THUNDER BAY TIMBER OPERATORS ASSOCIATION

LOG BOOK

JANUARY
1949

VOL. 1 PORT ARTHUR, ONTARIO NO. 5

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Published by
THE THUNDER BAY TIMBER OPERATORS' ASSOCIATION

Edited by
T. S. JONES

RETURN TO FORESTRY LIBRARY Woods Division Marathon Corp. of Canada Ltd. Port Arthur, Ontario

President's Message

It has been unanimously approved by the members of the Operators Association to continue the "Log Book". It is gratifying to know that that our magazine is serving a useful purpose.

We would like to repeat that if readers or members at any time have ideas or suggestions which they think would add to the betterment and improvement of the logging industry the management would be more than pleased to have them.

As we enter the new year of 1949 there are signs that the timber industry is entering a new phase. The insatiable demand of the past 7 or 8 years seems to have reached and end. It is hoped in the interest of all concerned that this will prove to be only a period of "leveling-off" and that the great volume of timber produced in this area will maintain a comparatively high level.

In order to do our bit towards retaining a high level of production and demand we must all become cost conscious. We must place ourselves in a position to compete with any other wood producing area.

For this year then the watchword should be "economy". Our "target" should be a continuance of the present policy of increasing the general standards and conditions in the woods, of developig better and more efficient means of handling wood, of eliminating needless waste and inefficiency, with the end result of producing wood or wood products at a price which can meet competition from any source. It will behoove us all from the apprentice on up to the manager to keep "economy" in the forefront and there can be no doubt that we will then reach our target.

H. H. "Bert" Styffe

SUPPORT GIVEN TO THE FORESTRY COURSE, LAKEHEAD TECHNICAL INSTITUTE

At the annual meeting of the Thunder Bay Timber Operators' Association, the following were appointed to the advisory committee to the forestry course, Lakehead Technical Institute:

Messrs. P. V. Lemay
D. A. Clark
J. H. Merrill
H. L. Moffatt
F. L. Stevens

Bursaries amounting to $200.00 will be given the advisory committee and summer employment for the students was arranged.

COVER PICTURE

Buck-Sawing Contest at Abitibi Camp.

Buck-Sawing Contest

February 1st and 2nd will see the first Northwestern Ontario Championship Buck-Sawer declared. Camp competitions have been held and considerable interest has been shown in the camps both by the contestants and the spectators.

Such contests and other sports should be a regular occurence in the camps. It just takes a little iniative to get sports started. Sporting competitions will help relieve the monotony of camp life. Employees should be urged to "help themselves" in this regard.

Companies gave sweaters or other prizes to the Camp Champions and Company Champions won the trip to the Winter Carnival with all expenses paid.

The Grand Champion will win:

(1) Trip to Montreal to represent the Winter Carnival at the Buck-Sawing Contest March 25th, 26th, 1949
(2) Gold Medal
(3) $25.00. Cash

Other prizes are:

2nd. prize (1) Silver Medal,
(2) $25.00 cash.
3rd. prize (1) Bronze Medal
(2) $15.00 cash.
4th. prize (1) Consolation $10.00 cash.
Contestants with the Best Beard - $10.00

GENERAL RULES

(a) Contestants must have their own buck-saw.

(b) A uniform frozen green peeled spruce bolt of approximately 10" diameter is to be used for buck-sawing contests.

(c) The bolt will be held firmly in a saw-horse and the saw bolt position will be used for all contestants. The bolt will be 18" above the platform and ground.

(d) One try at the log is all that can be permitted. (This may be increased to two, depending on the number of entrants.) Poor starts will not be tolerated as a reason for a new start.

(e) Excessive knots or foreign material in the cut may be cause to have a recut made by the contestants.

(g) Breaking equipment during the cut will disqualify that cut, but the contestant may try another cut.

COMMUNITY CHEST TIMBER CAMP CANVASS A SUCCESS

Men in the Timber Camps donated generously to the Community Chest drive. The Port Arthur Community Chest reports final donations as follows —

Lumber & Sawmill Workers' Union Local 2786	$ 50.00
Abitibi Power & Paper Company, Limited	787.45
Alexander-Clark Timber Company, Limited	168.50
Brompton Pulp & Paper Company, Limited	109.00
Hammermill Paper Company	269.70
Marathon Paper Mills of Canada Limited	532.50
Northern Forest Products Limited	135.00
Newaygo Timber Company, Limited	204.50
Nipigon Lake Timber Company, Limited	221.50
North Star Timber Company, Limited	39.00
Ontario Paper Company, Limited	863.55
Oscar Styffe Limitea	195.50
Total	$3,576.20

Officials of the Chest appreciate very much the support and the work done by foremen, clerks and other personnel in collecting the donations.

Why Not Continue Classes?

by E. V. ROSS

"This is my arm, that is your nose," have been the pass words to many classrooms in bunk-houses, vans and railway cars during the last two years.

Progress has been good. The majority of the newcomers to Canada have mastered a knowledge of Basic English and have begun to know Canada and the responsibilities of citizenship.

Most of the newcomers have taken at least one "vacation tour" for a preliminary look at Canada.

Many plans are in the development stage. Capital acquired in the bush is being used for professional study by immigrant doctors, lawyers, engineers, and teachers. Farms are being purchased, homes constructed, businesses established. Our newcomers are quickly becoming Canadians—and are a credit to Canada.

One significant discovery relative to the programme of studies in English and Citizenship has been the "uncovering" of teacher talent. Clerks and foremen have provided their help.

"Why not continue classes?"

With some change in subject matter, classes could be set up for oldtimer and newcomer alike. Books, film strips, and other aids are available for guided study. Wherever a group of at least 10 men show interest and an instructor is available classes can operate.

Any camp interested in setting up classes may apply to E. V. Ross, District Representative, Community Programmes, Department of Education, 400 Catherine Street, Fort William, for advice and assistance.

TIMBER CULLERS ASSOCIATION ANNUAL MEETING — APRIL 18, 1949

PRESENT OFFICERS OF THE TIMBER CULLERS ASSOCIATION ARE —

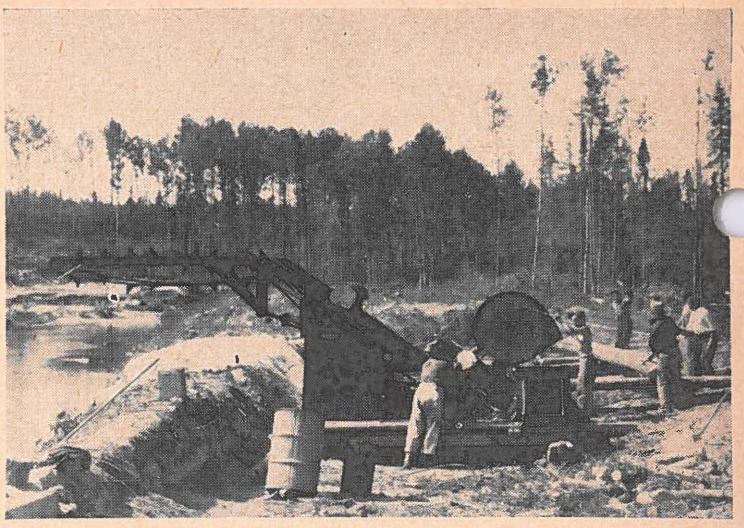
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EXECUTIVE	Gil Lalonde
	Marshall Godfrey
	Dave Ailen
	Sam Cowan
	Jack Horn
	James Peden

INDEX NUMBERS OF WAGE RATES SHOWS LOGGING INDUSTRY HAS LARGEST INCREASE

A bookelt "Wage Rates and Hours of Labour in Canada, 1947" published by the Dominion Department of Labour, shows the index numbers of wage rates for certain main groups of industries in Canada in 1947 as follows.

1939 index rate for all industries 100.

Logging	195.1
Coal Mining	166.7
Metal Mining	157.7
Manufacturing	183.3
Construction	155.0
Water Transportation	183.8
Steam Railways	142.3
Electric Railways	162.3
Laundries	170.5
Telephones	132.2
General Average	173.7



An ideal location of Slasher at Marathon, Stevens mechanical operation. It doesn't happen very often.

ALL YEAR PRODUCTION —

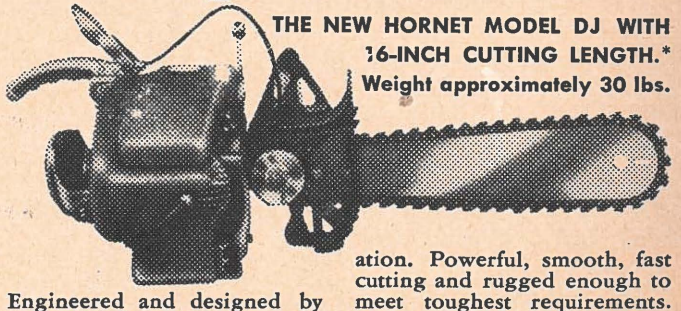
The Great Lakes Lumber & Shipping, Limited Mission Sawmill switched from pond logs to the deck November 26th, 1948 to be exact at 7.a.m. The first logs used were those decked last July and being quite dry the boys in the Sawmill somewhat resembled the "DUSTY MILLER" (flour).

The logs are loaded by a crane which picks up with a "clam" 10 to 15 logs and lowers them to sleigh. When the sleigh is loaded—about 100 logs—it is hauled by tractor to the unloading platform at the Sawmill."

"The Nipigon" Issue Vol. No. 53

THE NEW HORNET POWER SAW

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THE NEW HORNET MODEL DJ WITH 16-INCH CUTTING LENGTH.* Weight approximately 30 lbs.

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*Also available in 20", 24" and 30" lengths.

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FROST BITE

The Army has issued good advice on the prevention and treatment of frost-bite. Here are some tips .—

To avoid frost-bite do not use grease or cream on the skin as it actually aids freezing. This fortunately does not apply to women's cosmetics.

Wear mitts with pile on the back, or woollen mitts, that can be held against the face when intense cold strikes.

If your nose is frozen the best way to thaw it out is to hold the pile or wool mitt over the nose and mouth and breath into the mitt.

As for other frost-bite treatment, do not use snow, oil, or grease, and do not rub or message the frozen part, even if these old-time cures come to mind.

In case of severe frost-bite, get out of the cold immediately and heat up the rest of the body.

Then elevate the frozen portion and thaw out very slowly

Avoid pressure of any kind on the frozen portion.

After that, it's up to a doctor to prescribe further treatment.

Judge: "Divorce Case"—"So, I've decided to gove your wife fifty bucks a month."

Scaler: —"Thanks a lot judge, I'll try and slip her the odd buck or so myself."

ONE TREE CAN MAKE A MILLION MATCHES,
ONE MATCH CAN DESTROY A MILLION TREES!

Visit Sawmills In Finland and Sweden

Harry Hogeweide, Mel Bryan and Art Swanson have returned from an extensive tour of sawmilling industries in Finland and Sweden. They are full of admiration for the feeling of co-operation between management and labour in the countries visited, and have brought back reports of the many ways in which this is shown—a workman's intense sense of responsibility for the machines he works with, his care of these same machines with resulting small loss of time, the scrupulous way in which each workman does his share to keep the plant and rest rooms as clean as possible and how careful each man is to make sure nothing is wasted, not even the smallest piece of lumber. In short, the company's interest is the workman's interest and vice-versa.

"Nipigon" Vol 1 Issue 52

BROMPTON SAFETY SLOGAN —

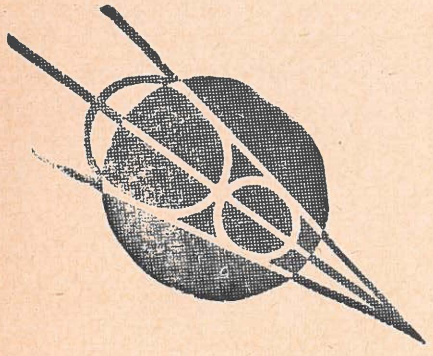
The October 1948 issue of the Brompton Broadcaster announced an "Accident Prevention Slogan Contest." The winners of the contest are:

S. Moire Forsythe, Clerk Camp 52—Prize $5.00

"PRACTICE PRECAUTION
SPARE THAT COFFIN."

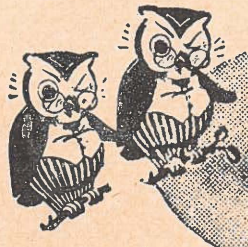
L. Robinson, Tallyman, Camp 17—Prize $2.00

"BE CAREFUL WITH YOUR AXE
REMEMBER — —
MISSING THAT TREE
MAY COST YOU A KNEE."



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SAME DAY RECEIVED

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Ensure That The Stamp-Hammer Is Used

The Pulpwood Salvage Association, 1948 annual report shows that the percentage of unstamped sticks ot pulpwood and logs is still too high.

Of the wood salvaged in 1948, the percentage stamped was:

4 foot wood	39%
8 foot wood	65%
16 foot wood	56%
Logs	74%

While there is no doubt that some hammer-marks wear off, particularly when the wood is beached it is felt that a careful check should be made by all supervisory personnel to ensure that the stamping is done in the first instance.

The Marathon Paper Mills of Canada, Limited, have been issued a patent by the Commissioner of Patents, Ottawa, to use an "orange paint smear" as their official mark. In addition to or instead of the paint smear, the Maratthon Paper Mills of Canada, Limited may use their registered stamp "Gen".

JANUARY 19TH HAPPY DAY FOR NIPIGON AND DISTRICT

The Red Cross Hospital at Nipigon opened on January 19th. The residents of Nipigon and District deserved great credit for their part in this enterprise. This hospital will also be of great assistance to the timber industry and will ensure that the sick and injured are cared for much sooner than was previously possible when Lakehead hospitals had to be used.

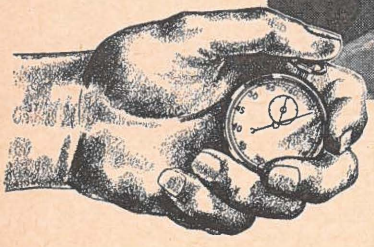
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ONE MATCH CAN DESTROY A MILLION TREES!

"JOE BEAVER" By Ed Nofziger



SAVES TIME • CUTS COSTS





Increase your per-man production with streamlined cutting . . . . offered by this light, powerful, one-man power chain saw . . . . the

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Here is a fully efficient tool, weighing only 35 lbs. with full fuel tank and 14" cutter bar. Single cylinder, 2-cycle motor gives 4 H.P. (B.B.H.P. 2.5) for greater cutting efficiency. Improved clutch and automatic recoil pull-back starter assures easy operation. Tested under all conditions, the WOODBOSS has proven efficient in hard, soft, or frozen wood.

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Camp Clerks In Abitibi

W. C. Harrison.

According to legend and woodsmen, the camp clerk must be a "Jack-of-all-trades". In addition to his regular duties of clerking he has always been considered the general go-between for the company and and the woods workers. Of necessity and perhaps unknowingly he is a personnel or labour relations man; he advises the woods worker financially; he must have knowledge of all the various supplies that a camp uses in a single year; he must know something about operating methods; it is his duty to keep close watch on inventories and to do many other jobs which are almost too numerous to list here. So all in all the camp clerk is a very busy man almost 24 hours per day.

With this in mind and taking other things into consideration, Abitibi recently revised its Woods accounting system with a view towards reducing the daily and month-end routine work of the camp clerks. Now that this revision is almost a "fait accompli" the status of the camp clerk has been changed to the extent that he is presently classed as the Camp Bussiness Manager.

The change-over of course was not abrupt. Careful planning was required especially insofar as the individual camp clerks were concerned, and in order that they would be properly prepared, it was felt that we could do no better than to develop a training program for them. Consequently, the camp clerks were given a course in J.I.T. (Job Instructor Training) based on the development of the Supervisory Training program of the company. As time goes on the clerks will be given other "J" courses with special emphasis being placed on J.R.T. (Job Relations Training). Training was also given in the application of the revised accounting system. No training program can be considered complete when the initial steps have been taken with the result that a follow-up program is being developed to suit the requirements of each division of the company

The Camp Business Manager as the title implies has been allotted additional responsibilities now that there is less time being spent on routine clerking, The co-operation that is required between the camp foreman, the camp business manager and the camp cook, the three most important key personnel in any camp organization, is of the utmost importance. With a manager in charge of the busines affairs of the camp the remainder of the key personnel have more time to devote to the many supervisory duties that they require to perform.

Lakehead Region Silviculture Sub-Committee

Mr. G. R. Sonley of the Marathon Paper Mills of Canada Limited and Mr. J. H. Godden of the Great Lakes Paper Company, Limited were appointed members of the Siliviculture Committee of the Woodlands Section, Canadian Pulp & Paper Assocition to represent the Lakehead Region and to form a Lakehead Sub-Committee. A meeting of this Committee was held in Port Arthur in December and foresters of companies were present at the meeting. A questionnaire prepared by the Woodlands Section was answered and as a result of discussion the following recommendation was made

"Since silviculture is the application of the knowledge of silvics in the treatment of a forest, and since very little factual knowledge of silvics of our Canadian species exists, it is recommended that research be instituted in this very important subject."

Chief Instructor, School of Food Technology, The Ryerson Institute of Technology, Toronto, Visits Bush Camps

It is believed that the only school in Canada training cooks at this time is the school of Food Technology, The Ryerson Institute of Technology, Toronto. This School is under the Department of Education of Ontario. In order to acquaint Mrs. G. A. Dobson, the chief instructor with the conditions, labour , wages and problems of feeding in the camps, it was arranged that Mrs. Dobson visit camps in North Western Ontario.

Between November 11th and November 15th, Mrs. Dobson visited approximately 35 camps in the Thunder Bay area on the invitation of the Thunder Bay Timber Operators' Association. Camps were visited in the Black Sturgeon area. of the Abitibi Power & Paper Company, Limited, The Great Lakes Paper Co. and the Great Lakes Lumber & Shipping Limited, also the Brompton Pulp & Paper Company, Limited, camps at Beardmore, Ont. and the Marathon Paper Mills of Canada, Limited, camps at Stevens and Caramant.

By the last official count of noses, in 1941, there were 7,639 Eskimos in Canada—about as many people as there in Kenora, Ont.—Quick Canadian Facts

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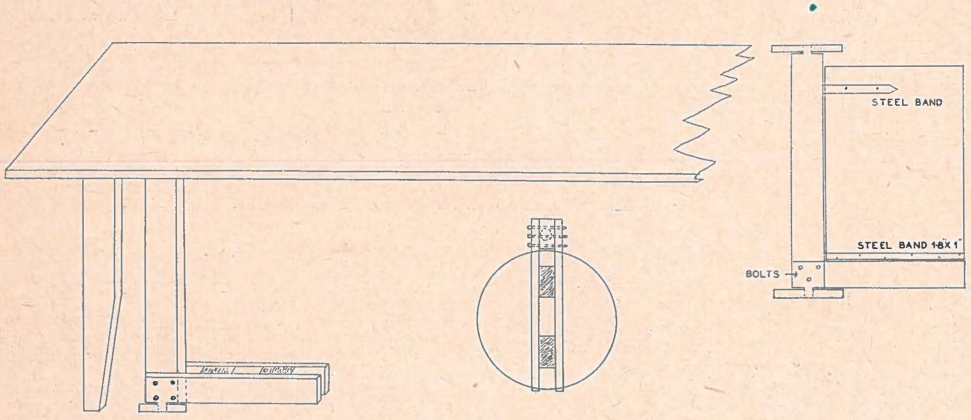
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PLAN OF SWIVEL FLOUR BARREL



GENERAL VIEW BOTTOM VIEW SIDE VIEW

Mr. J. A. Sellers, Superintendent in the Black Sturgeon area was responsible for the installation of the swivel flour barrel in the camps of the Great Lakes Paper Company kitchens, Black Sturgeon Division.

Most kitchens of the Great Lakes Paper Company, Limited, Black Sturgeon Camps have a swivel flour barrel in use. This is a time and labour saver and is very much appreciated by the cooks. Mr. J. A. Seller, Superintendent of the Black Sturgeon District is reported to be the inventor and deserves congratulations for this idea.

Safety Tips For Trucks And Passenger Cars

Both foot brakes and emergency brakes shall be in good working condition.

Vehicles must not operate with broken windows.

Headlights shall be in good operating condition at all times

A flashlight in good operating condition shall be kept in each truck or car.

A vehicle must not be allowed to operate with a leak in the exhaust pipe.

Horn must always be in good working order.

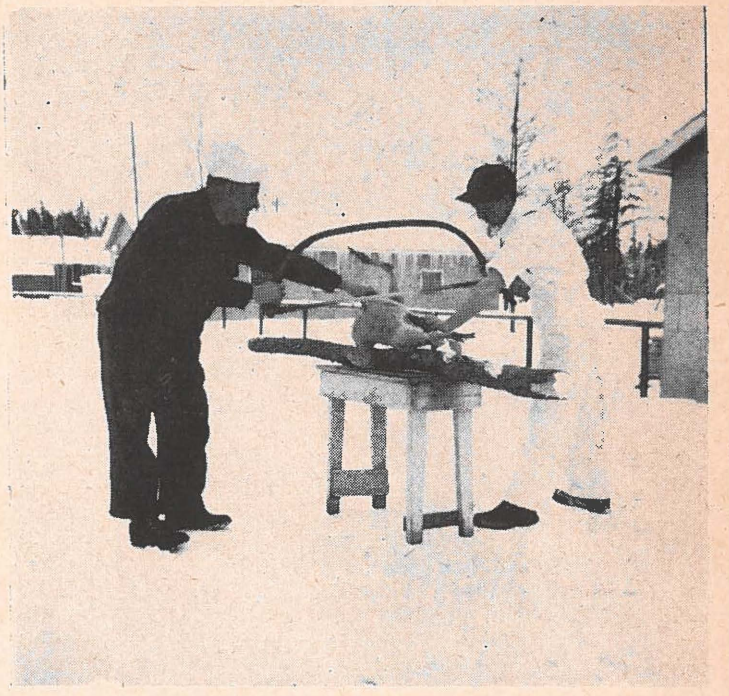
No one shall ride on running boards or fenders.

Workmen must not board or leave any moving truck or car

Two fighting Irishmen were borught before a judge, who said; "Why don't you two settle this case out of court?'

"Sure, that's what we were doin'," one of them answered, "and the police came and interfered.'

PATRONIZE OUR ADVERTISERS
THEY MAKE THIS BOOKLET POSSIBLE



HUMOR AT THE BUCK-SAWING CONTEST The cook insists on entering the contest using his usual stock in trade.

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"JOE BEAVER" By Ed Nofziger



Forest Service, U. S. Department of Agriculture

"A is for, Ah . . . Always—"

Safety Notes

TREE, SPARE THAT WOODSMAN —

"The factious title of this editorial was prompted by the fact that in 1947 there were 267 who were hurt while felling trees, three of them receiving fatal injuries."

(Marathon Courier, October 1948)

MENTAL ALERTNESS . . VITAL TO WOODS SAFETY

"Yes, almost everything concerned with logging has changed or been modernized — everything that is, but man's regard for his personal safety. He still falls into unsafe working habits, that not only endanger his own life, but that of his fellow-workers."

(The O-M Mandonian)

BUSH SAFETY IS IMPERATIVE —

(The Great Lakes Paper Co., "Link"

BROMPTON ACCIDENT PREVENTION CONTEST —

In November the men in Camp No. 28, Brompton Pulp & Paper Company, Limited won a box of apples. This camp had the most man days worked and **no** accidents.

A new contest for January is underway.

(Brompton Broadcaster

Company Safety Officers are continually preaching accident prevention and safety.

All the safety material published, all the rules and regulations which can be created, all the safety devices that can be attached to machines, all the guards that can be erected, and all the warning signs that can be posted are **useless, unless responsible individuals** are interested in the task of eliminating and reducing accidents. (Responsible individuals definitely includes foremen and clerks.) Read the following extracts from the —

CODE FOR THE PREVENTION OF ACCIDENTS IN LOGGING OPERATIONS
(Prepared and Published by the Quebec Pulp & Paper Safety Association Inc.)

FIRST AID MATERIAL —

First aid material, kept in a good clean container, must be on hand in all camps at the start of the operation. This includes contsruction, improvements, drive or logging camps.

SKIDDING AND PILING —

While skidding, the skidder must walk on the inside of curves or behind the logs.

When skidding across a slope, the skidder must walk on the slope above the log

ROLLWAYS —

The front of the rollway must be blocked.

A standing tree must never be used to brace the front of a rollway.

HAULING —

When using a jammer, it must be supported by at least two guy ropes.

Binder chains must always be used when hauling logs.

When necessary to uncouple sleighs on a hill, the sleighs must be blocked.

Pulp hooks must always be placed with the point downward when hung on the sleigh post.

MAIN TRUCK ROADS —

Main truck roads, all curves, crossings, bridges, etc., must be marked by road signs.

All bridges must be protected on either side at least by stringers along the length of the flooring.

Damaged road surfaces shall be protected by red flags and, or, flares.

During the hauling season, all hauling roads which cross a truck road shall be protected by red flags.

When telephone wires cross roads, a minimum of 15' clearance must be allowed

TRUCK OR TRACTOR HAULING —

Men must not go between moving sleighs for coupling.

When slings are used to unload sleighs, the men must stand clear of the load before the hoisting signal is given.

Men must not ride on the loaded sleighs.

Check your own operations.

FOREST FIRES

Last summer—and all those fires—is history now. Spring and next summer are a long way off, but,

NOW IS THE TIME TO DO SOME PLANNING FOR 1949

1. What preventive methods can be best used on your limits?
2. Check your fire suppression plans.
3. Line up your key men and give them training in organizing and directing fire tactics.

BE PREPARED FOR 1949 — BY PLANNING NOW!

Forest Fire Suppression Class

Several years ago the mill unions of the Spruce Falls Power & Paper Company, Limited were instrumental in producing the idea of a forest fire suppression class for the purpose of training a number of the mill employees for the work in fighting forest fires. Three years ago the first class was held with about 40 volunteers attending. Courses were held again this summer with some of the former class attending and also a number of new volunteers. All concerned feel that the course was worth the effort.

C. P. P. A. Woodlands Review

Why not all the mills follow this plan? Organized and trained fire crews will be a great asset and will enable fires to be put out sooner and with less loss of timber.

BACK OF INDUSTRY

BACK OF OUR JOBS

STANDS THE FOREST

Keep Our Forests Green

Here's Some Items To Check NOW!

STOVES —

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 pieces 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" form the stove.
6. Coal oil must not be used for lighting stoves.

GARAGES —

1. A container must be provided in the garage for oily rags or rubbish.
2. At least one fire extinguisher in good working order must be provided, and at least one pailful of sand shall be kept in each garage.
3. If the garage is equipped with a stationary engine, an exhaust pipe is required to conduct the exhaust gases outside the building.

FORESTRY NEWS

TWO DEFINITIONS OF FORESTRY

"Forestry" is "The scientific management of forests for the continuous production of goods and services." Continuous spells stability; goods means industry; services stands for employment.

"Forestry is the art of so managing a forest that it will produce the largest volume of wood of the most desirable species, of the best quality, in the shortest time, at lowest cost, continuously, forever." Each phase is significant and essential. The aim is high production continuous employment, for all time. It is called sustained yield

The Northwestern Ontario section, the Canadian Society of Forest Engineers have agreed to supply articles on forestry for the 1949 issues of the Log Book. The first article will be published in the March issue and these issues should be of interest to us all.

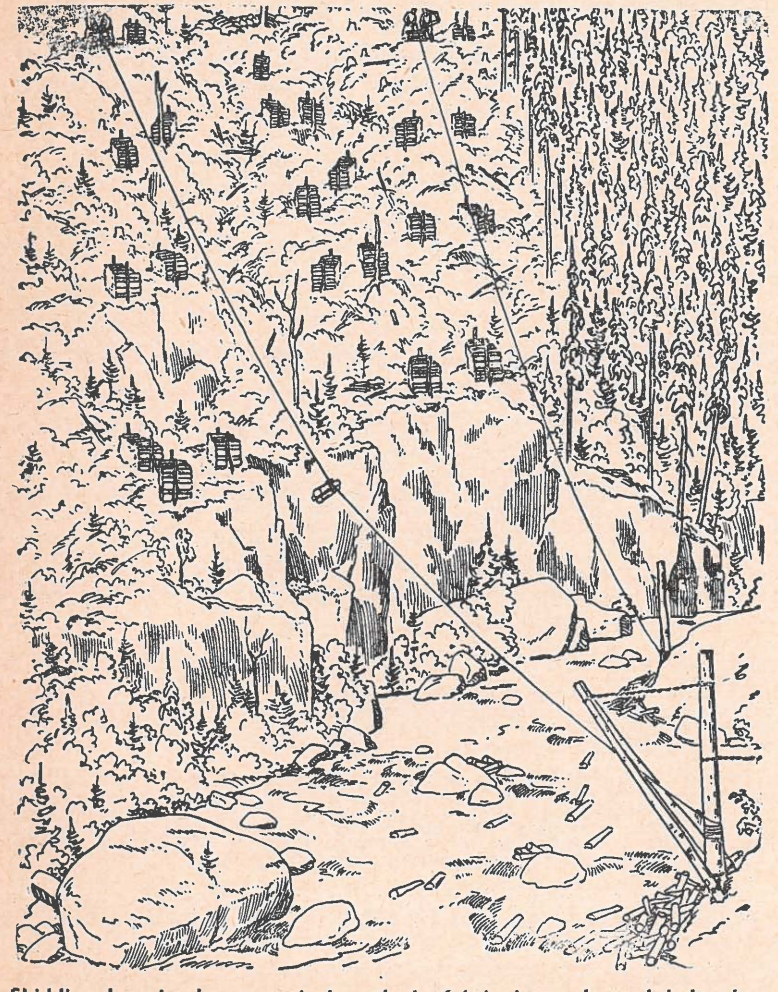
Pulp & Paper Research Institute Officer Says: "Use Gravity--Don't Fight It."

Director of Woodlands Research, Pulp & Paper: Research Institute of Canada

Logging wood on steep hills is one of the toughest problems found to be in the bush. Our usual practice is to skid or haul wood with horses, in spite of rough ground and excessively steep grades. This is inefficient—costly, very hard on men and horses, often risky; and considerable wood is wasted on the stump as too hard to get.

This common practice is dependent on a wrong principle. The gravity force, instead of being used, is fought. For each relatively small load the teamster and the horse have to make two trips—climb up and come down. Actualy only one-way transportation is required, straight down the hill; and given a chance gravity will do the work, free of charge.

A simple, logical way is to send wood down a strong wire, tightly stretched between a tree on the hill and another one at the bottom. It took C. R. Silversides, Woodlands Research Associate, and me, over three years to work out, in co-operation with several paper companies, a practical technique of bringing pulpwood bolts down steep slopes "by wire". Now this process is ready for effective commercial application and much credit for this advance is due to the recent experiments on the operations of St. Anne Power Company; Pat Clair of that company's Woods Department should be "patted on the shoulder".

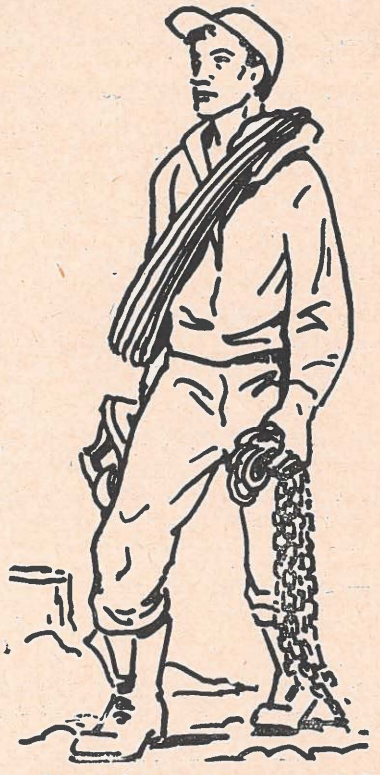


Skidding by wire is a practical method of bringing pulpwood bolts down steep slopes, where ordinary hauling practice would prove costly and wasteful. Particultary important on hillsides, it will prevent land erosion and damage to the remaining young growth. Equipment is simple and cheap

USE GRAVITY INSTEAD

This ingenious method of logging very steep hillsides provides for sendng small loads of wood by gravity down over a steel wire and for automatic discharge of the loads at the bottom

Including installation of the wire and its moving as needed, less than an hour is required to bring a cord of wood down a 60 percent, 500 foot slope. With experience, this output should increase. The work is done by two men, or even by one. The essential equipment consists of a coil of strong steel wire, a very small hand winch for tensioning the wire and steel rings with chain slings for load attachment. It is very cheap and light.



Gravity equipment is comparatively light, easy to pack over hilly terrain.

This is "mechanization" of logging where needed most, almost without machinery; with gravity in stead of oil. Not only is it an easy way, as compared to our usual practice, but it should permit use of wood now being wasted as "inaccessible". It is fully compatible with silvicultural considerations, particularly important on steep hillsides, to prevent land erosion and damage to the remaining growth.

Let us hope that "skidding by wire" will be tried out and adapted widely by the people who do not necessarily wait for "George."

This new method obviously is so simple and attractive that the question naturally comes up, "Why haven't we done it before?" As a matter of fact, in 1825, on Mount Vesuvius in Italy, this principle was used with success; and it has been used since, here and there, at times, mostly with good effect. As the force of gravity is available free, this method apparently had no consistent promotion until the Pulp and Paper Research Institute of Canada undertook to do some research

Advertisers' News

NESCO SLASHERS IMPROVED —

Mr. J. Patton of the Northern Engineering & Supply Company, Limited reports that the Nesco Slasher has been greatly improved by use of hydraulic installations. Also, a new method of moving the tree lengths to the Slasher has greatly improved the production

17 Slashers are now in the woods — 10 with Marathon Paper Mills of Canada, Limited; 4 with the Ontario-Minnesota Pulp & Paper Company, Limited (U.S.A.); 1 with Brompton Pulp & Paper Company, Limited and one with the Ontario Paper Company, Limited and the Canadian Industrial Paper Company, Limited have one on order.

The Caterpillar Tractor Company, Peoria, Ill., has issued new booklets recently that will be of interest to men in the woods industry:

Power that Serves the Logger.
Logging in the North Woods.
Sawmilling with Caterpillar Diesel Power.

Copies of these booklets may be secured without charge from the Powell Equipment Co., Limited, Port Arthur, Ontario

---

2060 pounds of bone-dry chips (re-claimed from slabs at a saw mill) is equivalent to a cord of wood.

MARATHON FILM "EVOLUTION IN LOGGING" MADE AVAILABLE TO OTHER COMPANIES

This film depicts the change over from manual to mechanical woods operations and was taken in the Stevens area.

Companies wishing to borrow this film may do so by contacting Mr. P. V. LeMay, Woods operating manager of the Marathon Paper Mills of Canada Limited.

Copies of the Booklet "Mechanical Logging for Pulpwood" are still available. Copies may be ordered from the Marathon Paper Mills of Canada Limited, Public Utilities Building, Port Arthur, Ontario at a cost of $2.00 each.

Attention Camera Owners

The editor will welcome pictures suitable for publication in the Log Book.

Pictures showing new or different methods of using equipment or innovations or inventions put into practice will be welcomed.

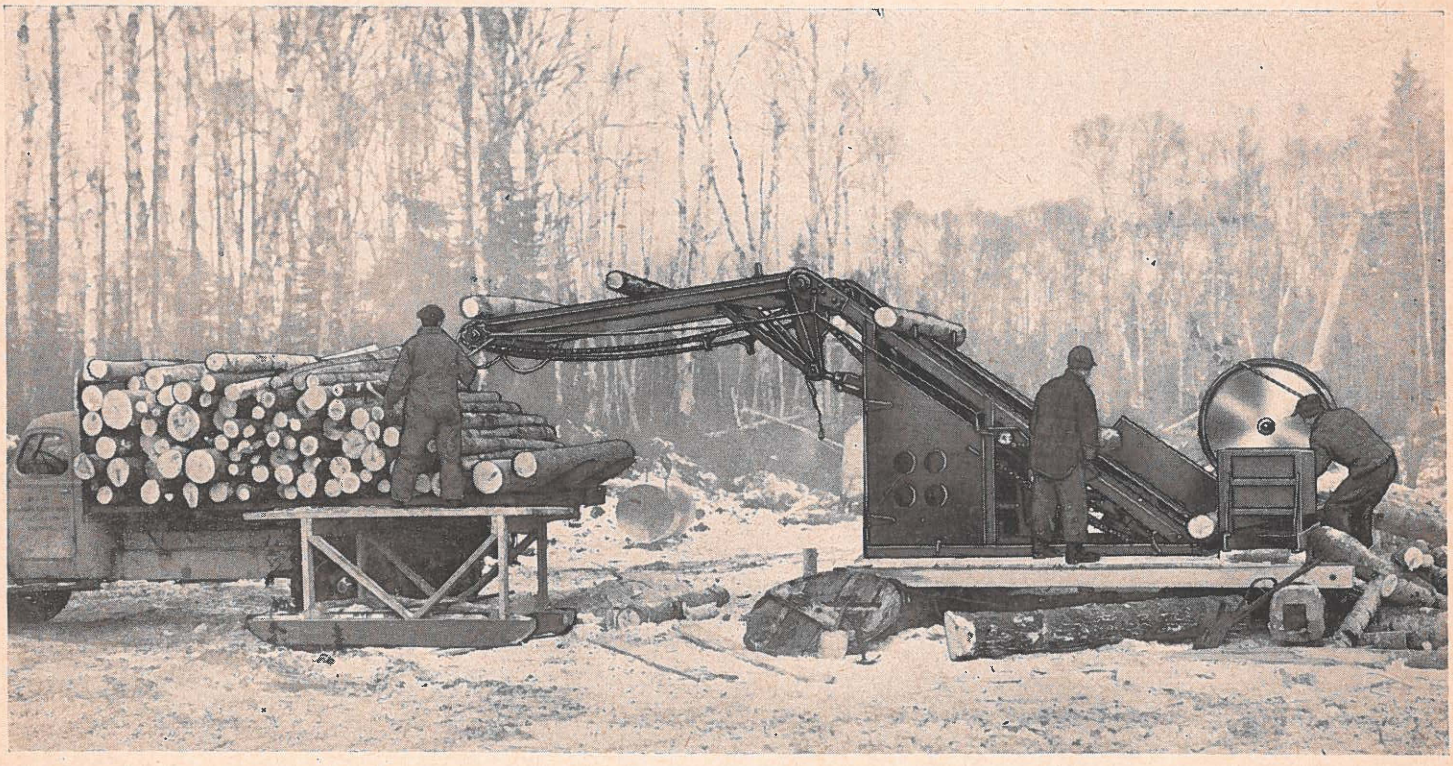
Simply send a negative or a proof which will be returned after using.

Scaler to Wife: —"I have definitely decided not to drink any more."

Wife: —"No use ; ; ; You couldn't possibly drink any more."

THE NORTHERN ENGINEERING & SUPPLY COMPANY LIMITED

FORT WILLIAM - ONTARIO - CANADA



MODEL HS 2000 1948

U. S. PATENT—41135-6 CANADIAN PATENT APPLIED FOR

NESCO TREE-LENGTH SLASHER AND LOADER

NESCO EQUIPMENT ENSURERS — ECONOMICAL — SPEEDY — CONTINUOUS — OPERATION

INTERESTING STATISTICS ON PULP & PAPER MILLS IN CANADA BY PROVINCES IN 1947 —

		Canada	Quebec	British Columbia	Other Provinces
Establishments	No.	115	50	8	12
Pulp Mills	No.	29	11	4	6
Pulp & Paper Mills	No.	59	32	3	6
Paper Mills	No	27	7	1	
Total employees	No.	49,946	23,685	4,426	4,918
Salaries and wages		129,477,995	60,623,167	12,414,932	12,204,785

The Pulp & Paper Magazine of Canada reports that new records were again set in 1947 by Canada's pulp & paper industry. The above figures refer to the manufacturing stages of the pulp & paper industry and no woods figures are included.

1949 Executive of the Northwestern Ontario Section, Canadian Society of Forest Engineers.

Elected at the Annual Meeting in December were —

Past Chairman	-	A. J. Auden
Chairman	-	George R. Sonley
Vice-Chairman	-	H. H. Styffe
Councillors	-	James Barron
	-	A. J. Auden
	-	D. W. Start
Editorial Rep.	-	G. F. Meyer

Mr. A. J. Auden was appointed section representative (Northwestern Ontario) to the general executive committee for 1948-49 of the Canadian Society of Forest Engineers.

Ryerson Institute of Technology Trains Technicians For Industrial Operations

Sixteen courses with an attendance of 650 students are underway at the Ryerson Institute of Technology, 50 Gould Street, Toronto 2, Ontario. In addition 700 students take special courses in the evening.

It is possible that the woods industry may have openings for graduates of this school and it is believed that the following courses might be of interest to woods' operators:

School of Electronics
School of Business
School of Food Technology
School of Machine Tool Technology
School of Welding Fabrication
School of Stationary Engineering
Motor Vehicle Repairs

Any company desiring information about these courses may write direct to the principal of the Institute.

Wife — "Just suppose we wives should go on strike?'

Husband — "Go right ahead. I've got a peach of a strike breaker in mind

THIS BOOK IS PRINTED BY THE CONSOLIDATED PRESS, 137 S. MAY ST., FORT WILLIAM, ONT

Northland Machinery Supply Co. Ltd.

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Wire rope for all logging needs, sizes from 1/8" to 1" and all accessories available from stock.

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Industrial, circular and band saws. Shipment on short notice.

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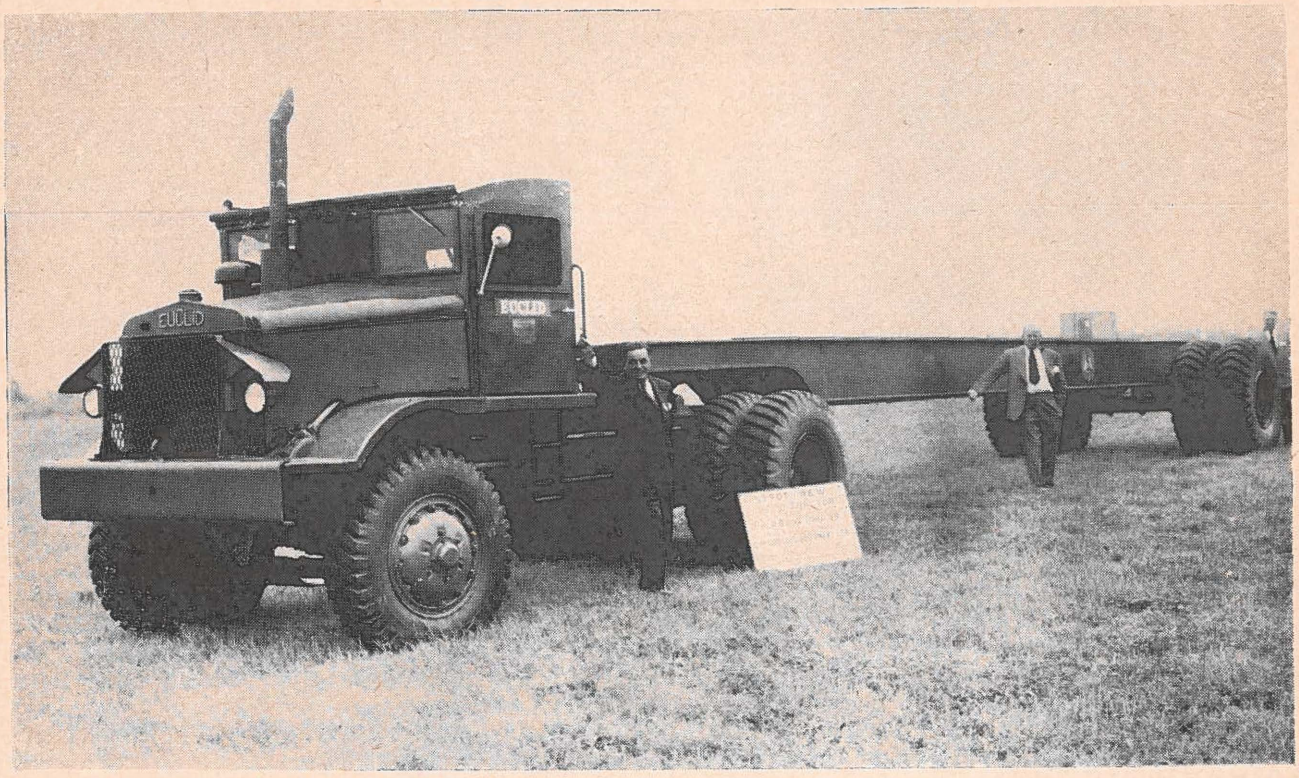
Hand and Motor driven hoists, dragline hoists, centrifugal pumps from 1½ to 10", pneumatic tired wheelbarrows and Dumpover carts.

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Arc welders, electrodes and accessories from our warehouse.

DOMINION OXYGEN CO. LTD.

Complete line of gas welding rod, accessories-acetylene and oxygen in stock.



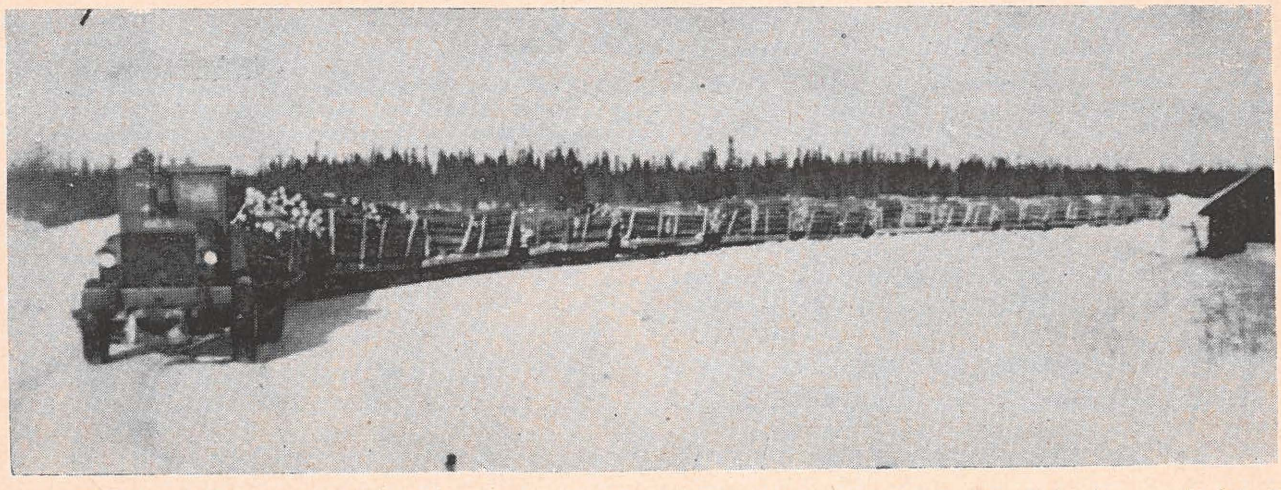
This unit owned and operated by Canadian International Paper Company (Opawica Division).

Modern Logging Has Created a Heavy Demand for EUCLIDS

Tractor and trailer shown used to haul 20 cord loads of 12' pulpwood 15 miles at AVERAGE loaded speed of 20 M.P.H.

Whatever off-the-highway hauling there is to be done, there's a specially designed EUCLID to do it. Enquire today about the EUCLIDS line.

TRACTOR — 190 H.P. Diesel Engine, speeds - 2 M.P.H. to 27 M.P.H., Weight - 19,600 lbs.
TRAILER — Length - 41', Capacity Pulpwood 20 cords, Weight - no load - 16,000 lbs.



"EUCLID" pulling 60 cords of green jackpine at Kowkash, Ont. OWNER: Nipigon Lake Timber Co., Ltd.—Operator E. Sobush

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An Article That Should Be Read By All Supervisory Personnel

"LEADERSHIP" "To Lead and To Be Lead"

(By C H. King at the Annual meeting of logging foremen, supervisors, and superintendents of the Ontario-Minnesota Pulp and Paper Company, Limited, held at Kenora, Ontario, on 9, 23, 48.

From all that I hear, and have seen, you men under Jim Ryan's leadership are travelling a modern road of real progress in woods operation. . . Progress which did not start with you . . . neither will it end with you, for progress goes on and on, constantly. Only people stand still, and no one can stand in its path . . . You men, and others like you, across this great land, are A very important link in this great human chain of civilization and ever moving progress. . You men are the LEADERS. . . who make this progress possible. . . The leaders who devise, organize, and put real red-blooded vibrating life into the master plan, designed by those above you, in this great "Mando" organization. It's up to you men, and others like you throughout this Company, to make "MANDO" mean to PAPER, what "'STERLING" means in SILVER. Without such leaders as are gathered here in this room, this industry could never have been started, and if started, could not have endured for long. This industry, and every industry in any age of civilization, must have its echelon of leaders. . . not leaders of materials or machines, but leaders of men at work. . . for MEN MUST EVER BE LEAD. . .

For these reasons, and many more, I don't mind telling you gentlemen here today, that YOU and others like you, the world over, are the MOST IMPORTANT AND ESSENTIAL PEOPLE ON THE FACE OF THE WHOLE EARTH. . . This is a bold statement. . . But I make this statement knowing that you are concerned with the most important problem in the world today. . . and that is the problem of people. . . people at work. . . people in whom you place confidence, and upon whom you depend. . . people who are dynamic, working, restless, changing, sometimes a little peculiar, and many who are little appreciated or really understood. . . If there is one thing that you and I have learned, out of our many years of experience, it is THAT THE ONE MOST IMPORTANT, SINGLE ELEMENT IN THE WORLD IS "PEOPLE" . . . and, as leaders and management men, your mould is cast, and your lives are garnered for the betterment and improvement of YOUR PEOPLE AT WORK. . . You rank among

SUPERIOR - LIDGERWOOD - MUNDY

YARDERS

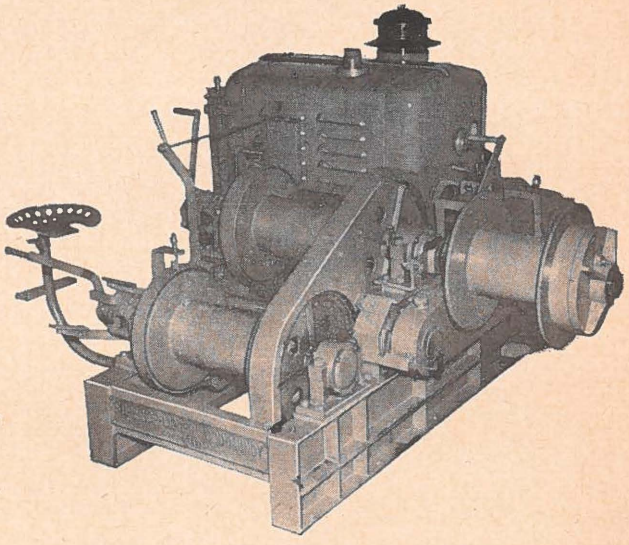
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the highest in human service, and in the brotherhood of man. . . Without men like you, this would be an undeveloped land. All around us are evidences of the handiwork of your kind. . . I say it is nothing more than a simple case of "PEOPLE" and "LEADERSHIP".

You men have been put into your management jobs to get things done. . .but one of the basic elements of your task as management men is to build and maintain a sound, sincere, sympathetic understanding among your people. . . JUST A GOOD UNDERSTANDING. . . an understanding that will make those you lead, want to follow, in confidence, reverence, and respect. . . An understanding that will not only make your job possible. . . but, will make your job easier. For it is through your people, that you get your work done Without them, you would be bogged down and helpless. . . you cant get along without them, "that you know". . . but, did you ever ask youself this question. . . "Can my employees get along without me?".. With the answer to this question forever before you, it should be clear, that it is "YOUR RESPONSIBILITY", to develop, and build a complete understanding among your men, if your job is to be done, and done effectively. This is the job which management assigned to you, whether you are a foreman, supervisor, or superintendent.

I might add that all down through the ages, since the beginning of man, no greater stumbling block has confronted the human race, than the hurdle of "MISUNDERSTANDING". . . Misunderstanding has set us back, and held us down, in all of our human endeavours in times past. Men have been shot, men have failed, men have floundered, industrial production has been lost, and wars have been waged, because of "MISUNDERSTANDING". . . and, misunderstanding is one of the major problems STILL confronting industry today. . . In this problem, steaming from our silly inherent human weaknesses, "misunderstanding" creates a human engineering problem in our everyday human relations, one with another, more colosal than the building of the pyramids, the great wall of China, and all the other great engineering feats of the word put together. . . yet your job, as management supervisors, requires that you FIRST, have "UNDERSTANDING" among your men. . . "JOB UNDERSTANDING". . . and "HUMAN UNDERSTANDING". . . an understanding in the art of human relations, similar to that of the kindly old judge, who was questioning a young lady, who was applying for a divorce. . . The judge said: "Madam, do you mean to stand there and tell me that during your twelve years of married life, your husband has spoken to you "ONLY FIVE TIMES?". . . The lady replied, "THATS RIGHT, YOUR HONOR, ONLY-FIVE-TIMES. . . The judge granted the little lady her divorce. . . ALSO CUSTODY OF THE FIVE CHILDREN.

The judge was certainly understanding in this touching court case of HUMAN RELATIONS AND LACK OF HUMAN UNDERSTANDING. I trust that you men, talk with your employees more frequently than this husband talked to his wife, else you may have some of your men divorcing themselves from the employ of this Company

Speaking of Human Understanding, and what we see in other people. . . an old foreman uncle of mine, had this to say to me at the time he retired from long and faithful service with the Alton Railroad. . . He said, "I didn't understand until I almost reached retirement age, that I had been "ALL WET" as a foreman." He said, "I had been taking the viewpoint that MY MEN were out there to solve MY PROBLEMS. I didn't realize that I was out there to help solve the problems of my men. . . to talk with them, and show a personal interest in their families, their hobbies, their illnesses and misfortunes, their community activities their little differences on the job, their ambitions, and their pride". . . He said, "Had I understood that side of my responsibility better, and had I paid a little more attention to the HANDLING OF MY MEN, and DEVELOPING OR TRAINING each one of them fully,, I would have contributed more to the building of a better railroad organization." He went on to say, "Someone might today be holding down a better job; somebody's home might have a piano; somebody's children might be able to go to college, and somebody might be able to buy the food, clothes, and medical care they need." . . He said, "I just didn't know I didn't know that part of foremanship, because I busied myself TOO MUCH with the equipment, tools, and materialistic side of my job in getting my work done.". . . He said, "Had I given more attention to this other side of foremanship, and had planned with my men, and let them plan with me, we could have ALL developed a better understanding of each other. I might have been pushed up to SUPERINTENDENT, and one of the MEN PUT IN MY JOB. . . Then, too, look where the railroad would have been."

Uncle Fred had reached a point of understanding about his job, too late. . . It is noteworthy, however that he recognized the VALUE OF, and his RESPONSIBILITY FOR, the TRAINING and the DEVELOPMENT of his men. . . He saw the value and importance of TRAINED PEOPLE working together in complete harmony and full understanding. . . He had come to recognize "THE IMPORTANCE OF PEOPLE".

I don't need to tell you that ANY ORGANIZA-

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PHONE S. 517

TION without "PEOPLE" is inert. . . It just doesn't exist. . . Take the "PEOPLE" out of this industry, and what have you got left? A pile of brick and mortar, some tools and machinery, and a few dollars in the treasury. . . After all, what is it that makes up an institution, organization, cities, towns, and countries? IT'S PEOPLE!. . . "PEOPLE" is the stuff out of which the whole world is made. . . A wheel never turns, a chimney never smokes, only for "PEOPLE". . . and, everything man-made ends with' 'PEOPLE", but . . . people themselves never end. . . Like the wind, like Tennyson's Brook, and time itself, "PEOPLE" go on and on forever. . . The sound of the woodsman's axe the pound of the engine, the lumbering crunch of your big cats, and the pulsation that comes from EVERY INDUSTRY, is nothing but "THE REFLECTION OF PEOPLE". . . People who down through the years, have made up the great symphony of "MAN AT WORK", forging out great nations, great industries, and a standard of living undreamed of a few centuries ago. . . We might add here, that all of this progress is to be found, only where the system of free enterprise exists. . . Where there is free opportunity for one man to pit his ingenuity against that of another, and to enjoy his own meritorious award, there from.

Let me give you an excerpt here, from "ELLIOT'S MANAGEMENT INFORMATION", which illustrates this point

An American labor delegation visited the Skoda works in Czecho-Slovakia. The Americans asked:

"To whom does this factory belong?"

"We, the people, own it", said the guides.

"Who owns the machinery?" asked the Americans

"We, the people own it", the guides answered.

"Who gets the profits??" the visitors demanded.

"We, the people get them", was the reply.

Then the Americans saw three large cars parked nearby and asked who owned them. He was told that, "One is owned by the commissar for defense, the second belongs to the chairman of the workers' committee, and the third to the representative from Moscow, who is visiting here."

Then a Skoda labor delegation came to America to tour and see our industrial plants. An American labor leader showed them the Ford factory, and the same questions were asked.

"Who owns this factory?" the visitors asked

"Mr. Ford does", said the American.

"Who owns the machinery?" they demanded, and were told Mr. Ford owned it.

"Who gets the profits?" the Skoda men continued

"Mr. Ford does", said the American.

Then the visitors saw 30,000 cars parked in a nearby lot, and asked, "Who owns all those cars?"

The American grinned. Then he said: "We, the people, own those cars."

Without the leadership of people like yourselves, none of this could happen. . . Without leaders, people tend to work against themselves, stumble around, get in their own way, and lack the necessary drive or enthusiasm FOUND ONLY AMONG FREE MEN, well organized, trained, and lead. . . Can't you see now, why I say that AS FOREMEN, and as SUPERVISORY MANAGEMENT MEN, "YOU" are the most important group of people on the face of the earth. . . NOT AS INDIVIDUALS, but as "LEADERS". . . LEADERS among men for the COMMON GOOD, and WELFARE of ALL "PEOPLE"

"LEADERSHIP" is an art. . . It is an art to be MORE UNDERSTOOD than learned. . . Some have it, some don't. . . Some will learn it, others never. . . . Whatever its elements, we know that ORGANIZATION, DEVELOPMENT, PERSUASION AND PRACTICE, are some of its chief components. One of these elements cannot be employed without the other. . . You can give your people work orders, well planned and organized, together with full explicit explanation or "know-how" about the work or job at hand. . . but, without some kind of "PERSUASION" your job is only part done. . . "PERSUASION" is the HOW, the WHY, the TIMING, the SOUND OF YOUR VOICE, the TWINKLE IN YOUR EYE, or the MANNER OF YOUR ACTIONS, which MAKES PEOPLE VOLUNTARILY RESPOND, AND WANT TO BE LEAD. In addition to all these, it takes long persistent "PRACTICE", in working with each man as an individual, on an individual basis, day in and day out. . . to become a good leader. . . a good foreman. . . or a good superintendent.

The rewards for good leadership are many . . . and all rewards are earned. . . Leadership rewards never come by request, and seldom perchance . . . . Some "SO-CALLED" leaders, fool themselves by the old "outmoded" trick of "brute force" and "fear". . . the method of "kicking them in the teeth and make them like it",. . or "fire twenty today and hire twenty tomorrow". . . The methods of fear and trembling are out. . . But we are today reaping the awful harvest which that kind of leaders have sown. . These old worn out methods are replaced by REASONING and more CIVILIZED DEALING, as we would like to be dealt by. . . At this point, I'm reminded of an old "Sergeant out of the First World War. . . He got a

(Continued on Page 20)

MARSHALL-WELLS SPECIAL LOG-MARKING PAINT

Used EXCLUSIVELY by "British Columbia Timber Operators"

Prices and Full Particulars on request from

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CANADA'S LARGEST HARDWARE DISTRIBUTORS



Films For Bush Camps

Movies now reach the majority of bush workers in the Thunder Bay area. In addition to these entertainment shows, many camps now see the best of the educational and documentary films.

In the cities, the demand for such films as are produced by the National Film Board is now well established. Film libraries such as the Thunder Bay Film Library provide hundreds of films each month to clubs and community groups. This service has now been extended to many bush camps.

Thus, in the bush camps just as in the cities, films about Canadian life and customs, about recreation, music and art, about international problems, health, and a hundred other topics, now reach out to interest and instruct people in every walk of life.

In the Thunder Bay area, company projectionists cooperate willingly to satisfy this demand. They secure their educational shorts at no cost from the Public Librairies of Port Arthur and Fort William. In some cases a whole programme of educational and documentary films is provided. In others, a twenty-minute short subject is added to the regular entertainment programme. It has been both surprising and gratifying to note the interest, and even enthusiasm, created by these films.

In camps where D.P.'s attend classes in Basic English and Citizenship, films about Canada, its people, resources and industry, help them to understand their adopted country.

There are still many camps where such films are not yet available. Information about how the service may be provided may be obtained from:

Will Dougall
District Representative,

BE CAREFUL !

FLUORESCENT LAMPS—DISPOSAL OF DANGEROUS TOXICS WHEN BREAKING UP

The Canadian Building Owners' and Managers' Association of Montreal warn that a great deal of caution must be exercised when disposing of old or handling new fluorescent bulbs.

They advise that most of our present day fluoresent bulbs contain from one (1) to four (4) percent beryllium powder and that experience has shown that this powder is much more toxic than was first thought. If this powder comes in contact with open lesions of the skin, dangerous results may ensue.

The glass of the lamp is very fine and penetrating and often flies with a great deal of force when a tube is broken. If any of this glass penetrates the skin, a physician should be contacted at once.

It is suggested that extreme care be exercised in the handling and storage of these lamps. Disposal shoud be effected by sinking in a stream or by burying in the ground in a disposal area, where there is no danger of contact by children. When burying, they should be placed in a hole, covered over with sacking or paper and about 2 inches of earth, then broken by a stone or other object. Hole should then be filled in.

BE CAREFUL!

CENTRAL BAKE AND BUTCHER SHOPS

The Marathon Paper Mills of Canada, Limited have a central butcher shop in operation at the Stevens depot

The Ontario-Minnesota Pulp & Paper Company, Limited have recently opened a central bake and butcher shop in the headquarters camp of the Patricia area

WOOD SUPPLY COMPANY

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Specialists in Machine Shop Tools and Supplies

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Leadership

(Cont. from Page 18)

job down on the waterfront loading ships; became a straw boss, and later became a foreman. . . He did a good job. . . His ships were loaded right, and on time. They sailed with the sun. . . There was no demurage on those vessels. . . Sometimes in loading those ships, however, they had to dig up and patch a few crew members, but the ships went out. . . One day the General Superintendent called him in and said, "Sergeant, I don't need to tell you that as a Foreman, you've done a "damned good job". . . You've done your job without any "IFS", "ANDS" or "BUTS". . . Sometimes I think you've been a little bit ruthless, but I realize you are dealing with rough men. . . Sergeant, we are living in a new era of human beings, and that kind of leadership will have to stop. You can't knock 'em down and give orders like that. You are going to have to lead them". . . And he said, Sergeant, I have some menial reservations about your leadership ability. . . Now do you think you can really lead these men?". . . The old sergeant looked him square in the eye and said. . . "Of course I can. . . but "God-damn 'em they better follow me". . . That's one kind of leadership, but it's not the kind we want in this company.

As stated in "ELLIOT'S MANAGEMENT INFORMATION":

"You can buy a man's time.

"You can buy a man's physical presence in a given place.

"You can even buy a measured number of skilled muscular motions per hour or day.

"But you cannot buy enthusiasm. . . you cannot buy initiative. . . you cannot buy loyalty. .. . . you cannot buy the devotion of hearts, minds, and souls.

"As a supervisor, you have to earn those things."

You may be asking yourself, "HOW CAN I EARN THOSE THINGS?". . . "How may I be a good leader". . .

(This article will be completed in the March issue of the Log Book)

Said a medical doctor recently, "Beverage alchohol gives you a red nose, a black eye, a white liver, a yellow streak, a green brain, a dark-brown breath, and a blue outlook."

"U" AND "I" IN BUSINESS

If you will look at the word "business" you will find "U" and "I" are in it. In fact, if "U" and "I" were left out it wouldn't be "business".

Therefore, if there is to be any such thing as "business" we must keep "U" and "I" in it.

Furthermore, "U" comes before "I" which might be interpreted to mean that each must think of the other. If that is done "business" should become harmonious and mutually profitable

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There's nothing like a wedding to make a fellow learn — at first he thinks she's his'n but later learns he's her'n!

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CIVILIZATION COMES TO THE NORTH COUNTRY?

It is reported that construction started in 1948 on jails at Nipigon, Beardmore and Hornepayne have been finished and that jails in Nakina, Armstrong and Atikokan will be constructed in 1949.

Is this a sign of civilization?



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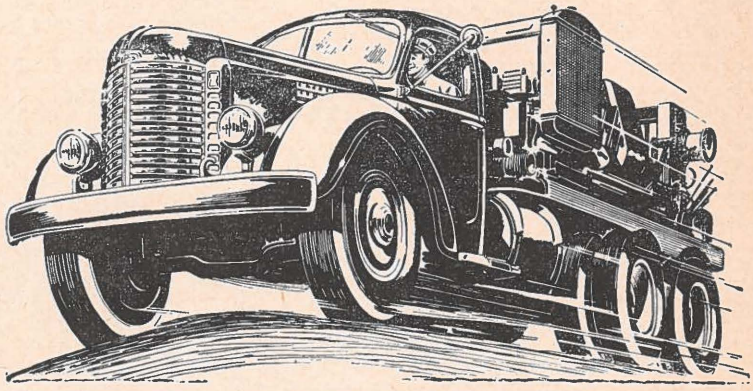
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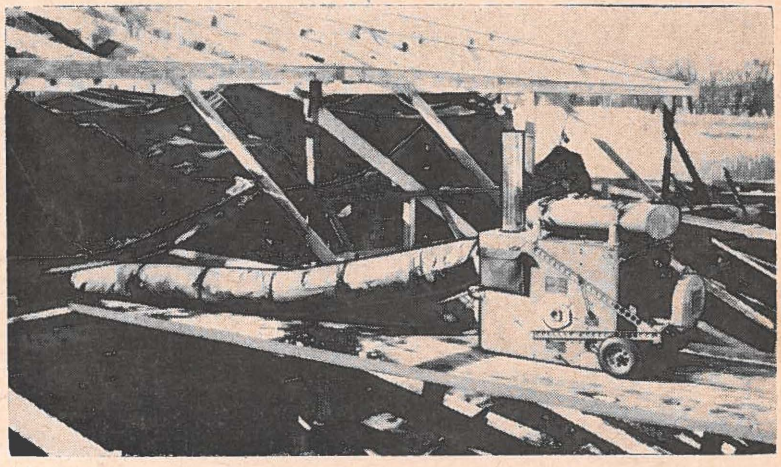
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