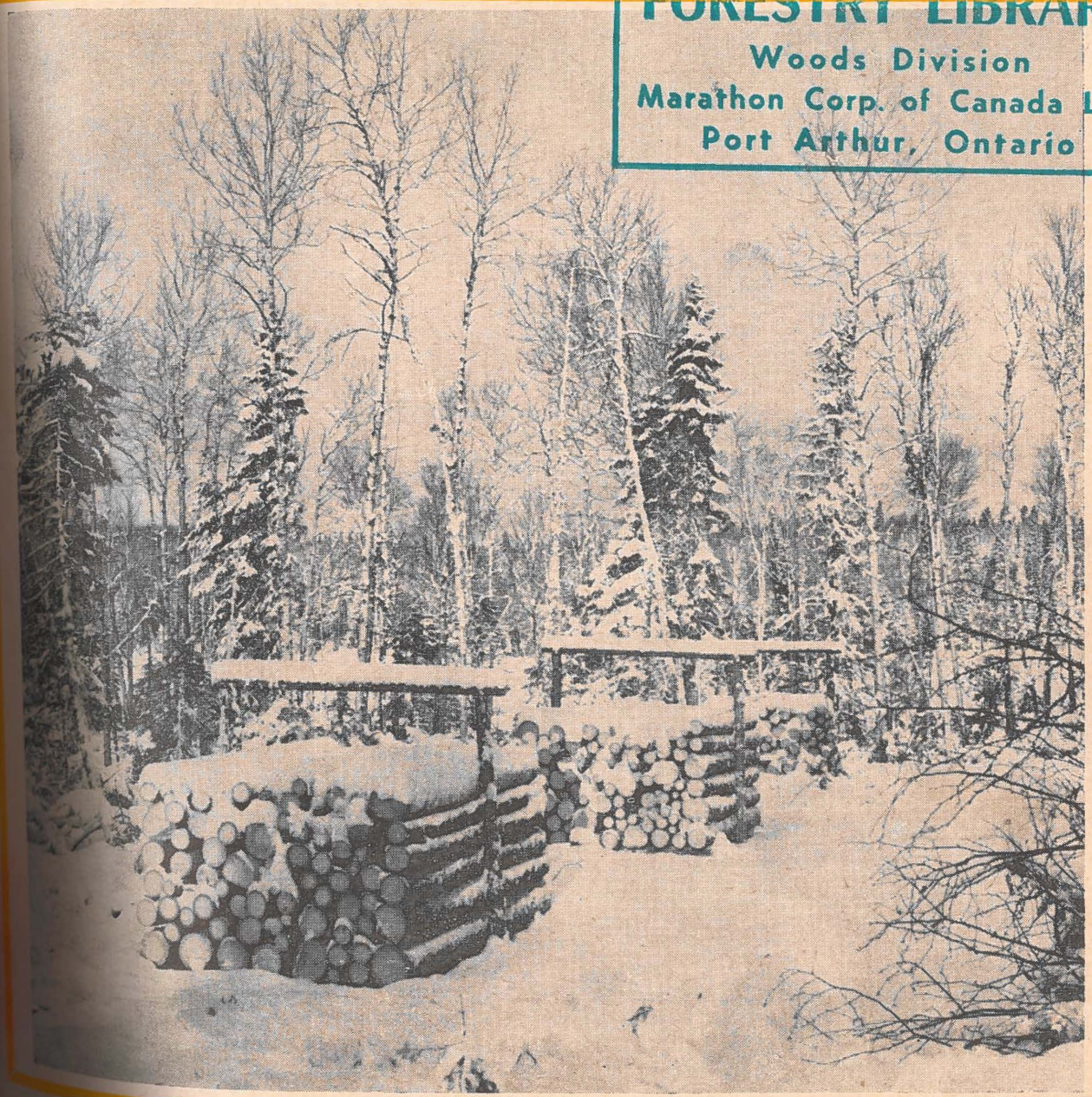
THUNDER BAY TIMBER OPERATORS ASSOCIATION

LOG BOOK

JANUARY
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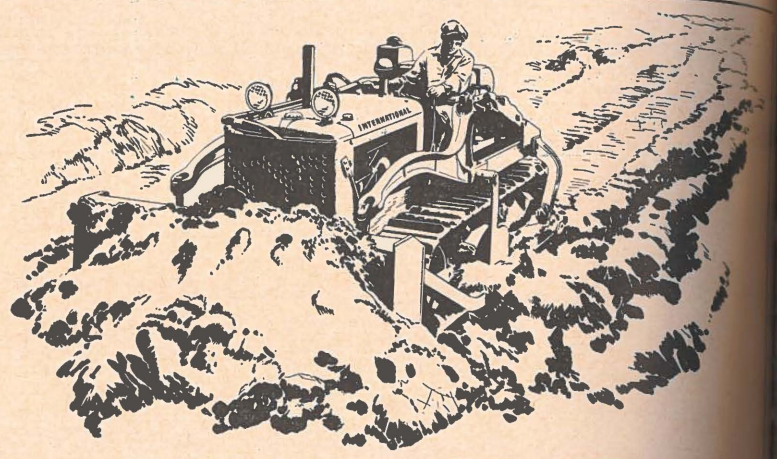
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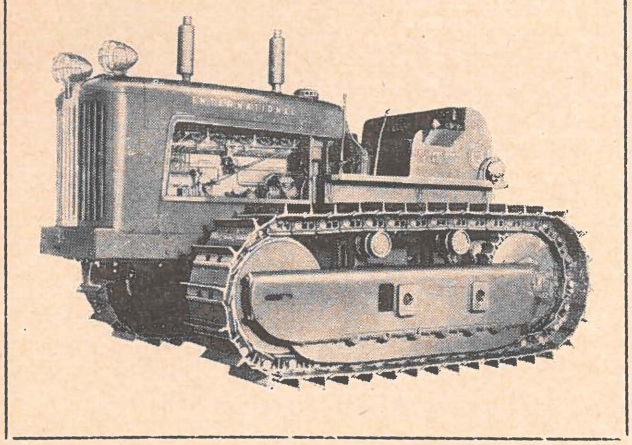


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President's Message

I am happy to-day to welcome representatives of member companies of this Association, which represents timber operators in Northwestern Ontario from the Algoma Central Railway west to the Manitoba boundary, to our Annual Meeting.

We will be discussing common operating and administrative problems and these meetings are always beneficial and this one, I know, will be no exception.

In our discussions to-day we will review results of the 1951 logging operating season which saw a record production of forest products in Northwestern Ontario; we will look at the present 1952-53 season which is now nearing completion and which will result in a decided decrease in production as compared to 1951 and we must also take a quick look at what will happen in the 1953-54 season.

I know that everyone is concerned about the overall decrease in production of forest products this year. This is not a local problem. The Canadian Pulp & Paper Association reports that production of pulpwood in Canada east of the Rocky Mountains is down approximately 30% from last year. We, who are watching markets in the United States very closely, know that the forest industry in the United States is in exactly the same position as we are.

This decrease in production of forest products, particularly pulpwood, has resulted from a number of reasons including a decided drop in the pulp market and therefore a reduction in the amount of wood consumed by the mills; a record 1951-52 production which was largely brought about by unusually perfect winter conditions for logging operations coupled with an ample supply of woods labour. Combination of these two facts resulted in a set back in production of pulpwood this year, a lower price structure and a tighter lumber market. It will probably not be until the 1953-54 season that we get back to what might be termed "normal operations." In this connection, I might say we would do well to place some serious thought on the matter of shortening the delivery period of forest products. This can be done on many operations and would help us to reduce the large inventories which perhaps assist in stabilizing the level of woods work throughout the year.

When we talk about shortening the delivery time of raw materials, we must of course take into account the weather. Individual loggers are concerned this last year has been a most unusual one in that many of us have not had to face normal trials and tribulations in the way of storms and inclement weather for woods operations. Such ideal working conditions helped our men and the result is that the men have produced better and earned better wages than probably ever before.

Sometimes when we have these "down" periods, some people are inclined to get pessimistic but when I survey the situation I am not pessimistic but in fact am really optimistic. Our Northwestern Ontario is just being developed. Not only the development of the forest industry but the development of other industries particularly the expansion of Steep Rock Iron Mines, are going to influence every locality in Northwestern. Ours is not a fly-by-night industry. We are here to stay. The money invested in permanent pulp and paper mills, permanent sawmills and the amount of money invested in woods equipment and woods operations by members should convince anyone that this is so. We all realize that in order to stay we must have timber and by complying with the working plans required by the Department of Lands and Forests, the overall management plan, the five year plans and the annual work plan, we are doing our best to ensure that our forests are operated toward a sustained yield basis with the object of maintaining our forest in perpetuity. 1952 was a year of improvements to camps, dams, roads, etc. Depot camps of the companies are "on the map" and are growing rapidly Camp McIntosh, Vermilion Bay, Flanders, Atikokan,

(Continued on Page 15)

MEETING OF NEWAYGO TIMBER COMPANY SUPERVISORS HELD

Woods supervisory personnel including camp foremen and clerks from Newaygo Divisions —the Hearst-Mead-Mosher Division on the A.C.R., the Clarkdon Division on the Sioux Lookout line and the Black Bay Peninsula Division met in Port Arthur in November.

In the morning a trip to the Prince and Jarvis Location operations of the Newaygo Timber Company took place. On this trip the planting program of the Newaygo Timber Company was reviewed and a new mobile yarder designed by the Caterpillar Tractor Company, (Powell Equipment Company of Port Arthur) was seen yarding into cold decks tree length peeled poplar.

Lunch was served at the Prince and Jarvis headquarters camp and the group returned to the Prince Arthur Hotel for an afternoon of discussion on company affairs. In the evening a social hour and dinner completed the meeting. At the evening festivities many of the wives of Newaygo employees were present and the guest speaker was Mr. Stanton W. Mead, President of Consolidated Water Power & Paper Company, and President of Newaygo Timber Company Limited who, with Mrs. Mead, came to Port Arthur especially to attend the meeting.

The meeting was in charge of Vice-President, Henry S. Mosher, and was completed with films on Newaygo's operations.

MOBILE X-RAY UNIT CONTINUES SURVEYING WOODS WORKERS

In November the mobile x-ray unit of the Fort William Sanatorium x-rayed 779 woodsworkers in the camps of the Abitibi Power & Paper Company, Great Lakes Paper Company and the Northern Forest Products Limited in the Black Sturgeon area.

Good co-operation was reported from all concerned. The best record of the tour was made at Northern Forest Products Camp #36 where there were 79 employees and all employees were x-rayed.

It is important in these surveys that every effort be made to have every person in the camp area x-rayed. Anyone missed may possibly have TB and it is too bad if when these services are donated free of charge, advantage is not taken of them. It is not so much the individual but the possibility that the individual may pass to others this dreaded disease and every effort should be made by all concerned to co-operate on these tours that are arranged through the facilities of the Fort William Sanatorium.

In January the mobile x-ray unit proceeded by rail to survey employees of the Abitibi Power & Paper Company at Regan, Ontario; and the employees of the Ontario Paper Company at Heron Bay and Hemlo, Ontario.

LUMBER AND TIE PRICES SLIP

It is reported by producers of ties in Northwestern Ontario that prices for No. 1 and No. 2 ties have been cut for this year's production. Lumber producers report that prices are down from last year.

QUICK CANADIAN QUIZ

1. Is most of Canada drained by rivers flowing to the Atlantic, the Pacific, or Hudson Bay and the Arctic Ocean?
2. On the shield of Canada's coat of arms are depicted the arms of what four nations?
3. Are there more men or women eligible for universal pension at age 70?
4. What country is now the biggest buyer of Canada's exported cars and trucks?
5. Which is the larger, Lake Winnipeg or Lake Ontario?
6. In value of pelts taken annually, which is Canada's most important animal?

(Answers on Page 12)

Recommended Reading For All . . .

Re-Appraisal of the Lumber Barons

Extracts from an article by D. C. Everest, Chairman of the Board, Marathon Corp., as reported in the Timber Producers' Bulletin

When one attempts to upset a belief which has been present in the minds of people for several generations, he has a real job cut out for himself. This is the job with which I am confronted today. The subject assigned to me, "A Re-appraisal of the Lumber Barons," carries with it the inference that at one time "lumber barons" did exist, that they were evil people, and that all of our present-day difficulties with our timber supply may be charged directly to them.

I think it is about time that some of these stories about the timber operators of the past be carefully analyzed and that their actions be measured by the economic situation which existed in this country at the time they were carrying on their operations. To do this, one must go back to the early 1600's, as it was then that many persons became engaged in lumbering as a means of livelihood. Some may have been engaged in the same business in the countries from which they migrated, so it was only natural they pursued the same line of endeavor in this country.

From the beginning of the settlement of the country, the first thing the settlers had to do was to cut the trees necessary to build a home, and the next thing was to clear land on which to grow their food. These things were essential to their very existence. In clearing the land much of the timber was burned, but there was nothing else they could do with it. These early settlers learned through experience that they could not afford to use timber of inferior quality in building anything which had to do with farm buildings, their churches or the fortifications which they were compelled to build for their protection from the Indians.

This idea of the necessity for quality in timber became so firmly fixed in the minds of succeeding generations that it had much to do with the practice employed in cutting timber in other sections of the country in later years, particularly in the Lake States.

Through sheer force of necessity, the country developed along the waterways. The so-called roads were mere trails which were followed on foot or horseback. As the population increased, the hardy settlers pushed westward across the New England country and into what is now New York, Pennsylvania and Ohio. Better farming lands were found there and, as the desire to become independent and self-sustaining land-owners became uppermost in the minds of the pioneers, they continued to seek locations further west. As this movement continued, the sawmiller, with his usual foresight pre the settlers and established small towns, many of are our prominent cities today.

The growth of Wisconsin as part of the Mic territory, later as the Wisconsin territory and fina a state in 1838, was remarkable, as compared many others which stemmed from the early New land settlements.

This growth of a new territory brought with only those interested in agriculture, but also those had been engaged in lumbering in that part country east of Lake Michigan and in Canada stands of white pine which covered much of the ern part of the state were naturally the ones sou experienced lumbermen who had long since le that clear white pine was the only specie genera cepted by all who had anything to do with building erials. White pine and the early lumbering ope are commented on in Increase A. Lapham's boo titled "Lapham's Wisconsin," copyrighted in 184 writes, "The eastern portion of the territory abou 'hardwood' timber, the northern in forests of pin the central and western portions are comparatively titute of trees, constituting the 'oak openings' an fording sufficient wood and timber for the purpo the first settlers."

Later more sawmills were established with state and instead of driving logs to the down-river lumber in rafts was sent down the rivers to m This was a hazardous business for the lumberma in getting the rafts to destination and also in selli product. Unless he had been in business long e to have established a customer relationship with concern which could take his output of lumber after year, he took the chance of delivering his ra a glutted and consequently depressed market, th ing forced to sell at auction. This meant receiving than he had figured on during the time he was c the logs and manufacturing his lumber.

People in commenting on "lumber barons" think of those who were able to weather the hard incident to doing business at that time and under conditions. and give scant consideration to those were not so fortunate. The mortality in the b was high, but, like the oil business, one never about the dry holes which are drilled; it is on

(Continued on Page 18)

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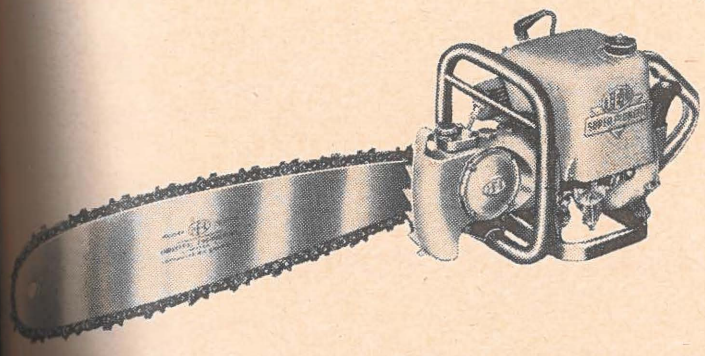
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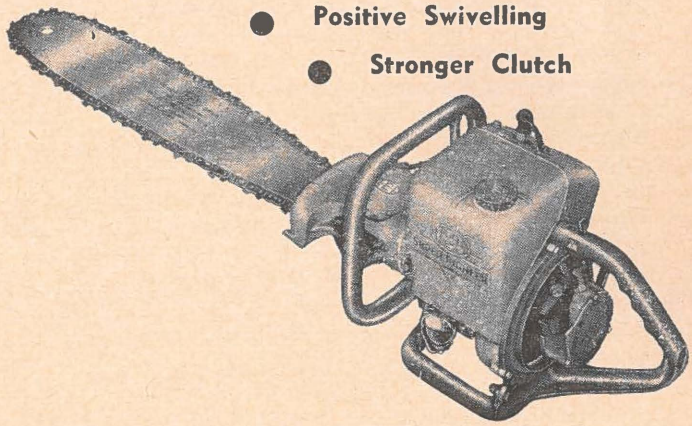
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WHAT MAKES A GOOD BOSS

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 regard 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. Gives the worker a chance to explain his side of the story. Keeps his temper.
9. Believes in and practises safety. Provides full and proper safety instructions.
10. Makes sure that new or transferred employees know how to do their work 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 possible on all promises he does make.
14. Is open-minded, welcomes suggestions, and willing to discuss them.

There you have it. The supervisor or foreman measures up to these points one hundred per likely doesn't exist, but apparently he is what the age worker wants and dreams about. Good emp employee relations depend on a large degree upon closely those in Supervisory positions in any com resemble this supervisor.

---o---

SUCCESSFUL JOINT MEETING OF THE CANAD INSTITUTE OF FORESTRY AND THE SOCIETY O AMERICAN FORESTERS HELD IN MONTREAL

Since 1950 the Canadian Institute of Forestry been the national professional body of foresters in ada. Before that time, since 1908, it was known as Canadian Society of Forest Engineers. It was fo as "an organization of professional foresters in Ca for the discussion of technical subjects relating to theory and practice of forestry, and to cultivate esprit de corps among members of the profession

The C. I. F. has now over 1200 members and joint meeting with the Society of American Foreste Montreal was well attended with over 800 Amer and Canadians being present.

From Northwestern Ontario the following pa attended:

A. F. Buell, LongLac Pulp and Paper Company Limited Longlac, Ontario.
P. V. LeMay, Marathon Paper Mills of Canada Limited, Port Arthur, Ont.
D. Start, Minnesota - Ontario Pulp and Paper Company
G. L. Logan, Marathon Paper Mills of Canada Limited, Hearst, Ontario
Mr. N. F. Lyon, Department of Lands and Forests, Port Arthur, Ont.
J. A. McPherson, LongLac Pulp and Paper Company Lim Longlac, Ontario.
J. M. McMahon, LongLac Pulp and Paper Company Lim Longlac, Ontario.
D. Penna, LongLac Pulp and Paper Company Limited, Longlac, Ontario.
H. Renaud, LongLac Pulp and Paper Company Limited, Longlac, Ontario.
E. R. Sexsmith, LongLac Pulp and Paper Company Lim Longlac, Ontario.
G. R. Sonley, Marathon Paper Mills of Canada Limited, Port Arthur, Ont.
A. L. K. Switzer, LongLac Pulp and Paper Company Lim
W. W. Wahl, Arrow Timber Company Limited, Calstock Longlac, Ontario.

One of the outstanding papers presented at meeting was one by Mr. G. B. Amidon of the Mar and Ontario Pulp & Paper Company Limited and port on his paper is reprinted elsewhere in this of the LOG BOOK.

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orestry Students Field Work

by C. J. Campbell, Instructor in Forestry

Once again I have been given the opportunity to e, in your LOG BOOK, the field training which Technical Foresters have received to date this year. hose who have followed our field training schedule ghout the past two years this account will be some- repetitious; however, for those who haven't, it give some idea of the nature of the training that re giving. Very briefly the field work has been as s:

Second Year Technical Foresters

ember 16 - 27— Department of Lands and Forests Cullers' Course.

29 - Oct. 25— Field exercises on the Institute Forest — Trout Lake Camp.

27 - Nov. 1— Field Surveying at Boulevard Lake.

3 - 7— Visiting Logging Operations in the Black Sturgeon area.

10 to present time— Lectures at Lakehead Technical Institute.

Year Technical Foresters

6 - 17— Field exercises on the Institute Forest, Trout Lake Camp.

Since most readers are familiar with the Depart- of Lands nd Forests Cullers' Course, it does not re explanation.

The field exercises referred to fit into two prin- branches of Forestry: Forest Mensuration and For- Utilization. From the aerial photographs, of which have five sets covering the Institute Forest area, second year students practice type classification of area. Once they have completed this work, they spend two weeks, with first year men acting as their compass men, correcting and sampling these types in preparation to drawing a type map of the area and compiling a volume estimate of the standing timber. This information is also necessary to write up their management plan for the area at a later date.

Their course in Forest Utilization at the Institute is confined to sharpening a buck-saw, cutting pulpwood and skidding the product to a main road for delivery after freeze-up. The students try to cut, skid and pile on the average , a cord of pulpwood per man day. They have always been very close to their objective.

The object of the week's surveying at Boulevard Lake is to give practice in using surveying instruments under normal outdoor conditions, and also to give training in measuring and recording data systematically so that it may be reproduced on paper with meaning at a later date.

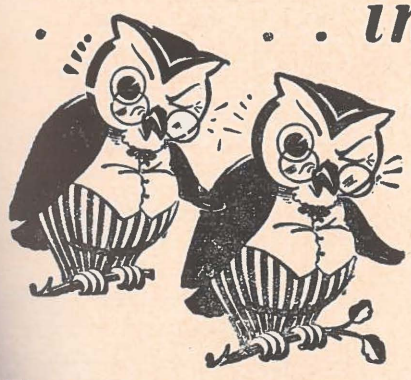
The field trips to company operations are always much enjoyed and very beneficial. This year we are grateful to Abitibi Power and Paper Company, Great Lakes Paper Company and Northern Wood Preservers for inviting us to observe their operations in the Black Sturgeon area. On this trip the students were able to observe many details of camp layout, camp organization, cut layout for pulpwood, poles and sawlogs, hauling and loading operations, etc. Even though it isn't possible for the students to take in every point involved in these different operations, yet by observing, they are able to grasp many important ideas.

On behalf of Mr. Braun and the students I wish to thank everyone who has helped us with this work. We wish to thank Mr. T. S. Jones, especially, for this opportunity to make known the nature of training given in the field.

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M-O Forestry Program Outlined



G. B. AMIDON
Director of Forest management, Minnesota Ontario Paper Co.

The Minnesota and Ontario Paper Company's forestry program, based on the intensive management of of individual areas, was outlined November 19 by George Amidon, M and O's director of forest management, at the forest management session of the joint convention of the Canadian Institute of Forestry and the Society of American Foresters in Montreal.

In a paper presented to the foresters of both nations, Mr. Amidon said that the size of the unit is the key to the problem of growing the most wood and really intensive management requires sustained yield cutting plans for each individual operation.

Mr. Amidon feels this type of management can increase present U.S. and Canadian growth rates by 3 times or more and that the sustained growth for large areas of productive forest land, even in the comparatively slow growing timber types in Minnesota and Ontario, can reach one-half cord an acre annually, as compared with .15 cords on many lands now.

Small woodlots are readily adaptable to intensive management for two reasons, according to Mr. Amidon:

1. Permanency of operation
2. Development of a network of roads

"It is the thinking of M and O," Mr. Amidon said, "that if small woodlots can be managed for maximum sustained yield, the same principles can be applied to larger operations with the same success."

Because of this thinking, M and O's forestry operations are being patterned as nearly as possible after the woodlot type of operation, he said. For some time now, M and O has been dividing its management districts into smaller sustained yield units. The size of these cutting units depends upon existing transportation facilities, type, age and condition of the timber and available labour supply.

As the company has presently worked this out, the cutting units vary from 500 acres for a small settler operation to about 60,000 acres for larger camp operations.

At the same time, Mr. Amidon suggests the term "sustained yield" has been misused. He re-defined the term as follows:

"Maximum sustained yield implies continuous production with the aim of achieving at the earliest practicable time an approximate balance by **species and management unit,** between net growth and harvest, either by annual or somewhat longer periods."

He further suggested the factors, balance by cut and growth by tree species or management units, are not taken into consideration under the more common definition of "sustained yield." Consequently, he said, you can still have sustained yield even though the more valuable wood is being cut much faster than it is growing and the less valuable wood correspondingly slower.

A cutting plan, Mr. Amidon said, that permits overcutting of one species or one area and under-cutting of other species or other areas is not good management, even though the cut is in balance with growth for all species over the entire area.

Such a plan means trouble in the years ahead for the forest manager, Mr. Amidon added.

The objective of M and O's forestry program is to concentrate the company's management efforts on forest lands close to the firm's mills located at International Falls, Minn. and Fort Frances and Kenora, Ont.

Thus, M and O's future needs can be grown on the smallest possible acreage, in the closest proximity to these mills.

These mills consist of both groundwood and chemical plants and manufacture a wide variety of products as well as Insulite, an insulation structural board. These mills used more than 566,000 cords of wood 1951, consisting mainly of spruce, balsam, jack and poplar or aspen.

At present growth rates, M and O require all annual growth on a gross forest area of 5,000,000

There are several problems regarding the situation in the area where the company operates have an important bearing on the type of program eloped.

First of all, Mr. Amidon said, 75 per cent of forest land in M and O's immediate Minnesota ating area is in public ownership (state, county and eral), and more than 90 per cent of the forest la the Canadian operating area is owned by the Cr

"It is evident," he added, " the company is endent, to a large extent, upon public agencies supply of wood; there are certain definite limita upon what M and O can and cannot do in the dev ment of a forestry program, and the firm's forestry must be closely co-ordinated with these governm programs.

In Canada the company has long-term cu rights and is required by the government to de cutting plans, although the exact type is not specif

In Minnesota, the company owns the fee to b of timberland, but more than one-half of the t lands within the firm's cutting areas are under control and the company can obtain only short cutting rights on these lands.

Co-operation with the state's plans is compli by the fact that the state sells most of its timb auction sales on two-year permits, Mr. Amidon s

"Consequently," he added, "it is difficult fo company to make definite long-term plans in where it does not control sufficient timber to development of these areas.

"Because of the limited contract period for timber, many timbered areas of Minnesota are no ing developed as fast as they should be, in orde obtain maximum yields," he said.

In spite of this handicap, M and O has gone with its planning in Minnesota in the hope that obtain cutting rights on state timber within the areas where it has sufficient timber of its own to ify the major part of the development costs.

Another problem confronting the company shortage of spruce and the surplus of poplar in

(Continued on the Next Page)

FORESTRY PROGRAM OUTLINED

and the present surplus of poplar and jack pine e Canadian division's operating areas.

"This means that either M and O's mill needs," aid, "must eventually be changed to conform to the ities of the different woods available in our per- ent wood supply area or the lands now growing es that are in surplus supply converted to the kind ees that are in short supply."

The overabundance of mature wood is another lem. In the company's Canadian areas, a large entage of the forest area contains mature and over- re wood and, therefore, Mr. Amidon said, the pres- surplus is for the most part of a temporary nature. foresters' problem here is to gradually convert the er types into a more balanced distribution of age ses. This is also a problem in Minnesota, but to a er degree, he added.

These facts concerning timberlands in M and O's rating areas were brought out in an inventory survey e of the various management districts, in 1944, in peration with the different governmental agencies.

As the management districts were established be- the survey, the survey provided the basic informa- needed to start sustained yield management of cts as a whole. The survey indicated the areas in rest need of attention, how much timber should be during the first stage of management, how the area d be broken down into cutting units and the cut by es that the entire area could possibly sustain.

It did not, however, Mr. Amidon said, provide suf- ent detail for the development of detailed operating s needed for intensive woodlot type management.

Operating cruises were necessary for this more ed planning. Cruises were made of each of the minary units established from the initial survey. owing this, each cutting unit was established and rear operating plans were developed. Each cutting was set up as a permanent cutting area for a spec- type of operation.

The allowable cut was based on the productive city of the area. Even if the unit has a surplus of re or over-mature trees, the original cut was kept enough so that there will always be sufficient tim- in the area to justify an economical and continuous ation.

The sustained yield unit size depends upon the of operation that seems most adaptable to the area uestion and is determined by existing roads, water s, etc. Areas close to main roads are usually best small settler type operations, while more inaccess- areas become larger camp type operations.

With the management districts established (five innesota and four in Canada), M and O began div- these districts into sustained yield cutting units. work is not yet complete, Mr. Amidon said, but a start has been made.

In Minnesota, about 30 sustained yield units have established, and about 30 more such units are yet developed. These units vary in size from about acres to 40,000 acres, Mr. Amidon said. The cut for the first period of management varies 50 cords to 7,00 cords. About half of the units settler operations and the remainder is handled by contractors. The average annual cut for the sett- operations is about 400 cords and for the contractor ations, about 3,000 cords.

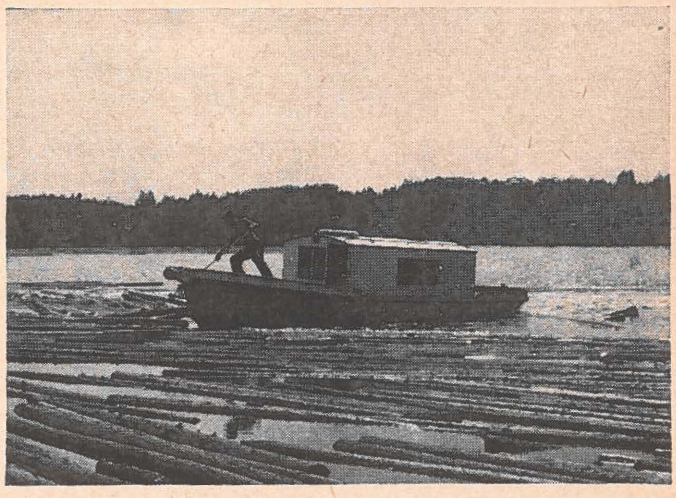
(Continued on Page 16)



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STEELCRAFT

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Woodsworkers and Savings

By G. M. McKeown

Once again the lumbering operations are underway. It has been estimated that some 7,000 men will be working in the woods in Northwestern Ontario this winter. Some for the first time, but the great majority will be men with previous experience. Men, who by their efforts in the past have shown management that they are prepared to do a good days work for a fair days pay.

As an indication of the calibre of men employed this season, their response to the Community Chest appeal and the current Canada Savings Bond drive is most revealing.. In each case the record subscriptions of last year have been substantially bettered, notwithstanding the fact that there are less men employed.

These achievements and achievements they are, could stem from several sources; but in the opinion of those best qualified to judge it clearly shows that the average woodsworker has a greater awareness of the part he must play in the community, of the necessity of helping the less fortunate, and a sincere desire to save.

Your contribution to the Community Chest and its implications will be dealt with in another article, from hereon this will be confined to savings. But first of all what is saving? One dictionary describes the word as follows:

"Preserving: frugal: parsimonious: reserving exception or reservation: money saved: with excess in favor of.

Redeeming, economical, qualifying, preserva redemption, economy, sums laid away".

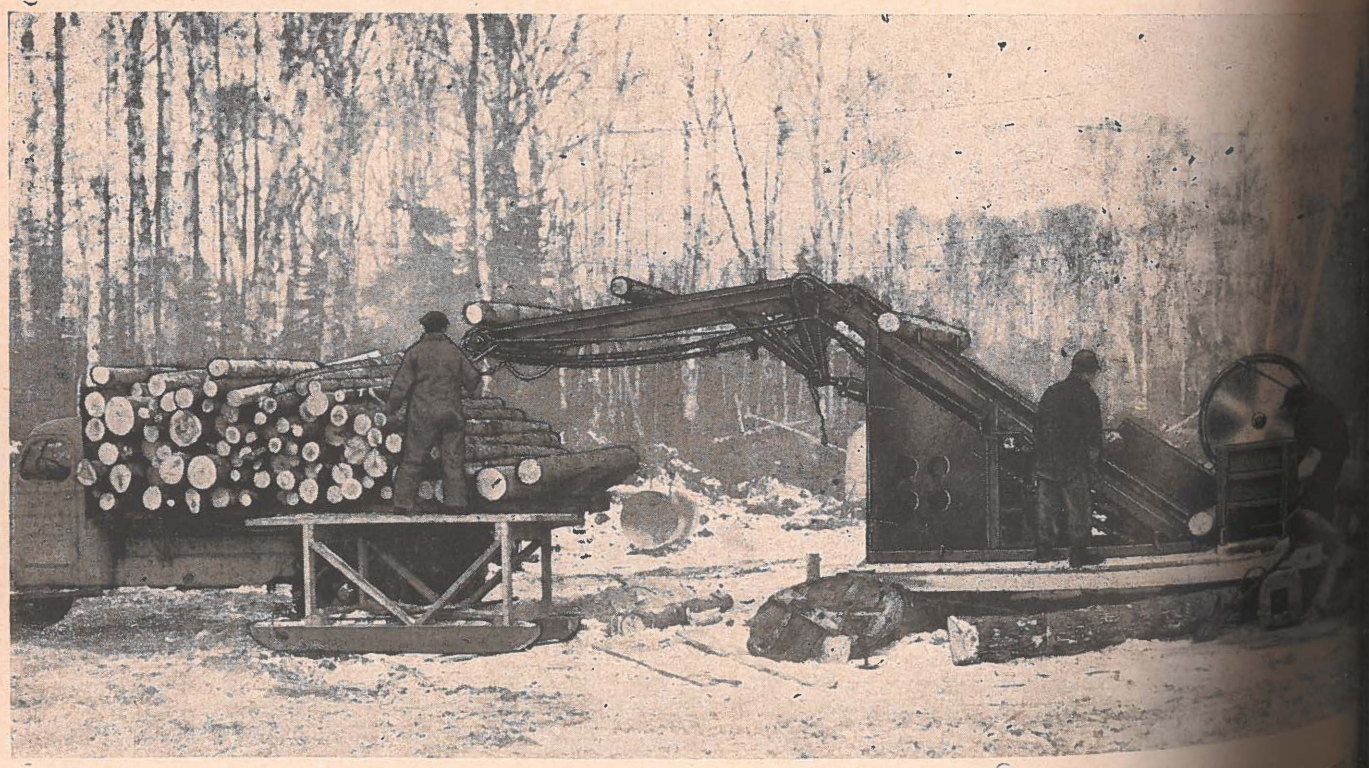
Some people save stamps; others string, old papers, and on and on, but the object saved by greatest number of Canadians is money.

Now there are advocates of various forms of who claim that saving is something of a social me But in this writer's opinion, the urge to save en ages individual responsibility and reinforces one man's highest motives — the desire to provide for future of himself and his family. It is good to s on one's own feet — good for the man and good nation. Mind you, certain social security measu have their place in our way of life and should be ported zealously by each and every one of us. B they are to supplant the personal integrity that hand in hand with providing for one's own welfare tendency will be for us to become soft so that in our incentive to enterprise and capacity for effort be undermined.

Canadians are a thrifty people. Not only ar

(Continued on the next Page)

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ODSWORKERS AND SAVINGS

ity but to protect the result of our thrift we have ved what is generally conceded the best Banking em in the world. A chartered bank in Canada is mmercial bank operating under the limitations of Bank Act which is revised every ten years. Each hese banks is competing with nine others for your ness and while the scope of a bank's operations is e the fact remains that savings deposits are its life od without which it could not function.

No business can stand still and this is no less true our bank. All are constantly on the alert for new ness, and to attract your account practically every of advertising media is used.

To make banking more readily available, in some es night depositories have been installed. These along the lines of a mail box where deposits can dropped after hours. These are particularly helpful uburban areas. In several of the larger cities where ng has become a real problem, Drive-In banks are ated, in these the customer drives up to the teller's ket, conducts his business and drives off without ng out of his car.

In districts such as ours, most banks have emphas- "Banking by Mail." This method enables people ural areas to carry on a normal banking business out the need of ever going near the bank. Forms used whereby the customer can open accounts, e deposits, withdrawals, direct the payment of bills, accounts collected, arrange for the purchaes of s or bonds, or in short make full use of the bank's ities.

Woodsworkers are particularly fortunate when it es to savings. Wages are good, and the nature of which takes the worker away from the occasions ending money enables them to accumulate a sub- ial percentage of their wages by the time the final ff is male in the spring. This offers an excellent tunity to get that account started and it is sur- ng how soon a tidy stake would be built up, if say 10% of that final payoff were put away each

Another method of saving that has proven highly factory is patterned on the assigned pay used by army. An order is given the Camp Clerk instruct- that so much a month be forwarded to the worker's for credit to his account. All such deposits are owledged by the bank direct to the depositor and saving passbook can be mailed in for posting peri-

You know it is surprising the number of ambitions which now seem beyond the realm of possibility that could be achieved by dint of systematic saving. A worthwhile down-payment on a house, or farm, a new car, the chance to start a business — any one of a thousand things is within our grasp. Ella Wheeler Wilcox wrote one line which stands out as a guide post for us: "The fault of the age is a mad endeavour to leap to heights that were made to climb". We urgently need to realize that every step forward requires energy and careful planning and it is step by step and not on magic carpets that we shall attain our ambitions.

Men of the woods, in this day of closer employee-employer relationship the management of your companies are most anxious to see you embark on a planned savings programme. Their motives are not altogether altruistic, they realize that a "nest egg" will give you a stronger sense of security, a greater stability, and this in turn will result in a better worker and a more efficient operation. Your company is now going thru' a period of the keenest competition in the industry's history. Not only from Canadian competitors but from foreign lands where a lower standard of living makes for cheaper production. The only way that this type of opposition can be successfully overcome is by greater production through better operational methods. You, the producer, hold the key.

As has been said previously "savings accounts are the life blood of banks", so you can rest assured that everyone of their branches are ready and anxious to serve you. Give them a chance.

POWER SAW OWNERS TO BENEFIT BY RULING DOMINION INCOME TAX DEPARTMENT

As a result of representations made by woods industry associations, the Dominion Department of National Revenue, Taxation Division, agreed, after giving cognizance to the wear and tear to power saw equipment, cost of gasoline, lubricants, maintenance and depreciation occurred in using their power saws, that an allowance will be made covering the expense involved in operating employee-owned one-man power saws when computing tax deductions at the source. The allowance in respect of wood cut by such saws will be as follows:

.50c per cord.
.60c per cunit
$1.25 per thousand board feet.

depending on the basis on which the employee's remuneration is computed.

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SAFETY NEWS

NORTHWESTERN ONTARIO WOODS BRANCH, ONTARIO PULP & PAPER MAKERS' SAFETY ASSOCIATION HOLD MEETING

A quarterly meeting of the Northwestern Ontario (Woods) Branch, O.P. & P.M.S.A. was held in Port Arthur late in November.

Mr. John Currie, Chairman conducted the meeting assisted by Mr. G. K. Eoll Secretary.

Several interesting reports were heard including a report on the research and development committee and the foot accident survey by Mr. D. B. Chant. Reports were heard on Drybak clothing and the Turtle Club. Member company accident statistics were reviewed.

The meeting received an invitation to hold a joint meeting with the Lumbermen's Safety Association (Northwestern Ontario District). This meeting was held January 30th and will be reported in the next issue.

Mr. A. F Buell gave a very interesting paper which is printed elsewhere in the LOG BOOK.

OTHER AREAS CONCERNED WITH SAFETY CLOTHES AND SAFETY GUARDS

Extracts from reports on a meeting of the Northeast Pulpwood Research Center, Northwestern Technical Committee, A.P.A., held at Randolph, New Hampshire:

"One member remarked that the wearing of hard hats by woodsworkers has helped to minimize accidents and that he was pleased at its acceptance by workers in the Northeast. He further stated that safety posters on the proper use of power saws, along with posters on safe truck loads, were sorely needed.

With respect to the use of safety shoes, another member informed the group that these shoes are carried as regular stock in their camps. With no other type shoe available the workers have no alternative but to purchase this safety shoe.

Another member informed the group that all workers on their Maine operations are wearing safety shoes.

It was stated that all tractors of one company were to be equipped with safety canopies.

Another member informed the group that inexpensive tractor canopies, constructed from wire rope, were being used on the West Coast. This type of guard is made of 1½ inch wire rope welded into pipe sockets that are bolted to a ¾inch plate bracket, which in turn is welded to the side of the tractor underneath the running boards. The cables are spaced about 24 inches apart from the rear of the tractor to the front of the running board. They are then tied together with galvanized sheet iron which acts as an umbrella, or with ½inch wire rope to eliminate sway and give additional support. They are reported to work better than a rigid guard due to the vibration over rough ground."

ANSWERS TO QUICK CANADIAN QUIZ

1. By rivers flowing north to Hudson Bay and the Arctic Ocean.
2. England, Ireland, Scotland and France.
3. Of the 652 700 over seventy, 329,500 are women and 323,200 are men.
4. Brazil.
5. Lake Winnipeg.
6. The mink.

PROGRESS REPORT ON FOOT INJURY SURVEY,

By D. B. Chant, Ontario Pulp & Paper Makers' Safety Asso

The survey of foot injuries carried out during past several months in woods operations of mem companies has now covered 232 reported injuries addition, 81 reports were turned in by members o Lumbermen's Safety Association in the Lakehead The total breaks down in main classifications as lows:

	Pulp & Paper Companies	Class 1 Operations
Axe wounds . .	143	47
Strains and Sprains . .	13	0
Other Foot Injuries .	76	34
	232	81

Eliminating the strains and sprains on the g that such injuries are not likely to be preventab means of improved footwear, there remain a tot 300 injuries — 190 of which, or 63%, were wounds.

The other 37.7% forms the basis of the data ered in Table 2 in which the following injuries lumped together:—

Bruises	28
Crushes	20
Fractures	18
Puncture wounds	30
Cuts (other than by axe) . .	28
Burns	2
Blisters	2
Total . .	110

The great majority of the bruises, crushes fractures resulted from falling or rolling logs o of wood. Three were caused by horses stepping the workers' feet. Vehicles, or parts thereof, in a few cases. Puncture wounds came from hooks, picaroons, pike-poles, peavies and upt nails. Grub-hoes, adzes, broken glass, starp knot snogs accounted for the cuts. One burn resulted spilled hot liquid, one from contact with a running rope.

There would seem to be little difference be the right and left foot as far as the incidence of is concerned: 157 of the 300 cases involving mer with 14 fewer for the latter. (Even the 13 were divided as evenly as possible, 6 right, 7 Axe wounds to the right foot occurred 5.26%

(Continued on Page 23)

SUPERVISORS, FOREMEN CLERKS ! !

Set an example. Wear safety clothing such safety boots or other hard hats, etc., which are sold in the van in your camp. Set the exam by using these articles of safety equipment. Leadership in this effort to encourage workers to use this type of clothing and pre accidents, you cannot expect the men to on their own. Leadership and encouragement needed.

YOU Give the Leadership and Encouragem

A Woods Manager Looks At Safety

By A. F. Buell

A layman is in a rather embarrassing situation when he finds himself speaking to a group of specialists on their own subject, but nevertheless, I must thank Mr. Eoll for inviting me to speak on the topic "A Woods Manager Looks at Safety", because when I started to dig into the matter, I learned that a more appropriate theme would have been "It's time that Woods Managers did a lot **MORE** than **LOOK** at Safety".

By this, I do not wish to infer that a good job is not being done by our industry at large, and that prior to my being asked to speak on Safety, my Company did not have a Safety program. On the contrary, great strides have been made in the last few years in emphasizing accident prevention in the bush. In our own organization a Safety Supervisor was appointed some months ago, and a comprehensive Safety program is now in effect. However, the accident frequency figures on our operation attest to the inadequacy of our efforts, and speak eloquently for the necessity of more effective work than has been done in the past.

In the year ending December 31, 1949, lost time accidents on the operations of member companies amounted to 68.3 per 100,000 man days worked. The figure for 1950 was 70.4 and for 1951 — 87. The cost of lost time and medical aid in 1951 in Woodlands operations of member companies in Ontario was $647,428. But of much more importance than mere dollars and cents was the fact that fourteen men lost their lives and 3352 men suffered disabling injuries. One is naturally inclined to ask "Where do we go from here?" and "What's wrong with Woods Safety programs?"

This last question, by the way, was a topic for discussion at your meeting at Caramat on August 20, and I have read over the record of that gathering to see what was suggested. Here are the points brought out which struck me most forcibly.

"We must list the points to be stressed in Safety". In other words, have a plan.

"We must give our supervisors more training in Safety as well as the know how of passing on Safety to their men".

"There is a lack of Safety education at the workers' level". That statement alone covers many other points brought out.

"We must work through foremen".

"The Safety program must be kept alive".

"There is a lack of Union participation in accident prevention work".

These were not brought out in that order, but I have re-arranged them into what appeals to me as being logical sequence.

Enlarging further on the **FIRST POINT** brought out at the Caramat meeting, Mr. Chant said, and I quote, "some top operating person should sit down and list points to be stressed in Safety." What Mr. Chant was driving at was that a good plan is the first requisite of a Safety program.

This is an age of planning. We have the Marshall Plan, The Colombo Plan, Blue Cross Plans, Pension plans, and in our own Forestry divisions we have Management plans, Working plans, and Operating plans, and woe to the operator who does not plan his operations well in advance.

If a Safety program is to succeed, it must also be well planned, so that every move made ties into a general program.

I am convinced, for instance, that propaganda in the form of posters, moving pictures and articles in periodicals is of little value unless it is a part of a planned Safety program. In other words, unless it is followed up with personal contacts by the foreman and actual demonstrations in the field, this kind of propaganda alone will not save men from accidents, any more than it will save forests from forest fires. Where should we start with our plan? I would suggest that it should be based on our own peculiar problems.

In order to plan intelligently to avoid accidents, we must first know where accidents occur, if possible why they occur, when they occur and to what group of workers. A good deal of this information can be obtained from our own personnel department files. It was interesting to learn, for instance, that on our own operations, we are experiencing twice as many lost time accidents per 100,000 man days among men who have worked for us from 6 months to one year than among those men who have worked one year or longer, and 6 times as many among the men who have worked less than 6 months.

We have eliminated staff from these figures in order that the low hazard occupations, a large percentage of which fall in the 1-year and over group, would not unduly distort the figures. Doesn't this indicate that our plan should call for emphasis on educating new and short term employees? Above all, I think it points out that all companies should plan to carry on all-season operations insofar as topographic and climatic conditions will allow, and thus be in a position to offer continuous employment to its workers. Long term employees tend to be more responsible and prone to adopt safe methods. An assurance of steady work encourages bush workers to marry and settle down. When they do this they may, by means of persistent Safety education, be made Safety minded. Do you think that Safety records of our pulp and paper mills would be as good as they are if the average period of employment were between 50 and 60 days?

One could talk for hours on good planning but time does not allow it, and I must therefor pass on.

THE SECOND POINT brought out at Caramat was that "we must give our spervisors training in Safety, as well as the know how of passing on Safety to their men". This point is basic and I therefor feel that it requires no enlarging. Different companies may adopt different methods of educating their supervisors, but probably the staff meeting is the most effective medium. It is my opinion that in Safety, as in other phases of woods operating, belief in the program and a cooperative spirit on the part of the field staff is even more important than a complete knowledge of the subject. Therefor, we must sell Safety to the supervisors as well as educate them in Safety methods. You and I must believe in what we are doing!

THE THIRD AND FOURTH POINTS at Caramat were that "there is a lack of Safety education at the workers' level", and that we should "work through the foreman".

(Continued on Page 16)

ACCIDENTS CAN BE PREVENTED

One often hears someone say, "*#!!?@!?*—they can't be prevented, they're bound to happen."

BUT this is not so. Careful supervision, training of new employees and accident prevention consciousness will pay off.

For instance, the M-O camp at the Little Turtle Drive in charge of Mr. Fred McKay has gone 643 days without a lost-time accident. The last accident was on March 3, 1951. Another outstanding example is Camp S-108 of the Minnesota-Ontario company under Mr. Josef Poronto which has gone 425 days without a lost-time accident. The last accident occurred on November 2, 1951. **Compare your record to this!**

LONGLAC AND MARATHON WOODS WORKERS PURCHASE CANADA SAVINGS BONDS

258 employees of the Woodlands Division, Long-Lac Pulp & Paper Company Limited purchased on an average of $508.90 each of Canada Savings Bonds and led the Superior Division payroll of the Canada Savings Loan. Close behind and in fifth position were 180 employees of Marathon Paper Mills of Canada Limited, Woodlands Division, who purchased an average of $366.11 each of the Bonds.

Mr. Ralph Bird, Divisional Organizer of the Superior Division, Canada Savings Loan was high in his praise of this evidence that woods workers are taking their place in the Canadian way of life.

WORKERS LAUDED FOR SUPPORT OF PORT ARTHUR COMMUNITY CHEST

Mr. George H. Burke, Chairman of the Port thur Community Chest, paid tribute to the sup woodsworkers gave to the recent Port Arthur Comm ity Chest Campaign and thanked one and all, both tributors and volunteer workers for their generous

Final results of the timber camp canvass in Port Arthur area is as follows:

St. Lawrence Corporation Limited	$1,078
Ontario Paper Company Limited	960
Marathon Paper Mills of Canada Limited	732
Abitibi Power & Paper Company Limited	645
Northern Forest Products Limited	200
Newaygo Timber Company Limited	117
Hammermill Paper Company	105
Nipigon Lake Timber Company Limited	100
Oscar Styffe Liimted	32
Miscellaneous	40
TOTAL	$4,011

WORKMEN'S COMPENSATION BOARD CHANGE

The Workmen's Compensation Board has nounced that employees of the logging industry one or more employees, either full time or part are required to file payrolls with the Workmen's C pensation Board not later than January 1st, 19 Previously, emplyoers with less than six employees not have to report.

Board Rate — Effective January 1st, 1953, cases where board is supplied the value being in ed in the payroll statement is $1.50 per man per

This new rate is increased from a $1.00 per allowance that has been charged for a number of

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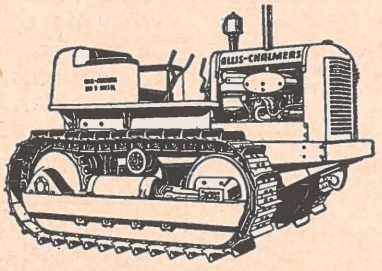
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PRESIDENT'S MESSAGE

(Continued from Page 3)

Savanne, Dog River, Black Sturgeon, Auden, Kowkash, Armstrong, Stevens, Hillsport, Neys, Savant Lake, Umfreville, Clark-Beaty, Valora, Reba, Linko, Martin, Heron Bay, Hemlo, Regan, Gutcher, Mead, Hansen, Ripco, Calstock, Palmquist are all common household names to the Post Office., wholesale distributors and other business.

The development of these permanent depots, the improvements in camp living conditions, the development of road systems beyond company limits, are all factors which are making the life of the woods worker a better one.

In every phase of woods operations transportation comes into the planning and the development of a road system through the forest lands of Ontario is a very great problem which should be faced up to and plans made to develop a system which would open up the forests of Ontario. I am not referring to logging roads for the purpose of extracting forest products. These are our responsibility and we are building these roads as we progress. However, the forests of Ontario should be opened up so that better forest management could be practised if some of the hinterland areas were accessible. Roads would be of inestimable value in fighting forest fires. Forest fires are still the greatest waste in the woods and loss from fires — not only destruction of mature timber but loss of young growth and of soil fertility — something which, while it may never be stopped altogether, (we cannot control lightning) it can certainly be cut down. This Association in co-operation with the Department of Lands & Forests officials have taken the lead in preaching fire prevention to the employees of the industry and in urging all operators to get camps organized and men trained to fight forest fires.

In 1952, out of 412 fires 9 were as a result of woods operations. This would indicate that the prevention work carried out by operators is not in vain. In addition, the fires that did occur were held to a very small acreage and this speaks highly of the organizing and training of the Department of Lands and Forests and the operators in getting the fires out while they were small. The fact is becoming apparent that excluding lightning which is not a man-made cause, woods operations and woodsworkers are responsible for only a very small percentage of fires started. And yet they live in forested areas day in and day out, year round. The majority of fires are set by visitors to the bush — hunters, fishermen, tourists, berry-pickers, etc., etc. In the past number of years we have had in effect so-called Woodsworkers' Rules which our employees are required to observe on pain of dismissal. These woodsworkers' rules are doing their part in preventing forest fires and it is time we all took a definite stand and insisted that visitors to the forests of Ontario also observe the woodsworkers' rules. We will be discussing the full and complete report of our Forest Fire Protection Committee in a few minutes but I urge each and every operator to observe one recommendation which is that our staffs in the year 1953 be instructed to request the co-operation of all visitors to the wooded areas and ask them observe the Woodsworkers' Forest Fire Safety Rules.

Insects are another hazard that must be coped with and in this respect operators and their employees co-operated by sending specimens of insects to the Insect Laboratory in Sault Ste. Marie.

The effect of two wage increases in 1951, that is, the voluntary interim increase of 7%, effective April 1st, 1951 and the wage increase effective September 1st, 1951, along with the increases in Crown dues, freight rates and costs of equipment, lodging, etc. were felt in 1952 operations. Production costs took another steep jump, so much so in fact that at the annual wage negotiations in September 1952 the Union recognized the fact that the industry must hold the line at this time and the negotiations resulted in wage rates remaining the same for the period September 1, 1952 to August 31st, 1953. The Union however did secure two very important concessions:

1. The 30-day union shop clause, and
2. Two statutory holidays with pay — Labour Day and Christmas Day.

Our industry has been dealing with unions since 1946 and during that time much progress has been made to tne benefit of all concerned. The responsible leadership now attained by our woods unions is a constructive contribution to our Canadian way of living.

As we produce forest products farther and farther back from the Great Lakes waterway, the railways are being used more and more but a note of warning should be issued to the railways. In producing the raw product in competition with other sections of the country and with the United States. Freight costs have increased steeply in the last few years and they are getting so high that they are almost prohibitive and many companies are turning more and more to trucks to move pulpwood. This whole question of moving the raw product should be examined very closely by the railways so that they do not price themselves out of the market and as a result perhaps pride forest products out of the market. Surely the principles used to establish railway transportation costs for such raw products as wheat, coal, iron ore, etc., should also be applied to logs and pulwood.

All companies are continuously experimenting, searching for better ways to move the tree from the stump to the main road and these experiments are being watched with interest. This year we hope again to organize field trips so that members will have the opportunity of viewing one another's operations. Such co-operation in this industry is indicative of the fact that the days of the "timber barons" are over. We all have a lot to learn and we can all learn from each other.

The use of one-man power chain saws is increasing and power saw companies are now establishing repair depots in the main centers in Northwestern Ontario. These saws are all employee-owned and result in higher production and therefore higher wages for the individual concerned. The recent announcement that the Dominion Income Tax Department recognizes the fact that these saws cost money to operate and is making an allowance when computing income tax deductions for owners of these power saws should encourage more cutters to purchase saws.

Besides the production from Crown Lands, many thousands of cords of farmers', settlers' wood and a great deal of lumber are purchased annually from farmers and settlers throughout Northwestern Ontario. The production of forest products by these people today is a vital part of their living.

Combined with produce from their farms the production of forest products in many cases means a year round occupation for farmers and settlers. In addition of course, many farmers and their horses and, in some cases, tractors and trucks work in the camps during the winter or in their "off season".

The attention of these farmers and settlers was again drawn to the fact that they may apply to the Department of Lands and Forests Thunder Bay Nursery for trees for reforestation, windbreaks and other projects. These trees were formerly supplied **FREE** but since October 1952 the Government has placed a nominal charge and all species except Scotch Pine now cost $10.00 per thousand Every encouragement should be given to farmers to start plantations on their non-productive or marginal land. Company forest-

(Continued on Page 22)



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M - O FORESTRY PROGRAM OUTLINED

(Continued from Page 9)

"These sustained units, made up of both company-owned and company-controlled lands, supply at the present time, about 50,000 cords a year or about 20 per cent of the company's needs in Minnesota."

In Canada the firm's Limit wood, Mr. Amidon said, is cut by small contractors and company camps. Five-year operating plans have been completed or are nearly complete for about two-thirds of the concession areas. To date, the Canadian division has 22 sustained yield cutting units; these vary in size from 20,000 acres to 60,000 acres. The average size is about 36,000 acres.

The annual cut for the first period varies from 2,500 cords to 20,000 cords and the average is 7,800 cords. A total of about 170,000 cords of wood annually or about 50 per cent of the firm's Canadian production comes from these sustained yield units.

About 40 per cent of M and O's total needs in both Minnesota and Canada comes from the 52 sustained yield units.

"When the company completes its present cutting plans, it is estimated that it will obtain about 50 per cent of its total needs from areas established on a sustained yield basis," Mr. Amidon said.

The main advantave of this type of planning is lower cost wood, Mr. Amidon said.

"It may take some time," he said, "before the potential value of sustained yield cutting is fully realized, but on the premise that wood will be more valuable in the future, and all trends support this view, the eventual advantage to those mills starting now to grow maximum volume of high quality wood close to their mills cannot be doubted."

Mr. Amidon said that the major reason why there has been such a spurt in industrial forestry within the last few years is because of the recogniton that high cost pulpwood manufacturing facilities cannot be moved when the supply of raw material gives out, and therefore, a sustained supply of wood is essential to sound financing.

There are five major factors that tend to lower the cost of wood under sustained yield planning; according to Mr. Amidon they are:

1. The cost per cord of major development items such as camps, roads and river improvements will be less if these facilities will be of permanent use and, in the long run, service a larger volume of wood.
2. Better planning is possible in an area established as a continuous cutting unit. The complete road system can be laid out so that each piece of road will serve the maximum volume of wood.
3. After major development work is complete, annual expenditures for extensions, maintenance and improvement of these facilities will be much lower and more uniform.
4. A more stable and dependable labor force can be developed on this type of operation.
5. Higher quality wood and much greater yields per acre will be obtained in the long run. Eventually each one of these units will have a balanced distribution of age classes and trees can be harvested when they reach their peak in growth, but before they start to deteriorate.

A WOODS MANAGER LOOKS AT SAFETY

(Continued from Page 13)

During our field Safety meeting at Longlac in the summer 1951, Nick Bond, the cutter who demonstrated safe cutting methods, told us that he felt the best means of selling Safety principles to bush workers was through the foreman. The foreman is looked up to by the men as an experienced leader, with a wealth of practical knowledge. His advice, particularly to new men in the camp goes a lot further than moving pictures, posters and even the advice from the company's Safety Engineer. I feel that a very important part of every company's Safety program should be a personal talk on Safety to every new employee first, if possible, at the time of hiring and again by the camp clerk when he arrives at the camp. The foreman and strip boss should not pass up an opportunity when checking the work of the men on operations, to demonstrate safe methods. Only through persistent repetitious attack at the worker level can we expect to get results. A pat on the back for the man who works safely will go further than punishment for breach of Safety rules.

In general, the foreman has a tremendous advantage over many Safety specialists and supervisors, in that he speaks the woodsworker's language and has a thorough understanding of the conditions under which he works.

Safety means nothing by itself. It isn't something you do, but the safe way is the only right way. Therefore, who is in a better position to take responsibility for Safety than the foreman and his assistants.

Our operating departments must produce and deliver to the mills wood of certain specifications. The quality and manufacture must come up to company standards. We have found in our company, and I imagine that our experience is typical, that the only way to attain the proper standards is for the strip bosses and foremen to check wood quality and length every time they visit the cutters.

This is the only way we know of producing the desired results — a result which never could be produced by posters and lectures alone. There is reason to believe that the same principles apply to Safety training.

THE FIFTH IMPORTANT POINT brought out at Caramat was that the Safety program must be kept alive. This, along with the planning which was covered in point number one, is the responsibility of the company Safety Engineer. He is the man who studies the Safety needs, suggests policies, formulates plans, advises supervisors and last, but not least, keeps the Safety program alive. All I can say is that from the evidence at hand, none of us can afford to do anything but maintain our Safety program. This doesn't mean that we have to do spectacular things. More often than not, the most effective Safety programs are the least spectacular.

ANOTHER POINT emphasized at Caramat was the value of Union participation in accident prevention work.

The agreement effective September 1st, 1952, between the Lumber and Sawmill Workers' Union and our companies contains this clause: "It is agreed that the company and the Union will co-operate collectively in improving safety and first aid practices. To this end the company and the local Union agree to set up and maintain a joint committee for the purpose of reducing accidents and frequency."

In the case of our own company, the first joint meeting in preparation for setting up this committee is scheduled for September 6th. I feel confident tha joint action on the part of the employees as represented by our Safety Engineers and supervisory staffs can be an important factor in reducing accidents. The effectiveness of this joint action will depend on the sincere co-operation of both parties. I have high hopes of success.

Not long ago, I read the report of a talk by Dr. J. L. Moreno stein at the IAPA meeting in Toronto in September from which I would like to quote.

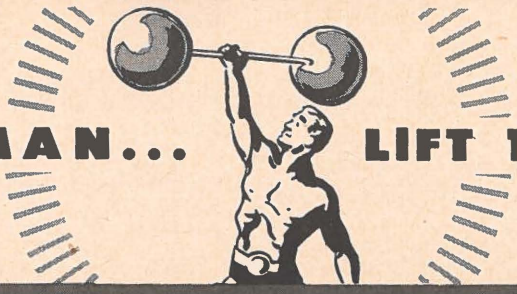
"Let us not throw away that which we already know. Everything a person does has a cause. Nothing comes from nothing, nothing just happens. Everything that happens has a purpose and is the end product of that cause.

And — so with Human Behavior— it, too, has a cause. There is a cause for what you do and for the way you do things.

Whatever you think or feel
Your attitudes of being for or against something
Your desire to co-operate
Feelings of loyalty, antagonism, resentment, disgust, admiration, anger, hate, fear, rebellion, insubordination, love, faith, mistrust.
Everything you think, feel and do is the end product, the result of the prior conditions and events which caused it.

(Continued on Page 25)

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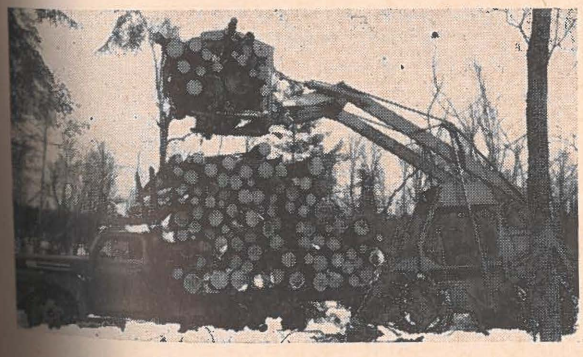
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REAPPRAISAL OF THE LUMBER BARONS

(Continued from Page 4)

gushers which get the publicity.

All I have said about "quality consciousness," which was pounded into the heads of every American from the early 1600's to the establishment of the lumber industry in Wisconsin about 1830 is but the build-up of my idea as to why there should be a re-appraisal of the actions of the early timber operators.

People who criticize these early operators do so in the light of today's economic situation. They do not go back to survey what the conditions were when these fellows were doing business. The one point I want to stress more forcibly than any other is the fact that the ultimate user of these timber products, through long indoctrination which came down from generation to generation, knew good lumber when he saw it. He usually had but little money and insisted on getting full value for every dollar he spent. No one could afford to produce a marginal grade of lumber. With such discerning customers who would not buy it if at all defective, and with all the cost of getting it to market with little or no salvage if rejected, it was simply commercial suicide to cut anything except the best the forest produced. No lumberman ever missed the opportunity to use and sell anything from the forest which would yield a profit.

We hear people rant about what these men left in the forest, the wasteful practices they employed and a general criticism of everything they did, including gouging the lumberjacks in the company stores and cutting round forties. The necessity for quality of product explains why they were compelled to leave much of the tree in the woods.

We also hear frequent reference to "virgin forests." From this one would think that the forests the early settlers found here were the first trees which ever grew up from that soil. Such reasoning is falacious, as there were trees growing on the same lands for hundreds and perhaps thousands of years before the settlers moved into the territory. Many of these trees in the so-called virgin forests had reached maturity and many had long since lost their value in making prime lumber. This accounted for much that was left in the woods.

The evils of the old company store or wanigan business have been aired by critics for years, but if the truth were known, the lumberjacks bought their clothing, tobacco and other necessities at a much lower cost than they could have bought them in some store in town. There may have been exceptions as there are in every industry, but lumbermen knew then, as they do now, that they must have a following of satisfied men in the woods; otherwise they could not maintain a crew and carry on business. Time was when men would drive logs or rafts down to St. Louis and walk back 500 or 600 miles to work for the same company and then repeat the same down-river performance the next spring and summer. Many had records of 25 or more years with the same company, which indicates to me that there were some good employers who were evidently well liked by their men.

Of course, in the lumbering as in all other businesses, there were those who, being primarily lazy, missed their opportunities to duplicate the performance of those who were willing to work. Anyone engaged in business during the 18th and 19th centuries had to work or they fell by the wayside. It was a hard life compared to present-day standards and was a good example of "the survival of the fittest." While men were created "free and equal," they were not endowed with the same ability to think for themselves and the same gumption to work for the attainment of their goal. It was the indolent ones who always gossiped about those who went ahead and made a place for themselves in business or profession. As in all industries, there were a few operators who did not measure up to the standards of the vast majority of employers. This condition has always existed and probably always will, unless there be a complete change in all human nature.

The cutting of timber on government lands or on the lands of other owners did not exist except in rare instances. A few instances, however, were sufficient for the critics to use in their criticism of the whole industry. The price of land was relatively low and naturally those who were most alert purchased the best of the lands available. Again, this gave the laggards an opportunity to gripe about their competitors.

Assuming there were things done which would not be done today, what did these lumbermen do for the development of a new country? They risked their accumulated savings to establish an industry which made it possible for the building up of towns, cities, and the opening up of vast farming areas to the west; in fact they provided all the building materials for every type of construction.

With the great agricultural development of the plains states, the demand for lumber increased tremendously and shortly after the turn of the century in 1904 to be exact, the production of lumber in the Lake States reached its peak. Concurrent with this, there was a movement inaugurated by some foresighted men to get people really interested in good forestry practices and the renewal of our timber resources. Prior to this a few sporadic efforts had been made to impress people with the idea of reforestation. The American Forestry Association was organized in 1876 by a few people but it was not until around 1900 that a few militant men really went to work on a forestry program.

Taxation was the factor which deterred lumbermen from embarking on reforestation programs. There were relatively few species of wood in general use and all of it took a long time to reach maturity, particularly for sawmill purposes.

As people in the various taxing units saw the trees disappearing, they boosted the taxes on cut-over lands so that with the time element involved it seemed uneconomic to grow timber as a crop. Had these men known that the value of timebr would increase to the present level, the situation would have been entirely different. Had they known of the development which later came about in the utilization of more species of timber in the pulp and plywood industries, that would also have affected their thinking.

With the enactment of the forest crop law which recognized the unbearable taxation situation which was forcing the return of tax delinquent lands to the counties, and with the results obtained from research in the pulp and paper industry and the developments in the veneer, plywood, and other wood using industries, the whole picture changed. Taxing units with their short-sighted policy as to taxation of cut-over lands were the real culprits in delaying the adoption of good forestry programs and the renewal of our timber resources.

I cannot see any sense in continuing to lambaste the lumbermen of previous years for what they did or did not do under an entirely different set of economic factors. We all know that with our present-day knowledge of wood utilization there will be no further cut-

(Continued on the Following Page)

RAISAL OF THE LUMBER BARONS

(Continued from the Previous Page

mplaint about the wastage of wood There may e some situations where further utilization of for- ducts may be effected, but the subject is one of mportance that we may well trust those in indus- pursue to the limit the complete utilization n their research departments. Transportation has e such an element in costs that industry must he major part of its wood requirements at home.

may be interesting to you to know that during st five years the chemical pulp industry has made r strides in new processes for the utilization of o unused species of wood that in any previous r period. This has helped to bridge the gap some of us anticipated in our home grown wood

With all that is going on in forestry at the present t is my firm belief that the Lake States region gain renew its forest resources. While these trees ot be of the same size or of the same species ere here 80 to 100 years ago, yet, with the chan- d developments in building materials and the in- d use of a variety of species of wood as the basis of supply for cellulose and lignin products, the amount of cubic feet of usable wood grown annually on these lands will exceed that of the forests which were here when the Lake States were settled. It behooves us to back every effort being made to grow more trees, as trees are the foundation of any conservation program either for recreation or industry.

You have seen and heard of what can be accomplished by a few concerns working together to spread the gospel of planting trees for tomorrow. These concerns will not realize any direct benefits from their efforts for years to come, but they realize that trees grown anywhere, by anyone, at any time, add to the over-all national supply which eventually will provide for industrial use and all the multitude of recreational activities so necessary to the well-being of all people.

I have not attempted to defend individual companies in my re-appraisal of those engaged in the lumber industry, but have simply tried to give you something to think about as to what these people had to cope with when these so-called "depredations" occurred. What was actually wasted was but the price we had to pay for the development of the greatest nation on earth in

(Continued on the Following Page)

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RE-APPRAISAL OF THE LUMBER BARONS

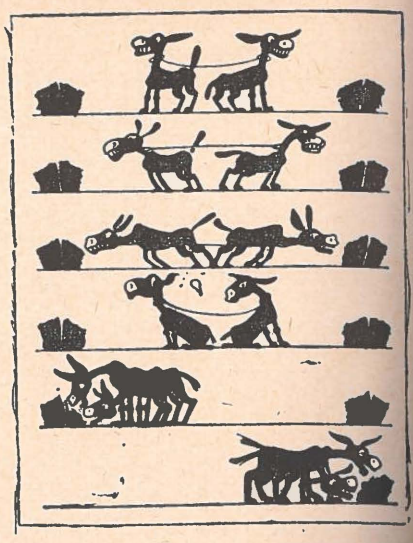
(Continued from the Previous Page)

such a comparatibely short time.

I suspect that the term "lumber barons" originated about the turn of the century when all muck rakers and magazine publishers in the country were capitalizing on their favorite sport of lambasting everyone of any consequence in industry. Realizing the political advantage of stirring up the non-drinking public through attacks on the people who had vision and courage and who, through their efforts, developed the highest standard of living known to mankind, it was only a short time ago that the then president of the United States classified all industrialists as "economic royalists," whatever that catch phrase means. At any rate, it is one not supposed to be helpful in any letter of recommendation.

We, in the Lake States, may well discard the continuous carping about the pioneer lumbermen and realize that present day practice is not comparable with any past performance. Let us get on with the business of really maintaining our renewable natural resources which are the very basis of our existence. On soil, water and trees depends the future of this country.

—Timber Producers Bulletin.

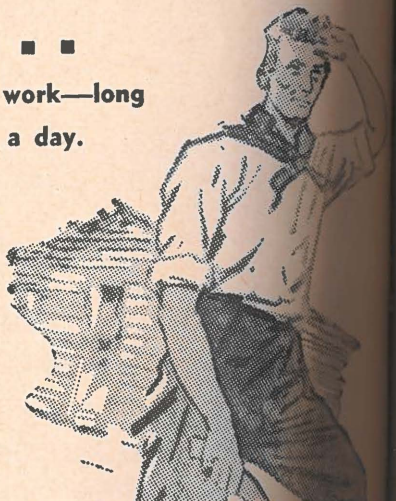


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PRESIDENT'S MESSAGE

(Continued from Page 15)

ers should be encouraged to advise farmers on their problems and I am quite sure that all foresters will be glad to co-operate in this great work.

I would at this time like to pay tribute to our woodsworkers as individual citizens. Each year they are more and more taking their place in the social as well as the economic life of Northwestern Ontario. Their support to the Community Chest and other charity drives, purchase of Canadian Government Bonds, etc., are all indicative of the type of men working in the woods today.

Ministers of the Gospel, Shantymen's Christian Association representatives visit the camps and are well received,. In some of the depot areas community clubs have been organized and sports and other recreations are taking their place in the development of the life in the woods.

While referring to our employees, I would just like to mention in passing the great emphasis being placed on safety in the woods. Our slogan is "QUALITY PRODUCTION WITH SAFETY". Our products have to be cut to specifictions and we want quality products but we want quality products with no accidents. The number of accidents in the woods must be cut down and with the co-operation of the employees, the union, management and the safety association I feel that the accident rate can be cut down.

This Association and member companies support the Lake-Technical Institute and we are happy to co-operate with the Forestry Instructors in arranging visits to operations by students, supplying guest lecturers and, in addition, we have, for each of the past four years, given a two hundred dollar bursary to a selected student.

Our Association also co-operates with the Fort William Sanatorium and arranges tours for the mobile X-ray vehicle. This service is on the go pretty well the year round and is good insurance. During the past year 3,355 employees were x-rayed. Many men are told of chest conditions which they did not know they had and were advised to see their own doctors. Discovering other chest conditions in these surveys is possible because large 35mm. x-ray plates are used.

During the past year a Northwestern Ontario Committee on Research was organized under the auspices of the Ontario Research Council. Mr. Jack Godden, Woodlands Manager of the Great Lakes Paper Company Limited was appointed the Ontario Research Council representative on this Committee and member companies appointed three representatives: Mr. K. W. Hearnden, Mr. H. O. Kantola and Mr. G. R. Sonley as representatives of the industry on this Committee. Research is very necessary. We must know more about the trees, soil conditions, growing cycles, etc., etc., and I know that the co-operation of member companies and their personnel is assured to the research agencies.
do to accelerate research should be done.

I should like to take the liberty of extending a word of helpful caution to the Department of Lands and Forests. During the past few years many changes have taken place in forest legislation. No fair minded person would deny that many of these changes were necessary and perhaps overdue. However, forest management, whether on Crown or private lands, is a business and, just like all other businesses, must follow the principles of economics. This is particularly true on Crown Forests since not only must practically all Departmental revenue be derived from the marketing of forest products, but even more importantly the enormous expenditures necessary for development of roads and facilities have to be financed from the sale of forest products. There must be a margin between productive cost and market price and this margin must be big enough to provide for development expense as well as to maintain the tremendous forest and mill pa which are the real backbone to the economy of the entire Pro —especially in this region. If regulations or legislation ar plied in a manner that injures the basic principle of forest agement — the essentiality of adequate returns — in the lon our whole economy will be impaired and thus the entire lation will be harmed, not just the people earning their live within the industry.

There has been up until now a boom in the forest pro industry — but costs have crept up dangerously high — if wise we will realize that while demand for forest products be stable the boom aspects are over. In many cases produ costs are already too high. In the case of Jacpine particul would suggest that every encouragement be given to exte the use of this species.

Many parts of Northwestern Ontario contain subst volumes of mature and over mature Jackpine. Much of th ber is already unsuitable for producing ties, poles or lumbe is still good for pulpwood. Everything should be done to as much of this species as possible. The costs of producin species are already too high in relation to the marketability end products. Any increase in costs will be detrimental encouragement of the utilization of this species.

In closing, I would like to again this year state my f towards our industry. I stated in my Annual Report last ye a **NEW ERA in** woods operations had been born and that w now growing up in that new era. We have progressed duri year — management plans and operating plans are being m a long term basis; gradually more species are being utili employees are receiving good wages negotiated annually w woods union; our depots are becoming more permanent, our have more and more facilities for better living, our road dams and other improvements are being extended annually industry is the backbone of this part of Ontario and I am to be a part of it and to be President of this Association.

I would like to re-iterate — we have by no means r perfection but substantial progress has been made. I think as a group we can be proud of our operations as they are on today. In order to improve such operations and the istration thereof is the reason we are gathered here tod this Annual Meeting of the Thunder Bay Timber Operato ociation.

HOW LONG DOES A CIGARETTE STUB BURN?

The menace of a lighted cigarette carelessly th away on a woodland trail has been scientifically ured by the U.S. Bureau of Standards. The av smoker, says the Bureau, consumes a cigarette length of 1¼ inches. The discarded portion then from 8 to 12 minutes and six out of nine burn the length. When tossed on a pad of dried grass, as cigarette stubs ignited the grass. In tests under outdoor conditions, 20 discarded smokes ignited 1 in places where the ground was covered with dry

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lls and Clears . . .

By "SCALER"

Friend of mine, who is retired and so watches the ng scene from a chair tilted back on its hind legs with its back comfortably to the wall, holds the y that the lumber industry just never will be app- ted, and better get used to being a whipping boy.

I think he's a pessimist, but here's the way he it to me:

"You take the lumber business in B.C. Without province would go flat on its face. But it seems nearly everyone has an idea he wants to take a at it. You'd think it was something illicit or to discouraged.

"If it makes money, it's robbing the people. If it n't make money it is inefficiently run.

"If it pays high wages, it is injuring the other bas- dustries of the province. If it doesn't pay high s, it is gypping its workmen.

* * *

"If it burns slash in the woods, it is starting for- fires. If it doesn't burn the slash, it is imperilling afety of the woods with the dangerous material aves lying around.

"If it closes its operations to fishermen and hunt- it is hogging the whole country. If it lets them at will it is encouraging forest fires.

"If it doesn't build its own roads, it can't log. If oses these roads to private users, it is a so-and-so. doesn't close its truck roads to private traffic ites traffic accidents.

"If it sells lumber at low prices, it can't pay high s, and charges for lumber accordingly, it is rais- he cost of housing.

* * *

"If it talks with people in government, it is exert- undue pressure on public servants. If it doesn't to people in government, it is arrogant and un- ful of its public responsibilities.

"If it makes a clean sweep of the ripe, mature ng timber, it is causing ruin and destruction. If mer does the same thing, he is an upright system esting the bounty of Nature.

"If it tells the public about itself, it is wasting and trying to curry public favor. If it tells the nothing, it is reactionary, old-fashioned and handed.

"If it fires men for not working safely, it is ruth- If it suffers a high accident rate, it is a monster ming human flesh in its greed for gain.

"If it talks with its employees, it is trying to win away from their unions. If it doesn't talk with mployees, it is careless of what they think and does- nt to tell them anything.

"If it . . . but aw, what's the use? No one has mpathy for them and they've been through so making a living out of the game that they don't ize punishment when they're taking it."

My friend can afford to sit and watch the passing because he's on retirement from a lumber com- where he worked for 40 years. Maybe, after with someone or something that long, you have to a little gentle cynicism.

—Forest & Mill.

PROGRESS REPORT ON FOOT INJURY SURVEY, 1952

(Continued from Page 12)

than to the left, while other types of injury involved the right foot 4.4% more frequently.

It should be emphasized that this survey has not by any means provided complete data with regard to foot injuries in woods operations. It is felt, however, that it does support certain tentative conclusions which may serve as guides to the manufacturers of footwear in trying to produce better foot protection for woods workers. The need for such improvement seems to be proportioned approximately as follows:

INJURIES TO	RIGHT FOOT	LEFT FOOT	TOTAL
Inner side . .	17.3%	13.3%	30.6%
Outer side . . .	8.3	7.0	15.3
Top	21.7	23.7	45.4
Sole	5.0	3.7	8.7
	52.3%	47.7%	100.0%

From careful study of injuries to that part of the feet normally protected by safety-toed footwear presently available, it is estimated that at least 75 of the 300 injudies (25%) would have been avoided, or certainly much reduced in severity, had that type of foot protection been worn by the men concerned. In view of this fact, it appears that more general use of safety-toed rubbers, or leather shoes, in the woods can very definitely help in reducing the number of foot injuries, even in the present imperfect state of development of such footwear. While endeavoring to secure a higher degree of foot protection for woods workers, we should not fail to take fuller advantage of what is already to be had in that respect. A 25% betterment is worth going after, pending more effective means of obtaining relief from some of the other injuries to the feet of woods workers.

In conclusion, our thankful appreciation is hereby expressed to all who co-operated in this project by submitting reports of foot injuries for analysis. It is hoped that the result as reported herein will be thought valuable enough to repay the effort involved. The survey will be continued until a full calendar year has been covered and a further and final report will then be prepared.

NEWSPRINT IN GOOD SUPPLY

"Based on estimates available a year ago, the 1951 world shortage of newsprint appeared to be down to less than 3 percent of demand, and a similar situation was forecast for 1952. Latest figures indicate that supply was actually short 1 percent in 1951 and the 1952 shortage now appears negligible."

From a report by the Newsprint Association of Canada entitled "Newsprint Data: 1952."

CANADIAN BUCKSAW CHAMPIONSHIPS

The Canadian Bucksaw Championships will again be held in Montreal at the Annual Meeting of the Canadian Pulp & Paper Association, Woodlands Section, Annual Meeting March 25 and 26, 1953.

Rules and Regulations are the same as in past years and Woodlands Section officials are hoping that even more companies than in previous years will have entries in the 1953 finals.

Shantyman's Message

Greetings in the name of our Lord and Savior, Jesus Christ.

I am thankful for the opportunities we had in visiting the men in the camps these past summer months and the welcome received. Also I would like to give out some thoughts to the readers of your LOG BOOK.

Who is God?

Genesis 1:1 In the beginning God . . . .

Some generations ago when that great body of eminent Christian leaders came together to give a definition of God, they made it a special prayer for guidance. One man in his prayer addressed God thus "Oh God, Thou art a Spirit, infinite, eternal, and unchangeable, in Thy being wisdom, power, holiness, justice, goodness, and truth."

The assembly agreed that this spontaneous outburst of prayer was the best definition that could be found, which was adopted. Also, Dr. A. Strong in his systematic theology says, "God is the infinite and perfect Spirit in whom all things have their source, support and end."

Although the Bible gives no formal definition of God, neither does it offer any proof of His existencee. We lawfully conclude from this fact that no proof is needed, only the fool denies it. Psalm 14: 1 - 3, "The fool in his heart hath said there is no God. They are corrupt, they have done abominable works, there is none that doeth good. The Lord looked down from heaven upon the children of men, to see if there were any that did understand, and seek God. They are all gone aside, they are all together become filthy: there is none that doeth good, no, not one."

The word fool in the Hebrew is nabal, according to its root meaning, suggests destitution. Only the one who is out of touch with the life of God denies the existence of the Divine Being. The word fool implies moral difficulty rather than intellectual. In every case it reveals spiritual bankruptcy.

Lord, who shall abide in Thy tabernacle, who shall dwell in Thy holy hill? He that walketh uprightly, and worketh righteousness, and speaketh the truth in his heart. He that backbiteth not with his tongue, nor doeth evil to his neighbor, nor taketh up a reproach against his neighbor, and as Nicodemus sought the Lord Jesus by night, also must we all do likewise, seek the Savior of men for eternal Salvation, which is only found in the Lord Jesus Christ. Jesus answered and said Verily, Verily, I say unto thee, Except a man be born again, he cannot see the kingdom of God. John 5:24. Verily, Verily, I say unto you, he that heareth My word, and believeth on him that sent me, hath everlasting life, and shall not come into condemnation; but is passed from death unto life. And in the words of Psalm 139:23 and 24 — Search me, O God and know my heart; try me, and know my thoughts: and see if there be any wicked way in me, and lead me in the way everlasting.

May the Lord's richest blessing be upon you all, as you seek to serve Him.

Sincerely in His Service,
James H. Allen,
Shantyman's Missionary

Note: Mr. Allen will be visiting camps in Northwestern Ontario this winter.

A NEW BOOK —

"Logging Mechanization in the USSR

by ALEXANDER KOROLEFF
M.F. (St. Petersburg), M.S.F. (Wash.), M.F. (Yale)
Director of Woodlands Research, PPRIC

Since 1946 the USSR has been spending hundreds of millions of dollars for the purpose of increasing efficiency and total production of Russian woods operations. The result has been a rapid conversion of logging practices from a rather haphazard, seasonal manual occupation to a mechanized, organized industry. Moreover in the last few years the annual rate of cut in Russia has been growing very rapidly and now exceeds 20 billion cubic feet.

All of those concerned with woods production will find in this book far-reaching implications for the whole timber and pulp trade. The author, who served in the early years in the Russian Imperial Forest Service, and has worked since 1919 chiefly in Canada and also in the United States, has assembled from up-to-date sources a wealth of information contained in about 200 articles which he translated from Russian technical journals.

The impact of the intensive Russian logging mechanization on basic forestry concepts, and their increasing dependence upon research, should be of considerable interest to those concerned with forestry policy everywhere.

In the early stages the Russians borrowed heavily from American and Canadian sources for their techniques in logging mechanization, and have added these new developments of their own. This book provides an opportunity to reduce their indebtedness.

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GOOD NEWS FROM INDIA

Good news for the paper industry:

A report from New Delhi says India has raised its literacy rate from 13.5% to 18% since 1947 (the year of its independence) and expenditures on education have doubled.

Last year India's 360,000,000 inhabitants were reported still using less than 2 pounds of paper per person per year (in U.S.A. the figure was 381 pounds).

EQUIPMENT FOR SALE

15 Sets of heavy 4" runner logging sleighs with truck attachment.
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1 Model 100 P & H Crane with drag line bucket and Shovel attachment.

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413 W. Michigan St. **Telephone 2-5811**

OODS MANAGER LOOKS AT SAFETY

(Continued from Page 16)

When you resent your boss — something caused it.
When a man resents you, something caused it.
When a man is unco-operative — something caused it.
When a man looks up to you as a trustworthy leader— something caused it.
When a man just does things unsafely, something caused that.
When he is accident prone— or-— and remember this well — when a man is safety prone, something caused that too.
We have become so concerned about accident prone that we have forgotten that men are Safety Prone, too.
From this it would seem that in our search for understand-

nd control of people and their actions, most of us have over- d the truly important aspects of control and understanding. ave been calling people dirty names— lazy, dumb, unco-op- e, accident-prone—

WE HAVE BEEN CONCENTRATING ON PEOPLE INSTEAD THEIR ACTIONS. WE HAVE BEEN TRYING TO MANAGE CONTROL PEOPLE INSTEAD OF THEIR BEHAVIOR.

It's as though we decided that if we can't control people s something wrong with us or them—but the specialist in n behavior— and I hope you remember that.

The psychologist is not concerned with people — or controlling people — neither are you.

He is concerned with controlling people's behavior. So are you.

He is concerned with what causes people to act as they do. So are you.

He is concerned with what causes people to think as they do. So are you.

He says, "Study causes and you will understand results". Study the causes and you will understand men's actions.

He says, "Stop trying to control people. Learn to try to control their actions."

He says, "It's not people" — It's their behavior that bothers you — AND if you control the causes you will control behavior which is really what you want."

One cannot help but be impressed by these truths, so well summarized by Dr. Rosenstein. If we could only absorb and act upon a few of them, the success of our Safety program would be assured.

In conclusion, I wish to thank you for your invitation to speak to the Northwestern Ontario Branch on such an important subject, and to announce to all concerned that Longlac has every intention of winning the Annual Accident Prevention contest in 1953.

———o———

SURPLUS EQUIPMENT FOR SALE

ATTENTION:

Loggers, Construction Men, Building Contractors

ITEMS COMPLETELY OVERHAULED

(1) **Skid mounted Mead - Morrison Double - Drum Hoist, with 4 - cylinder LeRoi gas engine.**

(2) **Skid mounted Nova Double - Drum Hoist, powered with 4 - cylinder Nova gas engine.**

(3) **Skid mounted American Hoist and Derrick Double - Drum Hoist (less engine).**

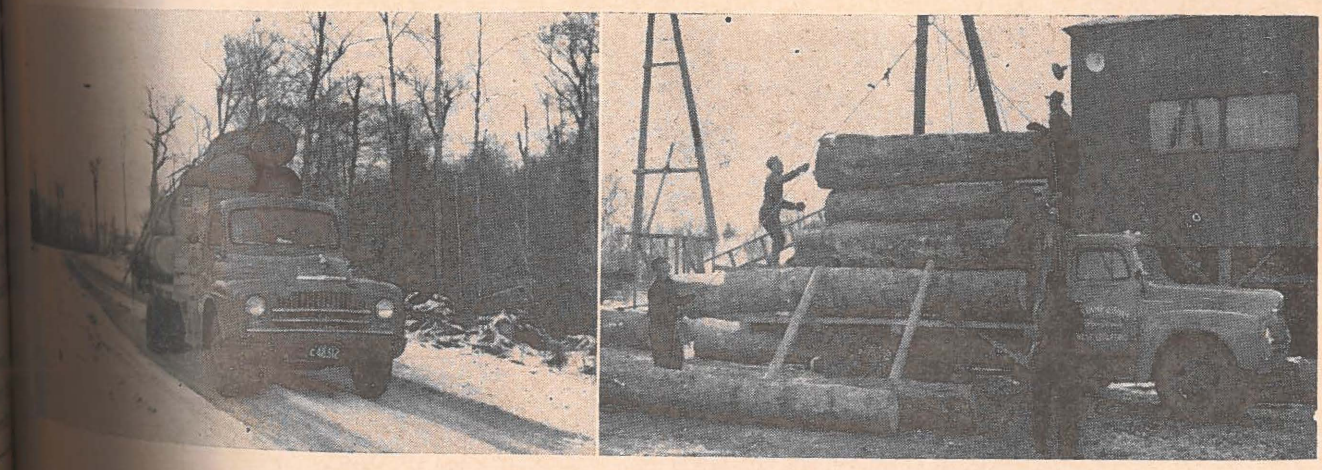
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All of above may be inspected at Hammermill Dock, Port Arthur. For further information phone or write to Hammermill Paper Company, Port Arthur, Ontario.

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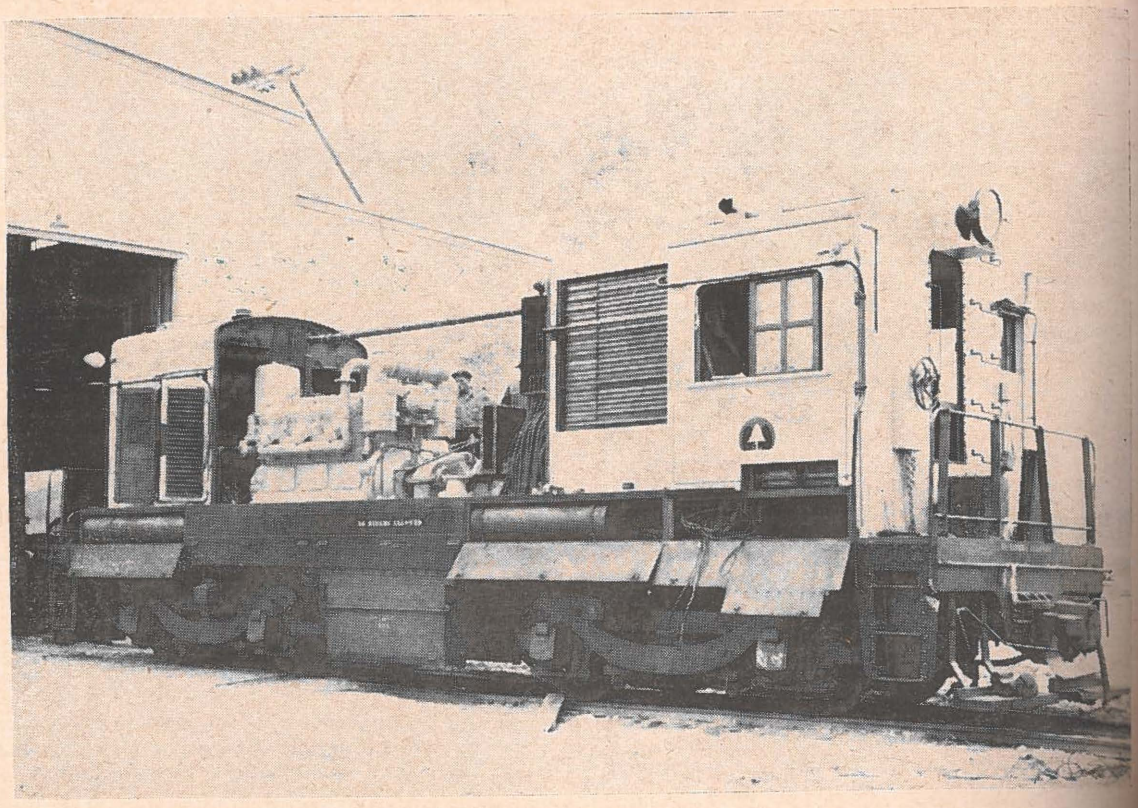
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