THUNDER BAY TIMBER OPERATORS ASSOCIATION

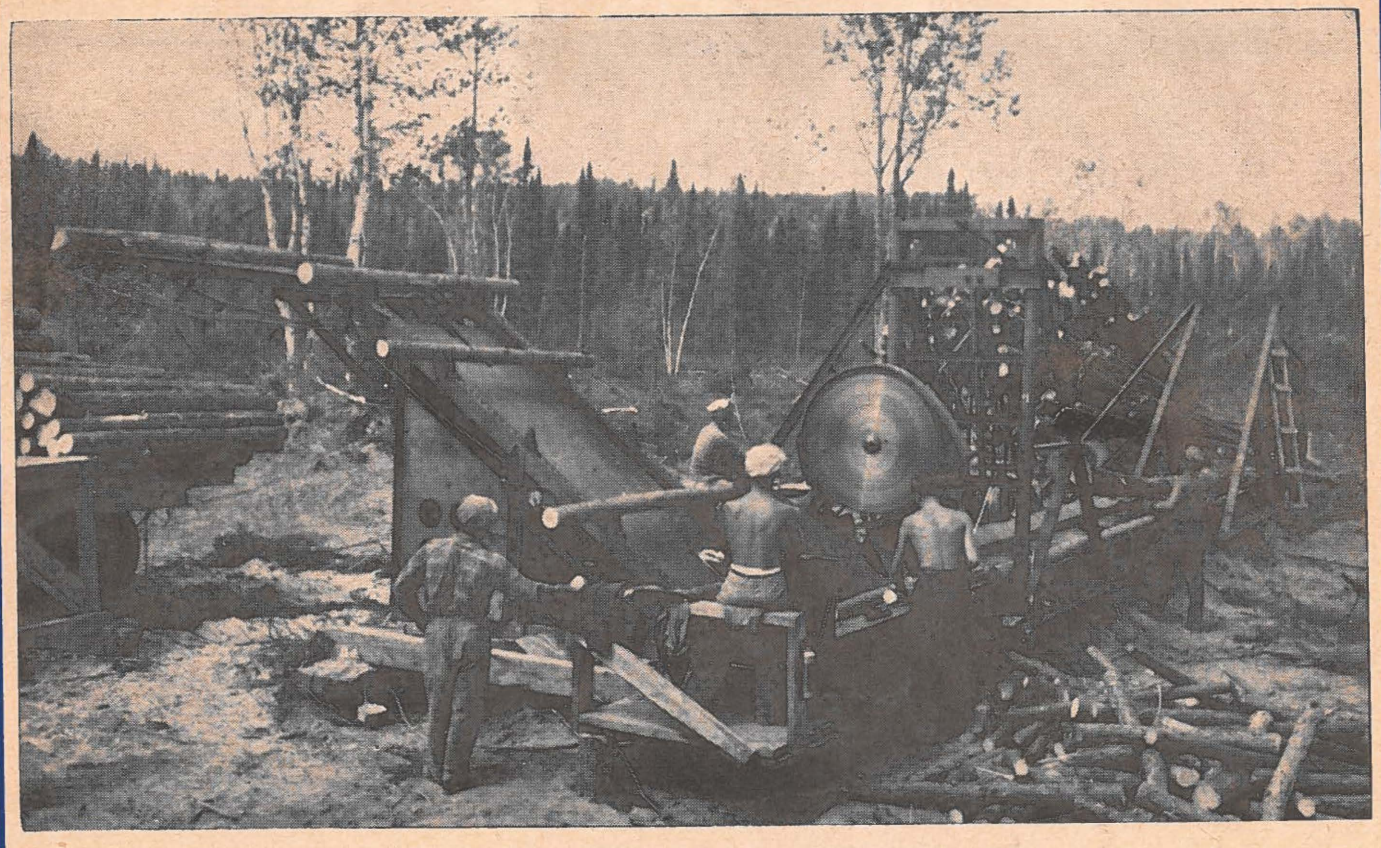
LOG BOOK

SEPT. 1949

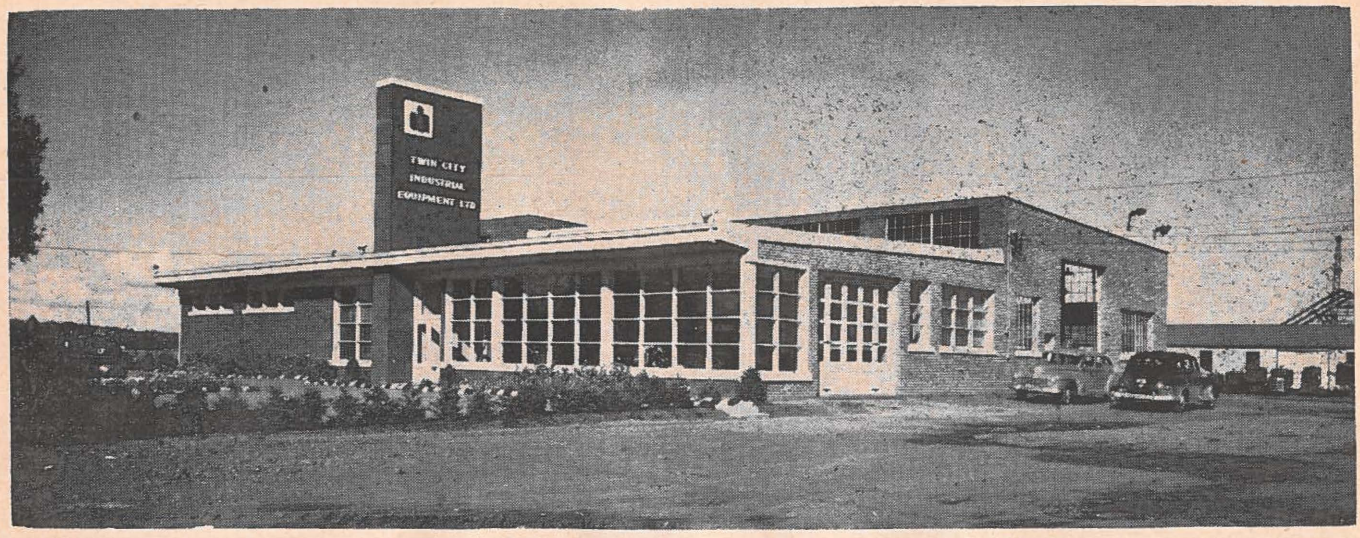
VOL. 1 PORT ARTHUR, ONTARIO No. 9

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Mr. George Sonley,
Marathon Paper Mills of Can., Ltd.,
PORT ARTHUR, Ont.



RETURN TO
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THE THUNDER BAY TIMBER OPERATORS' ASSOCIATION
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RETURN TO FORESTRY LIBRARY Woods Division Marathon Corp. of Canada Ltd. Port Arthur, Ontario

President's Message

Summer is about over and once again operators will be looking forward to whatever problems the new operating season will bring. It is already apparent to us all that the war-time and post war scramble for wood in its various forms has ended. In other words, the honeymoon is over and we must now become domesticated as quickly as we can in order to ensure as much bliss as can be expected from normal times.

The cost of wood must be somehow maintained at a level which will ensure this part of the Province a great share of the market. This year will not be as productive in volume as the last few. However, this can be considered only a period of readjustment with next year possibly bringing a normal steady demand for forest products.

We will regain and maintain a steady market if we can meet the competition which is creeping in from other parts of Canada, Europe, and the United States. To do so we must be ever conscious of economy and efficiency in our operations to the end that our unit cost can meet the ability of the market to pay.

Recently negotiations were concluded between the Lumber and Sawmill Worker's Union and the Timber Operators. It is significant that both sides appreciated the needs of the other. As a result, a sound agreement with no major changes has been signed for another year. Both sides are to be congratulated on a realistic approach to the problems which face the industry.

Once again we wish all of our members a successful operating season.

H. H. 'BERT' STYFFE'

Lakehead Technical Institute Includes University First Year Forestry As Well As Technical Forestry Course

New Forestry Instructor Appointed

Dr. M. W. Bartley, principal of the Lakehead Technical Institute announced the appointment of P. C. Polloch of Fort William, Ontario, as an instructor in forestry to assist Mr. C. John Campbell, Master of Forestry at the Institute.

In addition to the two-year forestry course started last year, the Instiute will also offer in the university division a first year forestry course which will be equivalent to that offered by the University of Toronto. On completion of the first year course, students may enrol in the second year of the forestry course at the University of Toronto.

Community Chest -- October 2nd-29th, 1949

Each fall the Community Chest drive is held across Canada. In each locality the chest committee of volunteer workers collect for organizations and welfare agencies which are eligible to be a part of the Chest. Money collected is distributed to these organizations according to the budget approved before the campaign starts.

In Northwestern Ontario, the woods industry and its employees have supported the Community Chest campaigns in the various centres and this year will again be asked to support the campaign.

Volunteer workers will again canvass the camps. While the majority of people who contribute—whether woods workers or city workers—will not benefit, those in need will and in this regard the woods employees have in the past been very generous. Last year the Ontario Paper Company employees topped the woods ogranizations in the Port Arthur area and the Great Lakes Paper Company Limited employees were ahead in the Fort William area.

Please give this worthy campaign your support.

Stamp That Wood

The Pulpwood Salvage Association reports that tests made this year still show a high percentage of unstamped wood being salvaged.

If orders are that wood is to be stamped, all supervisory personnel should check on this important operation and ensure that the orders are carried out one hundred per cent.

Paint marks have been registered by some companies with the Commissioner of Patents, Ottawa, and, in some cases, are being used instead of the familiar stamping hammer.

Services of Community Programmes Again Available In Camps

During the past three years the Community Programmes Branch of the Ontario Department of Education has been carrying on classes in Basic English and Citizenship in the camps of this area. This service was begun to enable newcomers from foreign countries to learn of the language and customs of this country.

This year again the same service is available to either newcomers or those who are Canadian citizens and wish to improve their English.

Due to decreased woods operations and fewer camps in operation it will be possible to give a greater degree of help than formerly.

If there are ten or more men in your camp who wish to receive instruction write or phone:

Community Programmes
Ontario Department of Education
400 Catherine Street, Fort William
Phone 2-4859

Cover Picture

Slasher in operation at the Marathon Mechanical Operations at Stephens, Ontario.

REFORESTATION

By J. BARRON

(The fourth of a series of articles by members of the Northwestern Ont. Section—Canadian Society of Forest Engineers)

In a previous article of this series it was pointed out that where natural regeneration is a failure, the most logical answer is to resort to artificial regeneration. In this article then it is proposed to deal with some of the aspects of reforestation by man.

A popular belief that has been widely held is that the way to replace the depletion of forests is to plant a tree for every one cut down. While looking at its face value this theory sounds appealing there are other factors involved which cannot be overlooked. One of the most important of these is cost. When forests are planted by man there is always the question of whether the amount of money spent will prove profitable. Aside from the initial cost of planting there must be considered the accumulated interest on this initial cost through the years until this timber is ready to be cut. As an example, if the interest rate were taken at 3 per cent the initial investment would be doubled in about twenty-five years. It is true that some of this accumulated cost may be offset by making thinning cuttings during the life of the stand but the sale value of these thinnings would not materially reduce the total cost. It is largely the value of the mature stand which must offset the cost and provide a profit where a planting project is considered on a dollars and cents basis only—and the timber industry like any other must operate on this basis.

Contrary to this popular idea that forestry consists of planting trees and that the way to replace a stand that has been cut down is to automatically plant another, the proper approach lies in the treatment of the existing forests. Where forests now exist they should as a rule be so harvested that a new crop arises naturally as a result of the method of cutting. Whereas nature will establish a new crop for nothing if treated wisely, man's methods cost money.

The question arises then as to when and where man should resort to artificial regeneration. Although natural regeneration must be depended upon to largely reproduce our future forests there are many instances where man can and must help out. Forest fires have burned over, sometimes repeatedly, large areas of cut over land. Natural seedlings and advance growth which were present on the area are wiped out by the fire, and with no natural source of seed supply available the area becomes wasteland as far as commercial tree species are concerned. If these areas are to be reforested the work can best be done as soon after the fire as possible while the ground is clear and before competing brush and vegetation can become established.

There is also ample opportunity for reforestation on idle lands in agricultural areas. This is as true in the Lakehead area as anywhere else. Lands which at one time were well forested have been cleared in an attempt at farming and have since become abandoned due to unsuitable soil conditions. Although not suited to agriculture, the fact that they once bore forests is proof that they could do it again. These areas have the further advantage of generally being readily accessible to a market and hence providing cheap wood.

As has been pointed out there have always been cases where natural regeneration has completely or partially failed to restock an area after logging operations. These blank spaces must be filled in artificially if complete stocking is to result. There is increasing thought being given to this on the part of several timber companies as evidenced by experiments along this line and at least one large company in Northern Ontario is adopting it as part of their forest management policy.

There are two methods of establishing artificial regeneration: 1. by direct seeding; 2. by planting trees. Generally speaking planting is considered to be the quickest and safest method. It is true that an area can be seeded more cheaply than it can be planted but the chances of failure are very much greater in the former. In the long run where results are compared as against costs, the planting method is usually found to be the more economical. However a recent development of coating seeds with a protective covering may give this method more favourable results. These pelleted seeds as they are called, are enclosed in a covering which greatly increases the chances of seed survival. The properties of coating provide several advantages: nutrients are present in it for the seed; it absorbs moisture readily; chemicals are present which discourage rodents from eating the seed. Direct seeding probably has its best application on a recent cut-over and burned over area where no ground cover remains. The Ontario Department of Lands and Forests carried out such a project last year following the Missasaugi fire when pelleted seed was sown from aircraft. The results of this will bear watching.

In any reforestation program the logical place to start is on those lands which are readily accessible to markets and where site conditions are favourable to rapid growth. Since the areas are accessible the planting costs will be cheaper. In addition the planted forests when mature may be harvested with a minimum of logging costs. It goes without saying that planted forests must have the best in protection from fire, insects and disease. This protection is better afforded where ready supervision can always be available.

An important decision that must be made where an area is to be reforested is the choice of tree species to be used. This is important because of the expense involved in planting and because of the relatively long time which must elapse before mistakes may show up. Thus it is best to make sure that the species of tree selected is well adapted for the area to be reforested. The safest general guide in this respect is to follow the lead of Mother Nature and choose those species which once grew well naturally on the area. Another factor of course

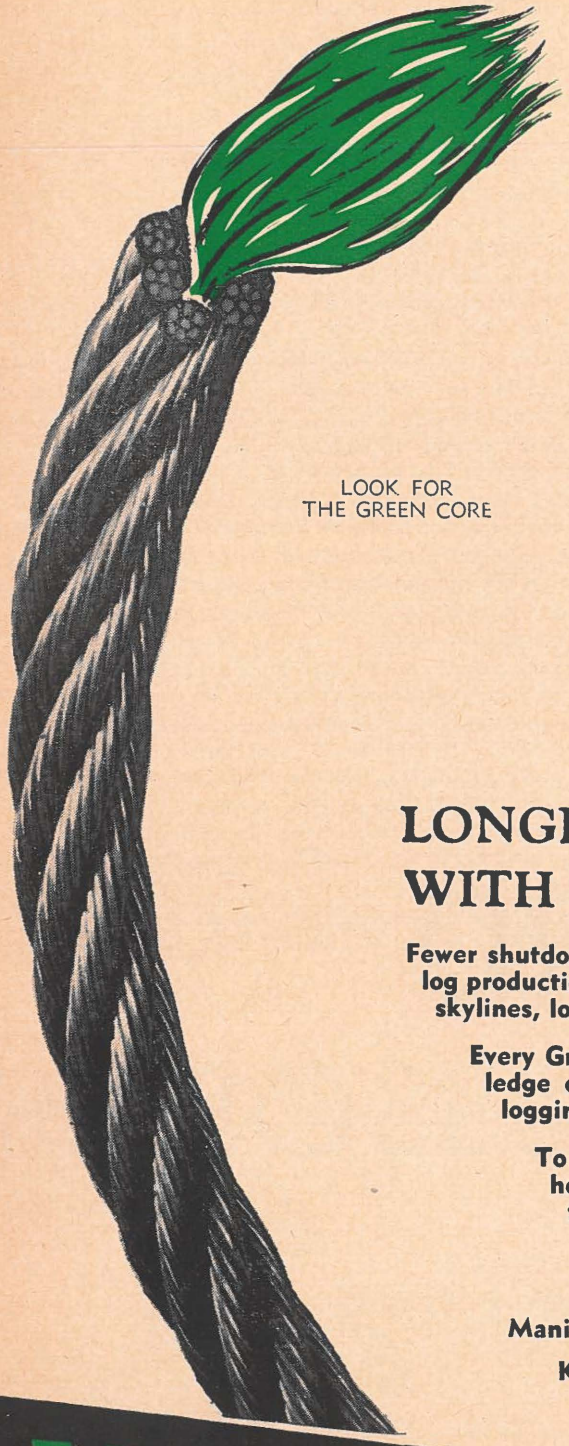
(Continued on Page 13)

PREVIOUS ARTICLES:

March Issue—"The Commercial Tree Species of Northwestern Ontario," by H. H. Styffe.

May Issue—"Forest Regeneration," by J. H. Godden.

July Issue—"The Forest Community," by D. R. Stevens



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LOGGING AT MARATHON

By P. V. LEMAY
Woods Operating Manager
Woodlands Div. Marathon Papaer Mills of Canada, Ltd.

Marathon's management plan is based on the assumption that the operation will be permanent. We have deviated from the conventional in two respects; one of them is that the operation is mechanized and the other is that each logging compartment or camp is laid out with the idea of harvesting the annual growth from the same camp indefinitely.

On the mechanical operation, careful planning and layout are essential. The area to be cut over is carefully studied on aerial photographs, summary of estimates, stand tables, and ON THE GROUND. Every stand, every set-up, every strip is carefully considered before the operation begins.

The over-all plan is carried out by what might be called a "Planning Committee." It is made up of the Chief Forester, General Superintendent, Operating Manager, and the Vice-president in charge of woods operations. They make the long term plans and decide on the area to be cut over each year. The area is then carefully studied by the District Forester, the District Superintendent, and the foreman who will be in charge of the operation. External boundaries are decided upon, and blazed if necessary. The width of each operation must be carefully considered before being decided upon. This will be determined by topography, the skidding system to be used and the equipment available to do it, as well as the season of the year.

Set-ups are chosen to which the wood will be skidded and left in cold deck. These set-ups are determined primarily by topography and desirability of the site for setting up yarders, slashers and for manoeuvring trucks. On the average, a set-up will log approximately 20 acres. This means that if the stand averages 25 cords, there will be piled in cold deck at the set-up 500 cords of pulpwood in tree lengths.

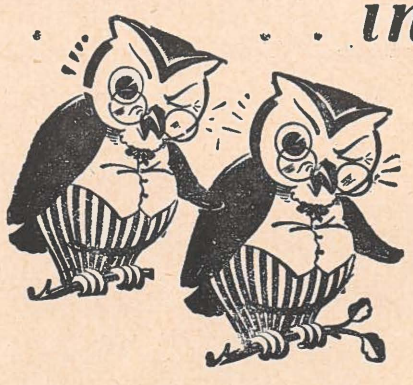
Strips must be laid out for the fallers, but these strips differ from those on a manual operation. Instead of being parallel, they radiate from the centre of each set-up, that is, in shape they are like the slice of a pie. The angle of layout will vary with ground conditions and with the rapidity with which it is desired to get the stand felled. As each set-up yards a sector of about 200 degrees, there may be as many as 10 strips at each set-up or there may be as few as four or five.

In addition to marking the centre of each set-up, its external boundaries are also blazed or picketed. No exact road location is determined on at this time but an

(Continued on Page 7)

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approximate location only. The final location is only decided upon after all trees on the set-up have been felled. Thirty or 40 set-ups are located before the operation begins and a minimum of say 25 is maintained ahead of the operation until near the end of the season, when finally all have been located.

When a large enough number of set-ups have been laid out, falling may begin if the season permits. This can be any time that snow conditions will allow after the middle of April. Fallers are assigned strips just as they are on the manual operation. The numbering of set-ups is standard on all operation.

It is essential that the falling pattern be uniform, that all trees be felled in a direction away from the set-up. In the few cases where this cannot be done, fallers are instructed to fall towards the set-up, thus maintaining the parallel pattern. It does not greatly matter for skidding purposes which end of the tree comes first, but it is important at the slasher that the butt be presented to the saw first. This is the reason for the falling pattern. Fallers of course must begin their strip at the outer boundary and work towards the set-up. Early in the falling season the camp should be filled with fallers. Many of these will be yarder and slasher crews, truck drivers, and other specialists who will later return to their regular jobs.

Scaling of tree lengths must be done daily. The butt scaler measures the butt of each tree where it lies. He records the diameter of the butt and the species. No other measurements are made here. The fallers are paid for each tree on a butt or stump basis. They are not concerned with volume, though we do have a volume table based on stump diameter which is used to keep record of production up to and including the cold deck.

Yarding may begin any time that the fallers have enough wood on the ground to assure a constant supply without delays for the yarders. This may be from 2-4 weeks after the beginning of falling operations. It is important that yarders begin as early as possible and that all yarders to be used be put into operation as quickly as possible.

At this time any yarding crews who are occupied in the falling operation will take up their regular jobs. If the camps have been kept full, they will not be replaced.

As the yarders move into position, the road building tractors also move in. The tractors will be used, in addition to road-building, for moving the yarders from one set-up to the other.

Tree lengths will be skidded in either by the ground skidding system or by a sky-line system, depending on conditions. The tree lengths will be piled in the cold deck up to a height of about 15 feet. Usually only one yarder will work at a set-up until it is completed. It will then move on to the next set-up, leaving the first one ready for the slasher.

The yarder crew usually comprises a hook tender, who is the straw boss in charge, 2-3 chokermen, a chaser at the foot of the yarder, and a yarder operator. These men work as a unit and while they are paid on a daily basis they also receive a production bonus for all production over and above their quota. The quota and rates will vary with conditions, but are pre-determined.

Depending on forest conditions, i.e., density, species, terrain, size of timber, an operation of this kind will require from 2-3 yarders for each slasher. The production which may be expected from each yarder will

(Continued on Page 8)

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vary greatly. It may be as little as 25 cords per day or as much as 55 cords.

When the yarders have built up a sufficient supply of tree lengths in cold deck, the slashers are ready to move in. Here again this may be from 2-4 weeks after the start of yarding operations. Again many of the crew will come from among the fallers, for now we require not only the slasher crews, but truck drivers as well. This completes the drain on fallers, and those who continue falling for the balance of the season are less permanent men, though many of them do become specialists of one kind or another as opening present themselves.

Slashers move in to the cold decks, cut the wood into 8-foot length and load it on trucks. Species are segregated on this operation; that is, poplar is slashed separately and sent to dry landings where it will remain until the following spring. Softwood species during the summer months are dumped into the driving stream.

Handling Poplar

It might be well here to describe briefly our method of handling poplar. In the past we believed it necessary to peel poplar, or at least to strip it, in order to make it float. We have also tried chemical treatment. Experimentation has now shown us that none of these are necessary if poplar is felled during the growing season; that is, between full leaf and the time leaves start to turn yellow, and let it lie in 8-foot lengths for a minimum of six weeks. It will be seen that our method meets these requirements. Experimentation is continuing, however, to determine whether the same results would be obtained by falling poplar from late summer or early fall onward through late fall and possibly even through the winter. We know that there are both silvicultural and operational advantages to be gained if this can be done.

The crew of a slasher consists of a sawyer, a top loader, a winch operator, two hookers, and one unhooker. One of these men is straw boss in charge of the operation. He may be any one of the six and always will be one with more experience and ability to handle men.

Production at the slasher will vary with conditions but the extreme will be less pronounced than on yarding operations. Each slasher should average from 70-90 cords per day or more. Under favourable conditions they may do much more than this. A record of 116 cords has been set.

The slasher crew is paid on a daily basis, but like the yarder crew they receive a production bonus for all production over their basic quota of 70 cords.

The slasher loads 8-foot bolts on dump trucks, which deliver either to the dry landing or to the water, depending on species. Somewhere enroute at a central point here is a short stopover for the scaling of each load, which is by government scalers and usually at the same point for painting one end of each log with a yellow paint smear (Marathon's registered log mark). Unloading at landing or in the water is done by hydraulic dump.

While yarding and slashing operations are going on, final road locations are decided upon by the production unit foreman and they are built by the tractor which is also used to move both yarders and slashers. On a two-side operation usually two tractors are required. These will build all roads, landings, and move the two slashers and the 4-6 yarders.

Five general road classifications are recognized. Each of these has detailed specifications, but briefly they are as follows:

CLASS 1: Might be called a super highway. It would be for very heavy traffic. We have no roads of this class now.

CLASS 2: Main highways. Their purpose is strategic. They serve the limit for transportation of all kinds.

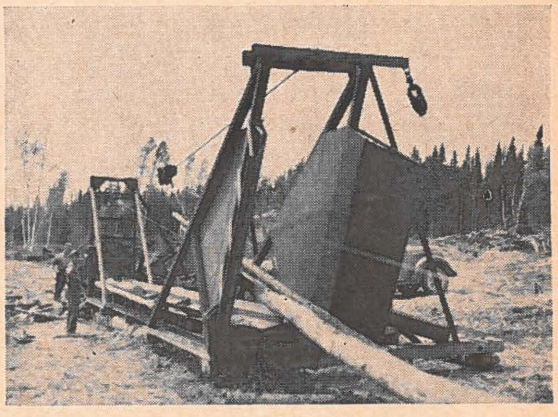
CLASS 3: These are main logging roads. They are more or less permanent.

CLASS 4: Temporary logging roads for summer use which will be abandoned after one or two years.

CLASS 5: Winter logging roads which disappear with melting snows.

The above outline is mechanical logging as Marathon practises it on any one operation.

It has already been stated that each camp or compartment operates on a sustained annual yield basis. The Pic Limit has been divided into 8 compartments. Six of them are planned for 2-side operations and two of them for 1-side operation. In deciding on policy, two courses were open as to how a safety factor should be applied. It would not be good business to expect from the Pic Limit its total annual yield indefinitely. Some provision must

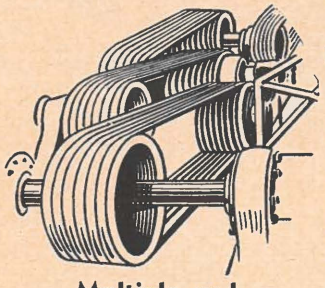


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be made in case of catastrophe such as an extensive fire or insect infestation or other disaster. This could have been effected by applying the safety factor desirable to each compartment and reducing its annual cut by that much. The course that Marathon decided on, however, was the complete idleness of three compartments and the full operation of the remaining five. Thus, if a disaster of some kind should happen to strike, one or more of the idle compartments will be opened up.

Each camp will operate at a radius of about 11 miles and it is planned that it will not cut more than the annual growth. It therefore becomes a permanent centre. Better accommodations are justified and in fact four of the compartments are already on their way to what might be called a "forest community." One compartment has 25 permanent resident families and a school, another has 17 resident families. The other two have five each.

DEPARTMENT OF LANDS AND FORESTS' EXCELLENT EXHIBIT—LAKEHEAD FAIR

Congratulations to local officials of the Department of Lands and Forests for the excellent exhibit at the Lakehead Fair in August. The exhibit featured a display of fish and wildlife; a miniature nursery; a fire protection station and a display of species of trees in this area.

This exhibit was one of the attractions of the fair and the interest of the public was ample reward for the hard work entailed in making up the exhibit.

NAMES CHANGED ON TUGS AND BARGES

The Ontario Paper Company Limited purchased from the Great Lakes Lumber & Shipping Limited the diesel-electric tug Satinleaf and it has been re-named the Rocky River. Also purchased were the barges Blanche H and Merle H which are now registered as the Black River and the Pic River.—**"The Observation Post"**

PAUL BUNYAN YEADON JOINS FAMILY GROUP

Mrs. and Mrs. Clyde Yeadon, of Iron Mountain, are the parents of a son, born recently at the Penn Hosipital, Norway.

Clyde Yeadon is the creator of the popular new comic strip, "The Mighty Bunyan," showing daily in many newspapers throughout the country. Yeadon is also the father of five girls . . . and now one boy.

Guess the name of the new baby. You're right . . . it's Paul Bunyan Yeadon, and as husky for his age, as his famous namesake . . . at the same age.

IN THE DAZE OF PAUL BUNYAN—'KING OF THE LUMBERJACKS'

(TM Reg. U.S. Pat. Office)



RED-UNDERWEAR CHARLIE, A SHACKER CUTTIN' BY THE PIECE FOR PAUL, WAS THE ONLY CEDAR SAVAGE WHO DIDN'T REQUIRE A CALL AT DAY-BREAK—HE'D BELLER HIS CALL BEFORE RE-TIRING AND THE BIG SWAMP WOULD CARRY HIS ECHO BACK JUST IN TIME TO ROLL HIM OUT IN THE MORNING.

Study of 1949 Forest Fire Experience Should Be Conducted in November

Each spring, just before the official fire season begins, it has been the custom of the Department of Lands and Forests to hold regional meetings of representatives of woods operators to discuss fire protection plans for the approaching fire seasons. These meetings have resulted in a better all-round understanding of the problem of both the Department of Lands and Forests and the operators.

This year, after the regional meetings were held, operators' committees were appointed to represent operators at meetings deemed necessary by the Regional Forester concerned.

In the Western Region, at the last committee meeting held May 12th, 1949, it was decided that, if the Regional Forester did not consider a meeting necessary during the summer, a meeting would be held in November to go over the 1949 forest fire experiences.

This meeting will be held early in November.

The official fire season closes October 31st, 1949 (unless extended due to hazardous conditions). It is felt that the following actions would pay dividends next year.

(1) Each company review the 1949 forest fire experiences on its own limits and, based on these experiences, prepare preliminary plans for the 1950 forest fire season.

(2) Each Regional Forester call a general meeting to discuss the over-all 1949 forest fire experiences — number of fires, causes, means of detection, co-operation in fighting fires — and, based on these experiences, discuss plans for the 1950 season.

One of the main topics that should be discussed is a plan whereby key man on company staffs may be trained in fire-fighting tactics.

Post-mortems are not always pleasant and are not always considered worthwhile but, it is felt that a review of experiences, while still more or less fresh in the minds and not dulled by the fall and winter activities of cutting and hauling, etc., will be of benefit to all concerned.



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Fire Prevention Week
OCTOBER 9 - 15

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1. All camp stoves shall be equipped with a stove pipe key to control the draft.
2. Stove pipes should never be closer than 4' to an unprotected wall. If closer than that, the wall shall be protected with tin but in no case shall any stove pipe be closer than 2 ft.
3. Stove pipe holes in the roof or wall must be sufficiently large to allow at least six inches of clearance all around the pipe. Any beams within one foot shall be protected with tin. In the case of a double roof, a large tin pail or circular piece of tin or sheet iron shall be installed to stop moss from falling against the pipe.
4. A large piece of tin shall be placed in front of and partially under the stove to prevent any live coals falling on the floor.
5. Rubbish must never be allowed to accumulate near the stove and firewood shall be piled at least 12" from the stove.
6. Coal oil must not be used for lighting stoves.

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Dial 5-6511 **MARSHALL-WELLS** Dial 5-6511

Companies and Union Negotiated New Agreement For 1949-50

Pulp and paper companies and independent operators in Ontario's logging industry with agreements with the Lumber and Sawmill Workers' Union Locals of the United Brotherhood of Carpenters and Joiners of America, A. F. of L. negotiated a new agreement in August.

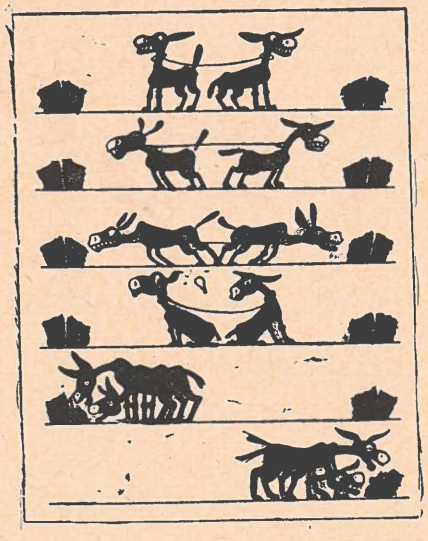
The Agreement is basically the same as the 1948-49 Agreement with basic wages and charge for board and lodging remaining unchanged.

A war-time cutting bonus was eliminated and some changes in re-classification were made in the hauling schedule.

Some minor changes were made in the grievance procedure.

In addition to previous provisions for payment of two per cent of earnings in lieu of holidays for employees completing 75 days of continuous service within a four-month period, employees with five or more years service will receive two weeks holiday with pay.

The negotiations were held in Toronto and started August 16th and were completed August 24th.



An old-as-the-hills cartoon that has to be run every so often because the moral remains as fresh and up-to-date as ever.

Insect Collections Increased at Forest Insect Laboratory

Collections up until the end of August, 1949, were ahead of 1948, the Monthly Summaries of the Forest Insect Laboratory, Sault Ste. Marie report.

Collections in April, May were 232; in June, 1,723; in July, 2,700; in August almost 2,100. Insect species sent to the laboratory included the following:

Spruce budworm
Tent caterpillars
Larch sawfly
Hemlock looper
Fall webworm
False hemlock looper
Birch sawfly
Green-striped maple worm
Marlatt's sawfly
Jackpine budworm
Spruce coneworm
Basswood looper
Yellow-headed spruce sawfly
Black-headed budworm
European spruce sawfly
Red pine sawfly
Balsam fir sawfly
Jackpine sawfly
Green-headed spruce sawfly
Red-headed pine sawfly
Swaine's Sawfly
Imperial moth
Yellow-necked caterpillar
White pine sawfly
Red-headed jackpine sawfly

Coast-to-coast radio programs are not "broadcast" in the way most people imagine. An air show from one city is "piped" by railway telegraph lines to individual radio stations across the country and "aired" locally from each of them.——**Quick Canadian Facts**

How many of these have you seen?

Industry personnel can be of great assistance both to the laboratory and to their respective companies by sending insect species to the laboratory.

ARE YOU LUCKY?

Luck means the hardships and privations you have not hesitated to endure, the long nights you have devoted to work. Luck means the appointments you have never failed to keep. The trains you have never failed to catch. **—Mark Orell**

Good luck is usually with the man who doesn't include it in his plan. **—Franklin P. Adams**

I am a great believer in luck and I find the harder I work the more I have of it. **—Stephen Leacock**

REFORESTATION

(Continued From Page 4)

which has a bearing on this decision, is to make sure that the species selected will be suitable for the needs of the local markets. For example if the objective in mind was to produce timber suitable for poles the species selected would be red pine or jack pine provided of course that the area in question was favourable for the growth of these species.

Just as it is important that a species be suitable for a particular local site, so also is it important that the seed of that species come from the same general region. For example seed colected and grown in Northwestern Ontario is much more suitable for this region than if shipped from Southern Ontario where climatic and soil conditions are much different. This was a major consideration in the Ontario Government's decision to establish a forest tree nursery at the Lakehead for the needs of Northwestern Ontario.

While artificial regeneration is more expensive it does have certain advantages over natural regeneration in other aspects. Whereas it may take an area up to ten or twenty years to seed in naturally, the same area can be restocked immediately by man. Natural reproduction may result in an inferior species taking over the area whereas in artificial regeneration the best species can be chosen. The correct spacing of trees can be used to produce the desired results. In natural regeneration this spacing may be too sparse or too dense. The yield per acre in quantity and quality is usually higher in artificial regeneration.

It is unfortunate that experimental tree plantations were not made many years ago throughout the province under a variety of different site conditions. If such had been the case the results would have provided us today with a storehouse of information on reforestation. In any event while reforestation is not the sole answer to our future supplies to timber as some may think, there is no doubt that it constitutes an important chapter in the management of our forest lands if we are to realize their full potential value.

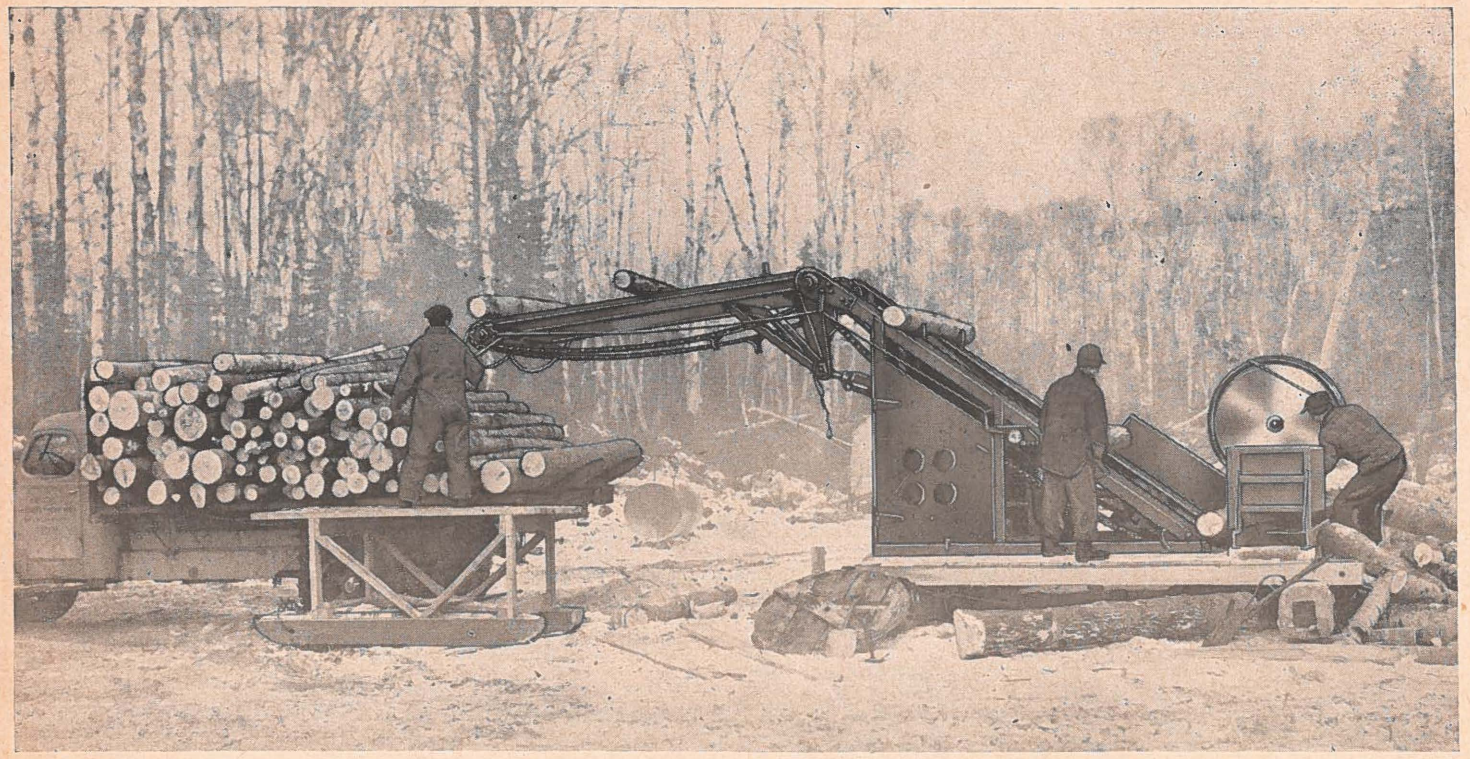
Power Saws

EXTRACT FROM A REPORT ON THE USE OF THE MECHANICAL SAW DELIVERED AT THE ANNUAL MEETING OF THE WOODLANDS SECTION, C.P.P,A., MARCH 23-25, 1949.

One hundred per cent power saws in the woods are still far away, but still we feel that, if we encourage the use of these saws, providing it does not cost us more than normally, in the long run, some day we will be able to base part of our piecework rate on their performance. It is not out of place to state here that, if we want good saws, even better than today's which are at least workable, we must encourage and help our better men to buy some and practise with them, guided by competent instructors.

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THE CAMP CLERK - 1949 MODEL

By H. W. MUTCH

Not so many years ago the Camp Clerk was considered a very small cog in the intricate gears of the logging industry. Of late, however, more and more recognition is being given him and his place in management. He is no longer a "jack-of-all-trades" but must have certain capabilities in keeping with the requirements of this modern age. Opportunities for advancement have been offered to him, ability and progressiveness are recognized by monetary reward and job security, so that today a good camp clerk has a brighter future than at any time in the past. Management no longer hires a clerk because he knows the rudiments of bookkeeping and has a hankering to work in the bush and save money. They look for essential qualities which will make him a valuable man in their organization. Briefly these qualities are:-

(1) Personality (Is he aggressive, tactful, neat, sober, honest and industrious?)

(2) Experience (Schooling, knowledge of the timber industry, labor relations, first aid, fire protection, accounting)

(3) Ambition (Is he looking for opportunities, security, or for only a "fill-in" job?)

(4) Beliefs (Is he a good Canadian?)

An aggressive man will not confine his interests to clerical work. He will endeavour to learn about the company, its organization, products, mills, and policies. Forest management is one of the main issues of the day. He should talk to company foresters and learn what is being done in this field. Government policy is important, he will follow the news reports and trends. and be able to talk intelligently to men higher up. Such actions will mark him as aggressive.

Today, as never before, labor relations require the study and understanding of management. A tactful, helpful camp clerk does much to promote harmonious relations in the personnel field. He is, in effect, a personnel man. He is usually the first person a new employee meets at the camp, and the last person to talk to him when he leaves. During the period of employment the clerk is in direct contact with the employee each day. These contacts should be continually building a bond between them that will promote harmony and good labour relations throughout the camp.

A neat, clean person, and a neat, orderly camp office, is another mark of a good clerk. If he leads in setting an example, the rest of the camp will follow.

An industrious clerk should be on the job when the crew goes out in the morning. He should follow each phase of the operation closely, and be well informed on the progress being made. Possibly the greatest asset he could have would be a reputation as an A-1 scaler. Through his industry and knowledge may come his opportunity for bigger things.

Honesty in a camp clerk is essential. The slightest deviation will make him a marked man. He ordinarily handles a large amount of cash each month, has a large value in van and other supplies under his control and is the paymaster for all camp employees. His integrity must be above reproach. He must see that the employees are paid all that is due them, but not a cent more.

A well educated man, with some knowledge of the timber industry, is preferred for a camp clerk, but is not essential by any means. A man willing to learn can go a long way with the proper instruction. This instruction is usually available through the district clerk or camp auditor. Every clerk should be cost conscious and understand the cost report. If he is able to quote cost figures to the operating men, his efforts will be appreciated. Quite often the cost department will request figures or distributions, the reasons for which might seem obscure. The clerk should make it his business to find out the "whys" and "wherefores." In between seasons the clerk should be given some schooling in cost work, at Main Office. There are a variety of costs for which the clerk is primarily responsible. Supply inventories should be kept up so that telegrams are not necessary in ordering replenishments. Meal costs are of vital importance. Clerks can help control this cost through watching waste and seeing that there is no overstocking of perishable goods. He can report on poor quality supplies, check and see that goods are received as billed. Care in taking monthly inventories is important, so that meal costs will reflect the ability of the cook and allow correction at once if necessary.

A clerk is expected to be a qualified first aid man and act as safety director. Some companies insist on their clerks having first aid certificates, and all clerks should endeavour to pass the tests and receive their certificate.

The prevention and suppression of fires is a vital

(Continued on Page 15)

"SERVING THE TIMBER OPERATORS OF NORTHWESTERN ONTARIO"

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concern of the clerk. His job, and future, depend on having trees to cut. He should be conversant with forest fire laws and see that they are obeyed. He should be checking continually to see that dangerous conditions do not exist in any camp building or in the forest.

A man who hopes to get ahead in the timber industry must expect to spend an indefinite period in the bush. He cannot look for consideration when his only thoughts are to use a camp clerk's job as a fill-in, until he finds something back in the city or until he builds up a bank account. He should be looking for opportunities and security, and to get them must look forward to his stint in the camps.

Last, but not least, is he a good Canadian? Timber camps present a fertile field for subversive agents. There must be no question of the clerk's feelings about Communism or other isms. He must be a true believer in our democratic form of government.

For all these attributes, what may the camp clerk expect in return? He can look forward to higher pay than for comparable work in town. He has opportunity for advancement in Canada's biggest industry. He has, in most companies, security in the form of steady employment, pensions, sick benefits and so forth. He receives greater benefits than the city worker in vacations, cheaper living, healthful work.

Visiting Minister—"Well, well, I can see you're a bright little man. And how high can you count?"

Boy (proudly)—"One, two, three, four, five, six, seven, eight, nine, ten, Jack, Queen, King."

Association Presents Tractor Operators' Certificates

Realizing the necessity of training tractor operators, the Thunder Bay Timber Operators' Association and equipment companies at the Head of the Lakes made arrangements whereby, when equipment companies conduct tractor operators' training courses as per a plan approved by the Association, certificates are presented by the Association to men who pass the course.

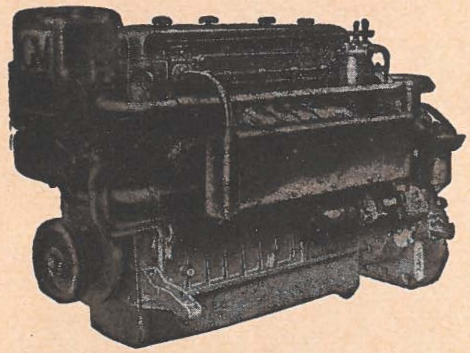
The first course was conducted by the Twin City Industrial Equipment Limited at Stevens last March and final tests were completed in July. Mr. W. R. Boyle, Service Manager of the Twin City Industrial Equipment Limited, was in charge of the course. Mr. Ole Olson, Chief Mechanic, Woods Division of the Marathon Paper Mills of Canada Limited was in charge of the arrangements for the course.

The following men have been awarded tractor training certificates by the Association:

J. Auto, Harold Brown, Melvin, Cates, Sid Elliot, George Finlayson, Bud Glavish, Al Guitard, Nonie Haladay, Jack Horne, George Hurlbert, Jalmar Jantti, Wilfred Lynch, Dunk McKenzie, Bob McKinnon, Will Reed, John Muzyha, Bill Rooney, Joe Wierzbike, Bill Zysik.

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No wonder, then, that America's finest contractor's equipment is being furnished with the General Motors Series 71 Diesel engine.

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What Makes A Good Boss

Every supervisor and foreman wants to be considered a good boss, not only by his superiors but by the men who work for him. Management and employees don't always agree on who is the good boss. Sometimes management may be right and sometimes employees. But who are in a better position to judge than the men who work every day directly under a supervisor or a foreman? Just what employees regards as essential in a good boss has been found out by conducting polls in different industries. Here are fourteen points compiled from a number of these polls.

The good boss—

1. Knows his own job thoroughly, is a good workman, and understands all the jobs he supervises.

2. Has leadership ability rather than "drivership." Explains not only how but also why things should be done.

3. Gives orders clearly and in a friendly fashion. Makes sure his instructions are understood, but does not shout.

4. Possesses the foresight to plan and delegate work in advance. Assigns work fairly.

5. Maintains consistent standards of conduct, performance and quality.

6. Keeps up with each man's work. Judges him honestly and on merit only. Lets each one know "where he stands."

7. Appreciates and acknowledges honest effort and above-average work. Gives credit where credit is due. In case of bad work or rejections, investigates and holds the right person responsible.

8. Maintains discipline fairly and consistently. Does not discipline a worker in front of others. Makes his reprimand as impersonal as possible. Gives the worker a chance to explain his side of the story. Keeps his temper.

9. Believes in and practices safety. Provides full and proper safety instructions.

10. Makes sure that new or transferred employees know how to do their job correctly. Sees that they have all necessary tools and materials. Makes new workers feel at home.

11. Is liberal but consistent in his interpretation of the contract, plant rules and company policy. Does not appease the griper, nor chisel on just complaints. Listens sympathetically to all grievances.

12. Takes a personal interest in his employees. Is loyal to the men above and below him, and is willing to go all the way "up the line" for his men when necessary. Is willing to take responsibility and does not pass the buck.

13. Keeps his promises. Does not promise things he cannot deliver, and delivers as promptly as possible on all promises he does make.

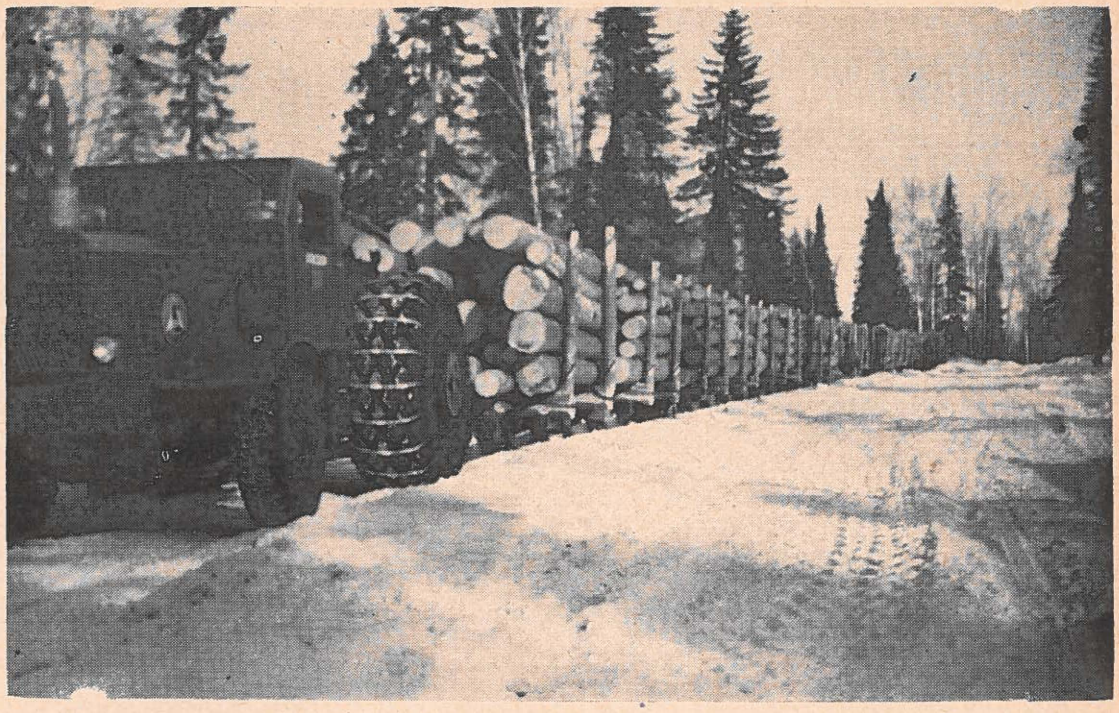
14. Is open-minded, welcomes suggestions, and is willing to discuss them.

There you have it. The supervisor or foreman who measures up to these points one hunderd per cent likely just doesn't exist, but apparently he is what the average worker wants and dreams about. Good employer-employee relations depend to a large degree upon how closely those in supervisory positions in any company resemble this ideal supervisor.

(14 points taken from "Foreman's Guide to Labour Relations" U.S. Dept. of Labour.)—Marathon Courier.



Pictures taken on The Pas Lumber Co. operation at Reserve, Saskatchewan, where this Euclid Tractor again proved its ability to go out and produce against terrific odds and elements.

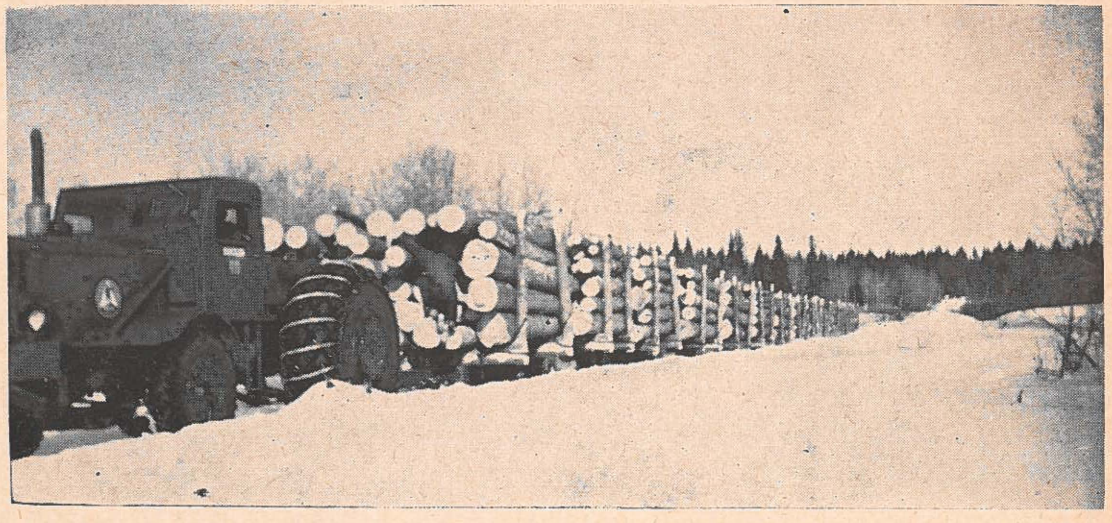


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Timber Operators Visit Long Lac Limits

At the invitation of Mr. A. F. Buell, Manager, Woodlands Department of the Long Lac Pulp & Paper Company, Limited, representatives of the timber companies in Northwestern Ontario visited the woods operations at Long Lac, Ontario. Representatives gathered at the Long Lac Curling Rink on the morning of August 4th and were assigned accommodation and given a brief description of the Long Lac Limits. The party was divided into groups and guided by A. F. Buell, S. Samuelson, W. Thornber, G. Puttock, and W. Carlson. J. Brown and D. Finlayson looked after registration.

The townsite, administration area and headquarters were inspected and the party transported to camp 35 fo inspection of that camp and lunch.

In the afternoon the tie mill operation at camp 35 was observed and then the party observed the bull-dozing of strip roads and the loading of 16-foot bunched wood to trucks using a truck-mounted jammer.

The truck-mounted jammer is known as the "Swing-Dingle" and was the brain child of Wilf Carlson.

The party returned to Long Lac Headquarters for refreshments and dinner at the Long Lac Cookery.

Mayor Foster Draper welcomed the visitors to the Geraldton-Long Lac locality. Mr. H. S. Mosher, on behalf of the Timber Operators Association, moved a vote o thanks to Mr. Buell and his organization for the tour their limits and their excellent hospitality. Mr. Buell replied on behalf of the company.

In addition to 45 representatives of timber companies on the trip, Mayor Foster Draper of Geraldton, Ontario; M. S. Stevens, Manager, Hard Rock Gold Mines Limited; J. M. Kilpatrick, Manager, McLeod-Cockshutt Gold Mines Limited; A. E. Cave, Manager, Little Long Lac Gold Mines; J. P. Bertrand; Rev. Jack E. Paterson, Murillo, Ontario; C. J. Campbell, Lakehead Technical Institute; W. A. Watt, Marshell-Wells Limited; G. Brigden, Brigdens Limited and Department of Lands and Forests' officials headed by District Forester U. V. Fiskar made the trip.



Visitors Watching "Swing-Dingle" in Action

MEETINGS HELD IN NORTHWESTERN ONTARIO

The Ontario Pulp and Paper Makers' Association held a meeting at the Chalet Bungalow Lodge on Tuesday, September 13th, 1949. Mr. J. H. Merrill was chairman and Mr. D. B. Chant, Secretary-engineer was in attendance.

The Woodlands Section, Canadian Pulp and Paper Association, held its Fourth Field Feeting at Stevens, Ontario, September 20th, 21st, and 22nd. The subject of the meeting was Cable Yarding.

O-M EXPERIMENT DRIVING WINTER-CUT POPLAR

Approximately 5,000 cords of poplar cut last winter were driven this summer by the Fort Frances Division of the Ontario-Minnesota Pulp and Paper Company Ltd. Fifteen cords of this wood were numbered with metal tags and will be counted periodically until freeze-up.

Further information on this experiment will be forthcoming.

Canada and the United States share the busiest canal in the world—the Sault Ste. Marie ship canal.—

—Quick Canadian Facts

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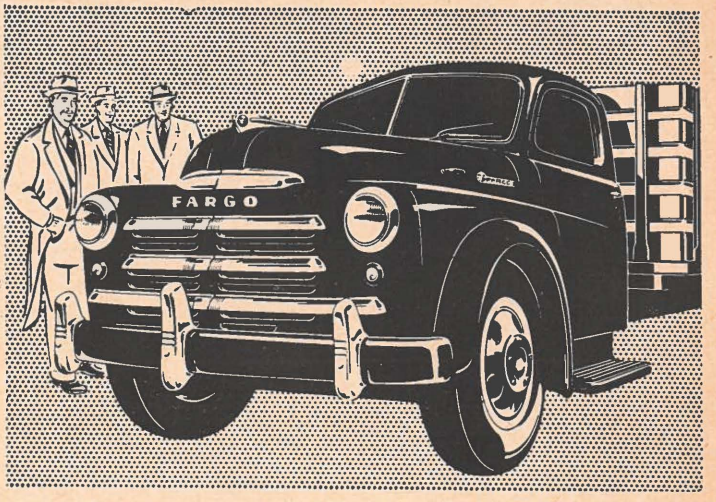
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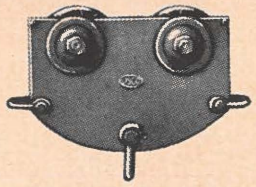




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"On Job Satisfaction"

What are the things that count most in a job?

This question has been a subject of research for years by thoughtful management, which realizes that there is a lot more to a job than simply a pay envelope once a week. In fact, opinion surveys have shown that pay doesn't often head the list of what a steady employee wants in his shop or plant. The things he wants, over and above the hard cash, are the things that make a company a good place to work for, as opposed to the things he doesn't get, which make a company unpopular with its own employees and, eventually, with the community at large.

The Timken Roller Bearing Company, of Canton, Ohio, which has a good sized plant at St. Thomas, Ontario, recently turned out a 50th anniversary issue of its company magazine, the Timken "Trading Post" and the editors devoted three full pages to this important question of the things that count in a job. The "Trading Post" divided these things up under ten different headings and below each heading presented a brief statement of how the management believed the company stacked up.

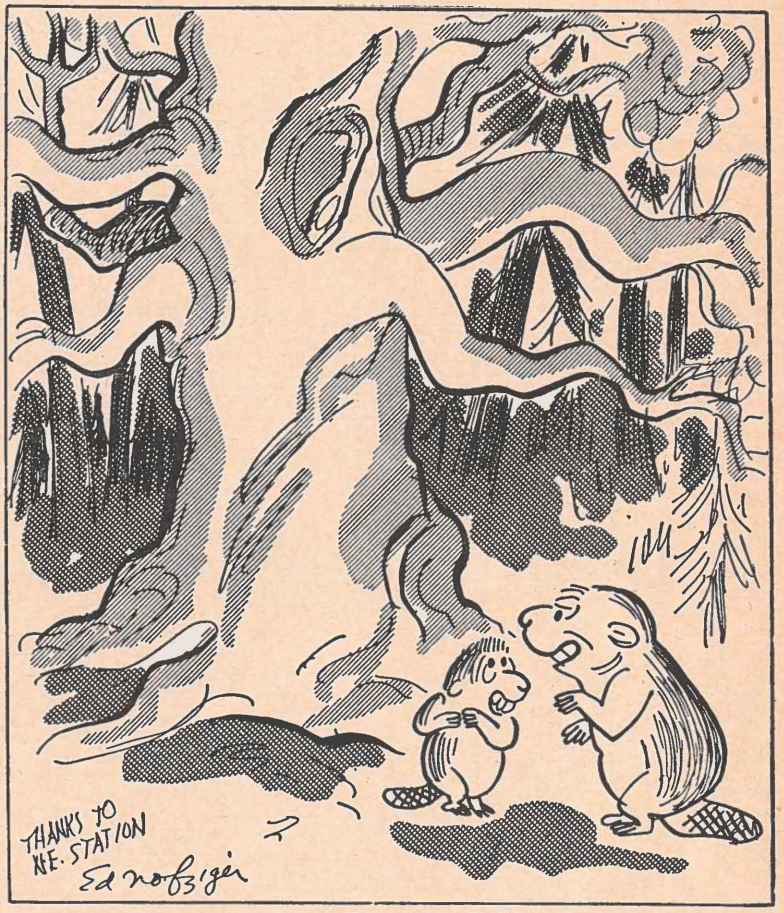
The ten headings are worth study because they are the things any employee wants. Here they are:

1. A chance to get ahead; 2. Being treated with respect; 3. Good bosses; 4. Good working conditions; 5. Good pay; 6. Getting the facts; 7. A thoughtful management; 8. A sense of security; 9. Facilities for recreation; 10. A suggestion system.

One or two of these things alone, over and above Item No. 5, do not make a plant a good place to work for, but if a company has them all, or nearly all, the odds are that it ranks high in the estimation of not only the employee but the community as a whole.

"JOE BEAVER"

By Ed Nofziger



Forest Service, U. S. Department of Agriculture

"And the wolf trees will get you if you don't cut right!"

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Timber Operators Visit Marathon Operations At Stevens

At the invitation of Mr. H. P. Klinestiver, Vice-president of the Marathon Paper Mills of Canada Ltd., representatives of timber companies who visited the Long Lac Limits on August 4th journeyed to Stevens on August 5th to visit the Marathon mechanical operations.

The party arrived at Stevens at 11:07 a.m. and immediately on disembarking were conducted to the recreation hall where fire regulations covering Marathon employees were explained and "makings" and cigarette papers were issued to all who wished to smoke. All tailor-made cigarettes were left behind on the trip to the operations.

Mr. P. V. LeMay's description of the compartment method of logging, which the visitors observed, is described elsewhere in this booklet. Visitors also had the opportunity to observe the natural regeneration on areas cut over during the past two years by mechanical logging.

The visitors were divided into groups with guides as follows:

P. V. LeMay, J. Stillwell, Haj Kagetsu, S. Lunan and S. Cowan.

On the return to Stevens, the visitors were entertained at the recreation hall and dinner was served in the Headquarters Dining Hall.

On behalf of the visitors, Mr. Julian H. Merrill thanked Mr. Klinestiver, Mr. LeMay and the Marathon organization for the day's tour. Mr. Klinestiver and Mr. LeMay replied on behalf of the company.

Timber Cullers' News

Mr. J. R. Denley, secretary of the Thunder Bay Branch of the Timber Cullers' Association announces that fall and winter activities have started and these will culminate with the holding of the Annual Meeting in April, 1950.

The Thunder Bay Branch has applied for a Charter from the Ontario Government and it is hoped that eventually this Charter will cover all Timber Cullers' Associations in Northwestern Ontario.

A Canadian workingman in 1949 works half as many hours a week as his grandfather and receives, in terms of purchasing power, five times his grandfather's

Quick Canadian Facts

EFFICIENCY

And then there was the man who said he had reached the highest state of personal efficiency since his wife went away; she had only been gone a month and already he could put his socks on from either end.

This booklet is printed on "Thrift-Coat Enamel" produced at the Provincial Paper Limited, Port Arthur Mill, from wood harvested in Northwestern Ontario.

Northland Machinery Supply Co. Ltd.

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Where's That Moose

This being Fall, the story of the fisherman and the bull moose might be in season.

There was a fisherman who had on the walls of his den and sports room fish of all kinds from all over North America. There was a Tyee from Campbell River, a tuna from Nova Scotia, a sailfish from the West Indies, a tarpon from the Mexican Coast, a pickerel from Muskoka Lakes and a swordfish from the Gulf of California.

But up over his fireplace was a giant bull moose head.

"Say," a friend asked him one day, "how come this moose's head to be in your collection? I thought you said you never went out for any game but fish."

"That's right," said the sportsman. "I hooked this one while I was fishing for cutthroat up in the Cariboo."

The friend hooted. "You gotta prove it to me," he challenged.

"Okay," said the fisherman. "It was like this. I was whipping a small stream near evening with a white moth and suddenly my line fouled back of me. I turned around and damned if there wasn't the biggest moose I ever laid eyes on. He took after me, carrying my fishing tackle on his antlers and I ran like hell to a tree. Well, I dodged around that tree, the moose after me. His horns were only two feet from my pants and I was only two feet away from his tail. I was getting exhausted when suddenly I remembered my bottle of mosquito lotion and I uncorked it and threw it on the moose's rear end . . . a good dousing of it.

"Well sir, that moose stopped running and he backed up to the tree and rubbed, and he rubbed, and he rubbed, and he rubbed, and he rubbed, and he rubbed until, when I came around there next morning, all that was left of him was what you see up on the wall.—**Forest and Mill**

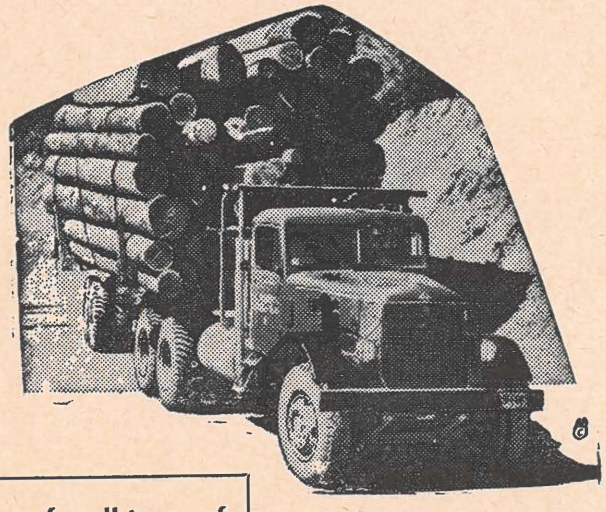
Public opinion polls disclose the public belief that investors in business corporations get 25 cents from every dollar of sales. The fact is that the Canadian investor receives less than two cents from a dollar sale.—**Quick Canadian Facts**

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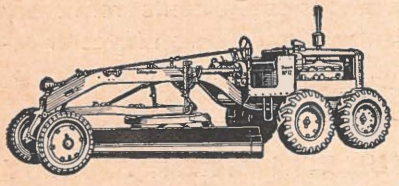
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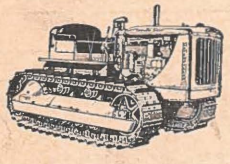
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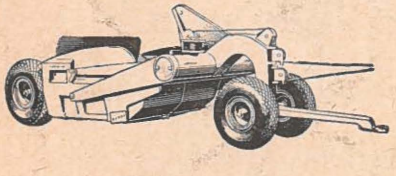
Caterpillar

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---Equipment Backed by SERVICE







Below are extracts from the "Fort William Times-Journal." They give an accurate, unbiased report on the Service and Overhaul facilities our shop offers you. Unequalled in Northwest Ontario, they are yours to use — use them.

In the spic and span workshop area, which is 118 feet by 72 feet, are four working stalls, 40 by 20, the heating plant, oil storage room (no smoking), service department lunch room, with facilities for preparing hot lunches, wash rack and paint room, 20 feet by 40 feet, track pin press and welding room, wash room, tool crib, workshop portion, and service manager's office.

The latest machinery at large cost has been installed to enhance the efficient work of the company's craftsmen. In the work shop will be found special equipment and tools for handling all heavy jobs, including two full travelling cranes capable of lifting three tons each and a combined load of six tons. A wide sturdy ramp leads from the shop to the show room. An auxiliary three-ton crane removes stock room heavy parts to the shop

Below stairs is the heating plant. A fully automatic Pascol boiler (made at the Port Arthur Shipbuilding plant) is in use, utilizing a bin-fed "Iron-Fireman." A display rack carries special tools for repairing Caterpillar tractors and other construction equipment. Aluminum colored steel I-beams support the heavy lifting cranes. The work shop proper is fluorescent lighted, and the general shop has the earlier type of incandescent lighting. Here also is a 75-ton press, a valve facer, drill press, grinders and metal work benches.

Three blower-type fans ventilate the shop. Engine exhaust suction ducts and piping conveys the fumes of running engines to the outside, with flexible tubing connecting the engine exhausts to the ducts. The wash rack and paint room is equipped with a Kerrick Kleaner operated by steam pressure and using a soap solution to remove grease prior to repair jobs.

A 100-ton special track press for reconditioning tractor treads is set up in the track pin press and welding room. A portable 300 amp. Lincoln electric welder can be used in all parts of the shop, by means of conveniently placed power outlets. In the event of fire in any part of the shop, fire doors automatically close. With an eye to the general health of the men, the welding room has been connected with the ventilation system plus air conditioning. Heat is supplied with steam blower-type units.

The yard contains a C.P.R. spur track and dock for loading and unloading freight. There is also a storage garage, and the big yard is floodlit for night work. The entire yard is surrounded by a Page nine-foot chain link steel wire fence.

A little thought now to the serviceability of tractors, generator sets and hoists, will save valuable time and costs later. Our shop is prepared to handle any overhaul or repair job large or small. You will find this work will be done speedily at moderate costs.

ARE YOUR MACHINES SERVICEABLE?

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