to excite the envy of even such legendary characters as fabulous old Paul Bunyan and Babe, the big blue ox. Which, is quite something, if the word-of-mouth versions (some of which have been set in print) of Bunyan's prowess, given along about the hour for swallowing the bar towel, or some time after the third week of a winter-length bout with spirits fermenti . . . mean anything.

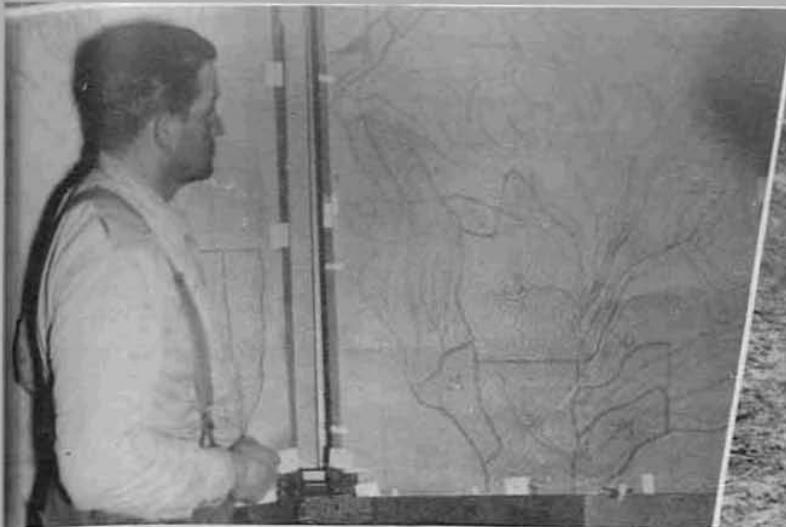
FIVE AND THREE

On the Clearwater side five camps have been at work, while three have operated on the Potlatch side. Production has been good at every camp with a total of 15,915,280 feet brought out by the Clearwater camps in February and 10,638,750 feet credited to the Potlatch camps. Heaviest production

Left—swinging a big one aboard at the Camp 42 landing. Each truck hauls the equivalent of a rail carload so that entire load is transferred (a stick at a time) to rail flat. The loader is a gasoline powered Osgood obtained from War Surplus. It came from Normandy where it was used in cargo handling . . . has wider frame than other Osgoods used by PFI and more power. Handles logs with ease.

Right—Dewley Cramp, assistant to Mallory (skidding boss) swabbing off some of the clay and mud which stopped trucking late in the month. Prior to working with PFI Dewley worked for state highway department and for Winton Lumber Company as a camp boss—among other jobs was drive foreman on drive down Coeur d'Alene river. Other assistant, Ole Hagen (saw boss) couldn't be found at picture taking time.





An engineer, Ritzheimer relies upon maps to keep picture before him of camps logging. Maps show area cut, location of roads, natural landmarks, streams, strips marked out for sawing, etc. Fastened on a hinge-like arrangement to bunkhouse wall maps are attached to plywood sheets much like pages in a book—are kept current by nightly postings.

At right and reading from left to right are Ed Swanson, 59 saw boss; Louie Oroen, 59 skidding boss and Ritzheimer, the PUSH. The ground was still frozen except in spots but mud was beginning to show in late March. Average number of logs per day for camp during 68 days was 775—biggest day had six cats skidding.



PUSH Mallory and it didn't need naming to attract attention.

Preparation far in advance of actual logging is the key to good production according to Les. Roads must be carefully laid out and built, landings likewise, number of trucks must be balanced against length of haul, number of saw gangs, skidding cats, etc. . . . everyday matters for an old head in the logging business. Then there is the matter of assembling good men to operate the tools of production and the selection of supervisory personnel to assist the top push is perhaps the most important thing of all. Fol-

lowing all this, if the push can get the operation into motion and all the respective elements of production meshing in such fashion as to hold waste motion and lost time to bare minimums, he stands a good chance of emerging with better than average production and better than average costs.

Assistant foreman under Mallory is Dewley Cramp, skidding boss. The saw boss job is held down by Ole Hagen.

59—MEADOW CREEK

Like Mallory, foreman Ritzheimer at Camp 59 believes in a lot

(Continued on page 8)



Jim Wilson clears a road through area to be logged. Trees are pushed to one side by bulldozer and are unrooted. Rolled away from route there is no buried timber and road surface is better because of no soft spots as when powder extensively used. Ritzheimer has built 8.7 miles of road in last 38 days and has roads for next year's operations all built—job is done by two men on bulldozer, bull gang on culvert work, plus follow up work to buck and skid timber knocked down by bulldozer when building road.

Below—Cats drag in as many as twenty logs per trip, sometimes upward of that number. Crew of John Thomas, John Louko and Walt Anderson, skidding average distance of 1500 feet, have averaged 212 logs per day since March 3.

Right—First day's skidding of long-length logs with two cats was 84,000 feet at 59. Power saw was used on landing to buck to length and power saws in woods were used to fell. On landing sawyers Gus Swanson and Leo Raczynowski (checkered shirt) handled power saw, prefer gasoline to electric in most respects . . . dislike long cord of electric saw which gets in their way—they move at a half trot. Landings not built for long logs cause saw to pinch. Ritzheimer has placed high spots to eliminate bind—landings should be crowned from one side toward the other.



Woods News

CAMP 42—BOVILL

The election to determine bargaining agent for PFI employees was held March 7th and presiding over Camp 42's part of the election was Pat Walker of the National Labor Relations Board. Mr. Walker was none too well acquainted with our climate and not at all acquainted with Pres-to-logs. Finding the Blue Room a bit on the chilly side he chucked four Pres-to-logs, 32 pounds of fuel, into the stove to warm the place a degree or two. Shortly there certainly was no lack of warmth in the Blue Room. Success crowned Mr. Walker's efforts far beyond the desired rise in temperature, so much so that the heat from the stove caused water in the drain pipe of a nearby sink to boil and nearly melted the handle off a dipper hanging on the wall a good ten feet way. Opinion here is that Mr. Walker will likely remember Pres-to-logs for some time to come.

Our filer, Andrey L. Smith, entered St. Joseph Hospital at Lewiston March 7th to undergo surgery. Near the end of the month was reported well on the way to recovery and due to leave the hospital in a few days. During his absence Carl Lindstrom is handling the filing job.

* * *

CAMP 57—BREAKFAST CREEK

Nothing very startling in the way of news from this camp. We're all holding our breath so to speak, wondering how much longer our roads will hold up. Everyone has a different idea as to when the breakup will eventually come and if you can believe rumor, there have been a few wagers in support of differing opinions. Rain and winds have occasionally softened the roads to the point that we lost some time but each thaw so far has been followed by freezing weather and we're still hard at work. March will prove a good production month for this camp.

* * *

CAMP 55—ALDER CREEK

A few of the points facing the south are bare and there is little snow left here now. The winter, it would seem, is about on its last legs but forecasting weather in this country is a risky pastime.

Vern Olin, injured while operating the sky hook, had a further piece of bad luck during the month and was struck by a log sliding down hill while he was dozing out a road. Result—a fractured leg.

Production has been good with the roads holding up and the toughest part of the skidding out of the hole from Reeds Creek is now finished.

* * *

CAMP 58—McCOMAS MEADOW

Road limits on the highway have reduced the size of the loads we can haul although our production is still pretty good. Production for the month will go over 3½ million feet (we hope) with a full crew of 125 men at work. Alternate freezing weather and then snows and thaws have plagued us but the trucks

HOISTER

In the relationship of one logging chore to another the hoister is an important figure, the equivalent of a balance wheel in a watch.

At Camp 42 one of the main reasons for a smooth running operation is "Whistlin'" Bill Bailey, right, a veteran hoister of some forty years of log loading and by description of Logging Superintendent Joe Parker, who should know, "The best hoister in the business."

The "whistle" is perhaps good enough identification for Bill's character and disposition . . . cheerful, calm and easy going. He pulls and pushes levers with a smooth coordination of eye, hand and foot, and places a lot of logs aboard cars in an eight-hour shift. Bill has used steam loaders most of the time during his years of hoisting but showed his versatility last summer by taking over a diesel powered unit — operated it with the same ease and efficiency that has always marked his work.

The "Whistler" lives at Bovill—walks to and from work, about a mile and a half each way, for exercise. Has a hobby—loading logs. A favorite sport—loading logs. Plans for the future—to load some more logs—all of which adds up to a man interested in loading logs and very good at the job.

BLADE-MAN

Important to any truck camp is the maintenance of roads and Ed Peterson, blade-man for Camp 42, has given good assistance to Camp 42 production. Ed began work for PFI in May of 1937. He is a native of Sweden coming to this country in his boyhood. Has a small farm near Deary and travels back and forth to work from the farm each day.

Is no novice to highway work having spent several years with the State Highway Department and all of his time with PFI on road maintenance.

Keeping of road in good condition is not always an easy task with such seeming contradictions as snow on either side of the road, but none on the road itself; a surface frozen and dusty as in summer.

are still rolling and we are anxiously looking forward to the day when we can shed our rubber boots and water repellent clothing.

* * *

CAMP 59—MEADOW CREEK

Cold nights and warm days have provided us with some pretty fair logging weather and our production reflects these factors plus the efforts of a very good crew. There is no denying, however, that we can almost smell the muddy weeks ahead.

Electric lights and power overtook us during the month and there is no one here to mourn the passing of the gasoline lights. If a poll were taken of Camp 59 employees it would certainly record a 100 percent "Thank you" to the men who installed the wiring and back of them to the company for obtaining necessary equipment.

* * *

CAMP 54—WASHINGTON CREEK

We still have between 7 and 8 feet of snow up where the saw gangs are working and have been sawing and skidding at both Camp 54 and 56 locations. There are 80 men on the payroll.

* * *

HEADQUARTERS

February was a good month for production and March promises to be equally so. There have been a few mishaps as is always the case with high produc-



tion . . . a car of logs was derailed in the middle of the high trestle at the junction, loaders have broken down occasionally, and the cats have required some night work by the mechanics to keep them operating.

Not all of the mishaps have happened to machinery. A few have overtaken individuals as, for instance, Walt Hornsby who started a week not long past with a nice new hat. Followed a round of the camps with Walt returning to Headquarters on Saturday night. The hat was one solid mud plaster, matched only by the rest of Mr. Hornsby's clothing.

The snow is gradually disappearing and a few song birds are in evidence, a sure sign of spring.

Trucks are still hauling logs from Camp 62 to the 57 landing with the roads frozen hard enough to permit passage of logging trucks.

Pat Keron and Lawrence Arneson are surveying a truck road towards the mouth of Snake Creek.

Royce Cox is back home in Headquarters after surgery at the Sacred Heart Hospital in Spokane. Knute Hove, the result of ulcers, has been in St. Joseph's Hospital, Lewiston. Fred Hansen, Camp 57 cat boss, injured by a falling tree is back home from the hospital. Only other affliction seems to be the chronic condition of Republican McKinnon who keeps hoping for a Republican victory and thinks there is good reason for believing this year will see a Republican president elected. Gentleman Jack isn't sure which one it will be though.

Plant News

POTLATCH UNIT

Guests of the Potlatch Foremen's Council on March 16 were track Coach Stanley Hiserman and football end coach Perron Shoemaker from the University of Idaho, along with Tony Knapp, Potlatch High School coach and his football squad. Also present were several other sports fans of this neighborhood.

Coach Shoemaker outlined the University's football schedule and plans for next fall. A film of the Idaho-Utah football game played in Boise last November was run, providing good entertainment and a bit better understanding of the things that go into preparation for the football that a spectator sees on the field of play.

Coffee and doughnuts were served in the High School's Home Economics room with Potlatch School Superintendent Bernard Hopwood in the roll of master chef.

RUTLEDGE

Rutledge took to the air over Coeur d'Alene radio station KVNI not long past following a breakdown in the planing mill. Background to the occasion was that on a Monday morning the motor driving the large planing mill fan broke down. The repaired motor, it was said, would be returned Thursday afternoon of that week. Employees were accordingly instructed to report for work on Friday morning. However, at noon Wednesday management was informed the motor would be delivered to the planer that afternoon, so, took to the air, repeating several times during the afternoon and evening that the mill would operate the following morning. Every employee reported back for work Thursday instead of Friday as originally scheduled and this should be almost as satisfactory to KVNI as to the company since it indicates a wide listening audience among Coeur d'Alene people.

The tug boat under construction on the ground floor of the Rutledge sawmill, is taking shape at a rapid pace. The ribs are in and planking is far along.

Francis Dingler is now papa Dingler,

the father of a baby girl born the latter part of February.

Our Credit Union is doing a bang up business in both savings and loans. It is well to remember that here is a good place to put away a bit of sunshine for any rainy days that the future may bring.

A construction crew is at work on the cooling shed for the dry kilns. The shed will protect lumber from sun and rain.

PFI professors Sheppard and Terlson are holding classes on Tuesday and Wednesday in job instruction, job methods, etc. Attendance has been good and there is a lively interest among foremen and key personnel in this opportunity for self-improvement.

Winner of our cribbage tournament was Axel Holmblad. For contest purposes those interested in cribbage were divided into three groups and the winners of each group—Holmblad, Halvor Severson and Roy Lindberg battled it out. Severson and Lindberg finished second and third respectively. Prizes for the winners were Pres-to-logs offered by the company and coca cola donated by the Coca Cola Company of Coeur d'Alene.

There has been a hint of spring every now and then between spells of bad weather. Just enough to cause horse-shoe pitching enthusiasts to begin sharpening up their pitching eyes for the next horseshoe tournament.

CLEARWATER NEWS

The three months' safety contest involving groups headed by superintendents Andrew and Aram and assistant shipping superintendent Cummerford found the Aram group in top spot, Cummerford group in second place and Andrew's department in cellar position at the end of February. In accordance with rules of the contest, Mr. Andrew acted as Master of Ceremonies during a noon-hour quiz program between employees of Aram's group and foremen selected from Cummerford's gang. In the battle of wits the employee group triumphed with employee Jess Mosher winning the jackpot award—a pair of safety shoes. Questions ranged between the extremes of "In what language was the first American Bible printed?" (Indian), and "What is an injured female?" (a hurt skirt).

In four fund-raising drives since the

first of the year Plant employees have contributed between \$4,500 and \$5,000 in total to the Polio fund, Red Cross, Community Chest and Boys Clubs.

Roy Skwels, replant employee, is now back home after more than a month's illness in St. Joseph's Hospital.

The mill lost three hours Monday morning, March 22, when a bearing on the deck cutoff saw burned out. With log inventory mounting and lumber inventory showing a tendency to slip in the opposite direction, the pond, sawmill, stacker, unstacker and dry kilns crews are to work Saturdays for eight weeks. Other departments will be sufficiently manned to permit operation of the Saturday shift in the departments name.

Salvage of sunken logs in the mill pond is under way with two divers on hand for the job, plus a lot of necessary gear.

Employee Bill Green, shipping office, one of the best known and liked fellows around the plant, became papa Bill mid-March. The natural tendency of the first time parent toward boastfulness found expression in a new and rather startling description of the newly-born by the proud papa. With his chest out a foot Bill invited attention to the weight at birth of his son—9 pounds 12 ounces, then added casually, "Big enough to start eating hay." To date no one has asked Mrs. Green if she approves the remark.

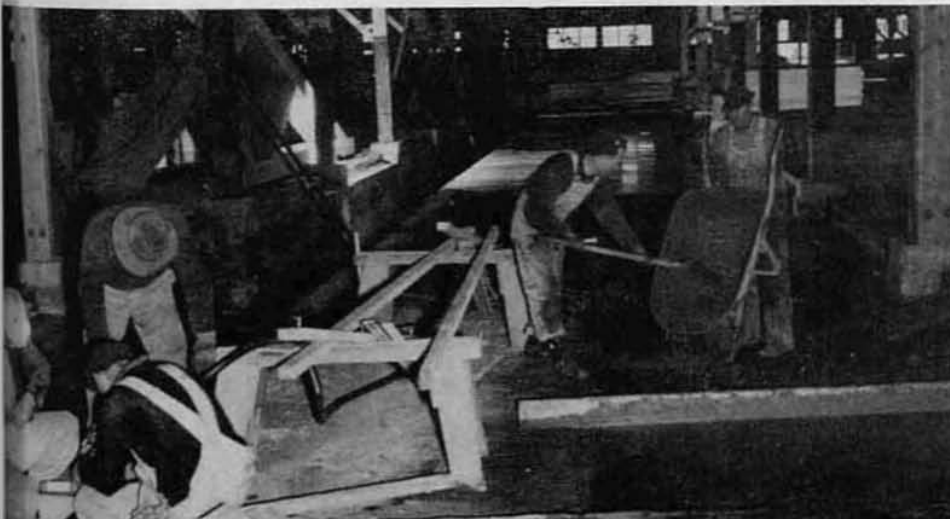
Prizes for the pitch tournament were awarded March 25th with Tony Fulvio, grader, capturing top honors in the 12:00 o'clock group; Harold Bruch, stacker, and Curley Morrison, machine shop, tied for second; consolation prize went to Van Ogden, time office (an Easter basket). The 12:15 group winners were Marty Martinson, loading dock, first place; Bob Anderson, loading dock, second place; and Joe Skiggn, planer, consolation prize. The first place winner for the night shift was Herb Jenkins, planer, with Fred Moorehouse, unstacker, and Jim Luther, box factory, tied for second place. Consolation prize went to Bob McKinley, stacker. The prizes were hams, 17 pounders to first place winners and 12 to 14 pound hams to second place winners.

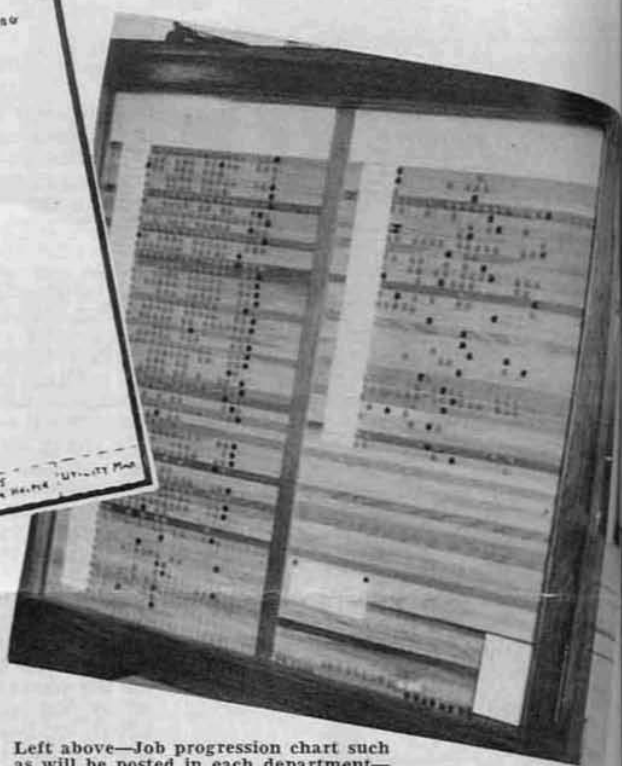
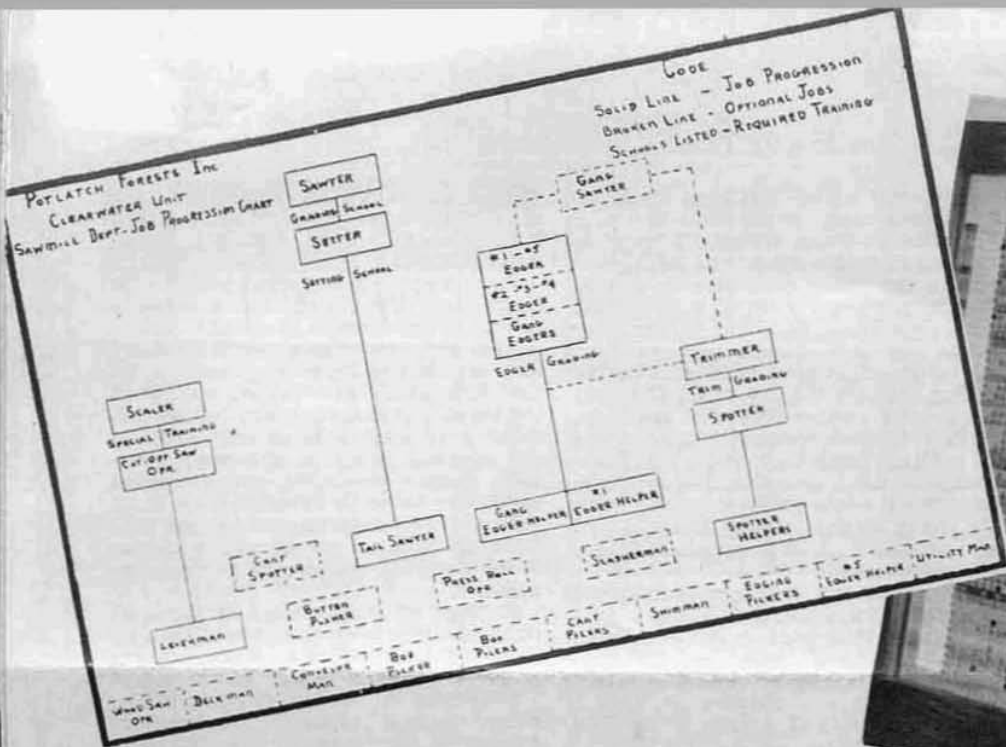
WORD OF ADVICE — beware the back-slapper, for ten to one he hopes to make you cough up something.

CUT-UP PLANT TAKING SHAPE

The new cut-up plant at Clearwater is rapidly taking shape in the old replant building. The new set-up will house three Irvington semi-automatic cutoff saws, one gang rip saw, a straight line rip saw, one or two box factory type table rip saws, a high speed moulder, and a 48 inch sander. Hydraulic lifts, gravity rolls, power driven feed chains and belt conveyors for fast and easy operation will be installed. Lift trucks will be used to handle materials.

Also in new equipment for the cut-up plant will be a Diehl-Dosker electronic wide board glueing machine with auxiliary equipment consisting of a lumber conditioning dry kiln, two straight line rip saws, live rolls, gravity rolls and hydraulic elevators for handling lumber, a hog for grinding edgings, panel sizing saw and panel cut off saw.





Job Progression--Seniority Board

Charts tracing the line of job progression in the various departments of the plants have been, or will be, posted in each department. High purpose toward which the charts are aimed—(a) assurance to each employee of an equal opportunity for advancement on basis of length of service and ability to perform work, (b) a systematic method of training men for better jobs, (c) supervisor-employee interviews at regular intervals, (d) uniform method for rating job performance, and (e) methods for helping employee with self-improvement.

Two major questions were considered in developing lines of progression—(1) does job provide necessary related experience for job ahead and (2) does job require special training. Jobs fall into one or the other of two classes—required, or optional.

Required jobs are those indicated on the progression chart by a solid black name around the job name. Men who desire advancement must qualify by taking these jobs in order. Optional jobs, indicated by broken lines, are those which the man concerned may take or pass up without interference with his right to advancement.

ASSESSORY

In the role of assessory to the job progression charts in each department are seniority boards, kept current by department heads, to keep employees aware of job opportunities and their seniority position in relation to other men within the department. The board also serves to inform employees of opportunity for training ahead of job openings.

Shown on the board are a complete list of all jobs in the department, rates of pay, a complete list of all employees who have worked in department over thirty days in the order of their seniority and by the use of different colored buttons after each employee's name is indicated job presently held, job qualified to hold, job he is training for, etc.

TIM—M—BER—R—!!

(Continued from page 5)

of preparatory work, careful building of landings, roads, etc. His

camp is partially made up of rail bunkhouses of indefinite age and as a consequence it has a less inviting appearance than does Camp 42 but functions equally well in the matter of getting out logs. Pet peeve of PUSH Ritzheimer is incentive pay provided through gypo work and he firmly believes the only way to cut costs and get out more logs is to give those who must do the work an opportunity to make more money by working harder.

Always fond of maps, Ritzheimer's war experience as an officer (major) in the engineers has added to a natural respect for maps and the information to be had from them if kept up to date. A hinged affair, on the order of a giant size notebook, is attached to the wall of his bunkhouse and provides space for several large size maps of the area in which camp 59 is at work . . . road layout, portion logged, cost figures, contour of land, natural landmarks, streams, etc.

If Ritzheimer were not in the production end of PFI, he would make a fine statistician. He has the engineer's love for figures and detail, plus an extremely retentive mind for costs, footage skidded, average number of logs per load skidded, average distance skidded,

average number skidded per day—etc.

Restless and energetic he gets around fast, but relies upon skidding boss Louie Oroen and saw boss Ed Swanson to handle their respective chores unaided, which frees him for road layout work and other tasks of supervisory character. Ritz drives himself and expects much of his men but is genuinely attached to them and believes absolutely that he has the best crews in the woods—is willing to argue in their behalf when necessary and well takes care of himself in verbal jousts.

FORMULA FOR PRODUCTION

Although the two camps can hardly be compared since one is a truck camp and the other a rail camp, there are certain fundamentals looking toward big production of logs in which both foremen place implicit faith, a careful laying out of roads, much preparation in advance of logging, a thorough, first hand knowledge of the area to be logged (gained by close inspection), adequate and good equipment, assembling of good crews, incentive pay in the form of gypo work where possible, the sharing of responsibilities with assistants, and by no means last not least . . . plenty of good food, cooked well and served well. The formula works too—take a look at the record.