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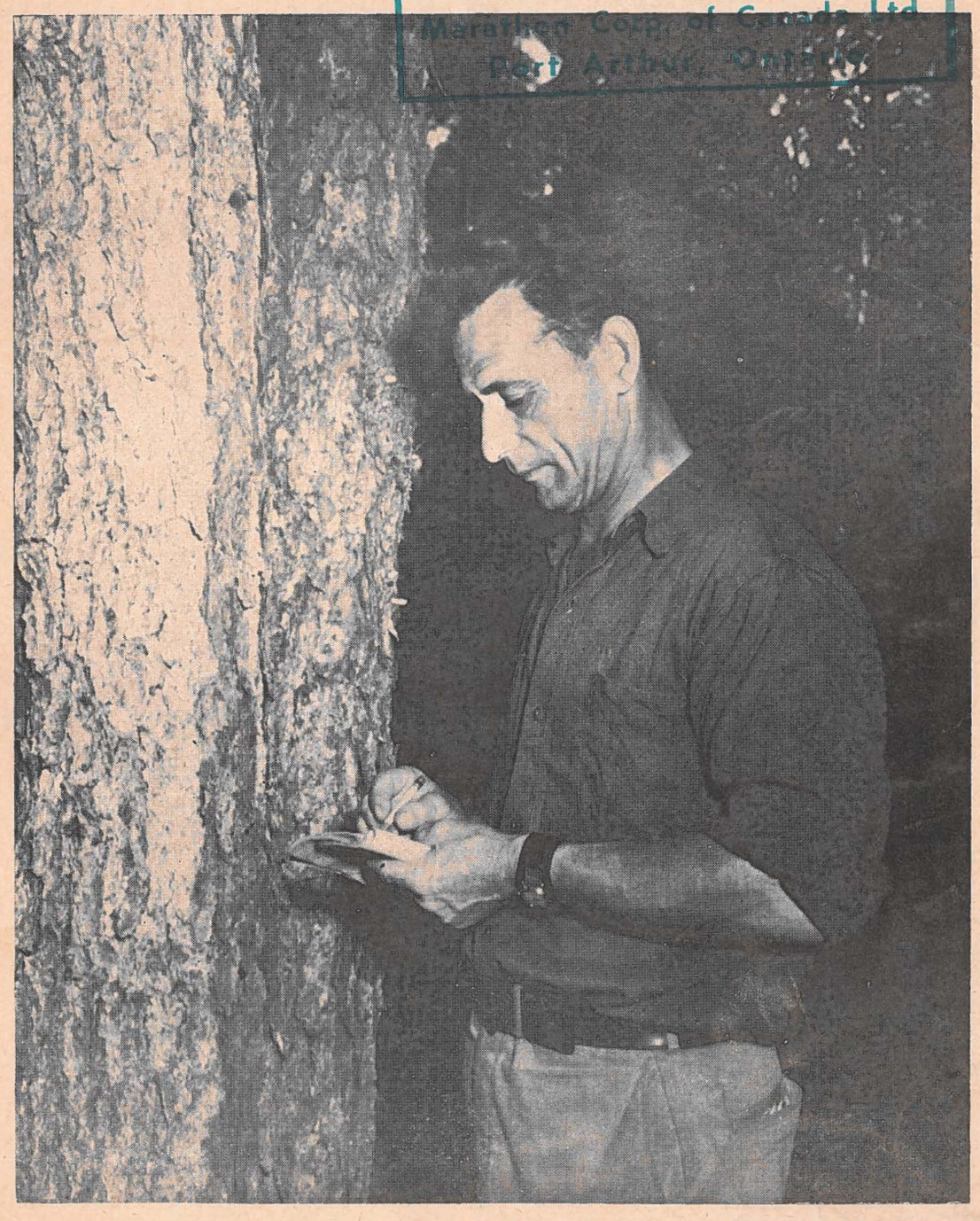
THUNDER BAY TIMBER OPERATORS ASSOCIATION

LOG BOOK

OCTOBER
1948

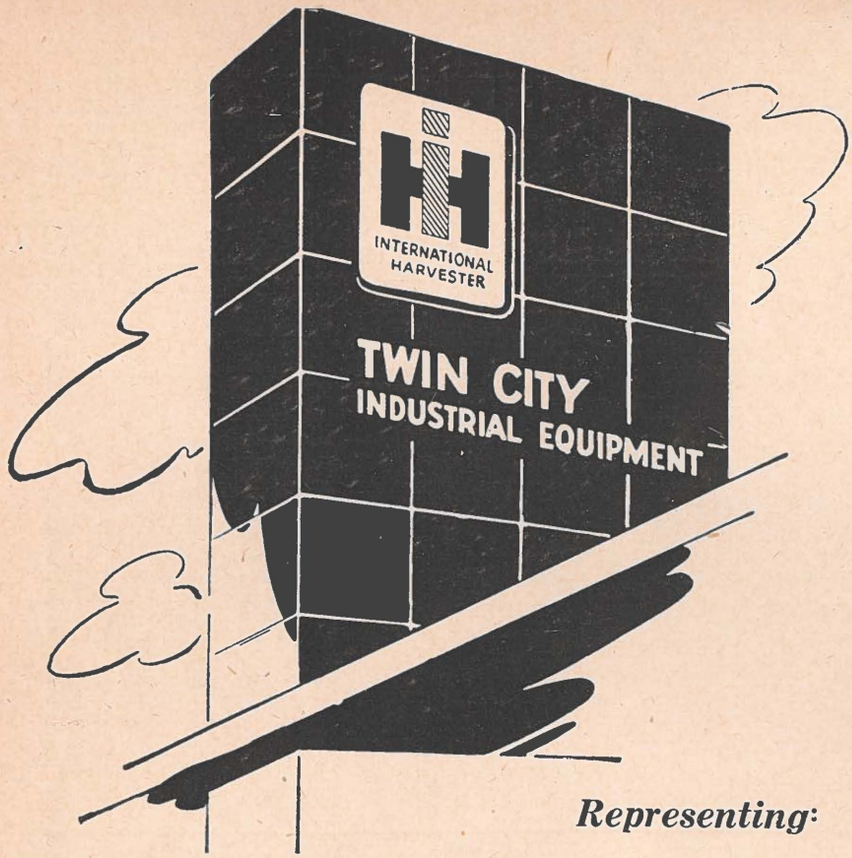
VOL. 1 PORT ARTHUR, ONTARIO NO. 4

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THE THUNDER BAY TIMBER OPERATORS' ASSOCIATION

Edited by
T. S. JONES

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President's Message

Once again the "Log Book" is before you and it is hoped you will obtain valuable and interesting information from its contents.

The last issue featured "Fire Prevention". Since that time the devastating fires of early summer have been brought under control and extinguished. The damage resulting from these serious outbreaks has not yet been finally established but it is known the final loss will reach stupendous figures in dollars and cents. Let us not be lulled into a false sense of security during periods of low hazard—it is up to each and everyone of us to be ever alert and to see to it that our systems of Fire Prevention and Protection are brought up to the highest possible standard

The feature of this issue of the "Log Book" could well be the settlement of the Labor Agreement for 1948-49. It is to the credit of both the Operators and Union representatives that by "collective bargaining" and peaceful negotiation a mutually satisfactory agreement for the coming year was reached

The discussions prior to settlement took place over a long period of time and while it must be admitted that there are still imperfections from the standpoint of either side, both parties have gone a long way towards an ultimately model agreement. It must be remembered however that any such agreement must always have foremost the best interests of the men compatible with the best interests of the industry as a whole. We have either reached or passed the high point of the ability of the Industry to absorb the high cost of raw materials. It would be wise therefore to bear in mind that it will be much better to attempt to keep the entire industry on an "even keel' for a long term rather than to push costs to the point where the industry could be priced out of business.

Full production on the part of everyone is the answer to high earnings and profits for all. So with the commencement of a new logging season the "Log Book" wishes you every success for the 1948-49 operating year

H. H. "Bert" STYFFE

This booklet is published as a medium of exchanging information and of recording events of interest in the woods industry in Northern Ontario. Copies are mailed to all key personnel and to all camps of member-companies as well as to other interested persons.

We would appreciate receiving historical information interesting news items or humorous incidents at any time. This is your "Log Book" put out for the benefit of the members of this association. Your comments and suggestions for further improvement are invited.

Congratulations !

To the Port Arthur office of the Department of Lands and Forests for the excellent display and entertainment provided at the local exhibition in the interests of conservation both to the forests and wild life

The Port Arthur office has staged an active forest fire prevention campaign in the local press and over the local radio, and local officers are to be congratulated on this work.

Results of money spent on advertising are intangible but it is felt that the present program of the department in this connection could be considerably enlarged for next year. Education of the public at large, prevention of forest fires and conservation are still vital necessities and while a start has been made in a small way, further efforts are needed.

Under the present budget system of the Department of Lands and Forests ,it is a difficult task to forecast what will be done in this connection next year. Funds for next year's activities will not be assured until after the next budget comes down in 1949. From a business view point, this is a serious handicap in planning a campaign of this sort and it is too bad that funds cannot be appropriated now for 1949 activities.

The whole forest fire picture from prevention, suppression and education to a review of actual experiences of the '48 season should be thoroughly gone into early this winter and plans made as soon as possible to plan the battle for next year.

Support Your Community Chest

Each year in the different localities a community chest or other charitable drives are held. In the past years these drives have been supported very generously by the men in the camps and it is hoped that drives in the coming season will be likewise supported.

The Port Arthur Community Chest Incorporated and the Fort William Community Chest Incorporated will be making an appeal for funds to cover operating deficits of affiliated agencies doing social and welfare work in the cities and surrounding communities. Many of the agencies supported give services to outlyng districts and this is especially true of the Children's Aid Society, The Canadian Institute for The Blind and in Port Arthur the Old Folk's Home.

The Chest is supervised by a board who give their services absolutely free. Specialsts in finance, business relations, labour and many other fields give voluntary service. Organized labour is fully behind the chest movement and the Lumber and Sawmill Worker's Union have supported and will support this campaign to their utmost.

The budgets for the Chest are very carefully made up. The absolute minimum required in Port Arthur is $41,000.00 and in Fort William $33,500.00 The 1948 campaign opens on October 18th and runs for a period of three weeks. To be successful the full co-operation and wholehearted support of every member of the communities in North Western Ontario is necessary

As last year the timber camps will be canvassed and literature forms, etc., will be sent out to the camps and volunteer workers will collect donations. The support of each and every person is solicited.

In other communities as well as the Lakehead, your financial support in such worthy campaigns is requested.

Timber Inventories From Aerial Photographs

By John M. Robinson
Chief Forester, Photographic Survey Co. Ltd.

During the 1948 summer season, Photographic Survey Company Limited of Toronto has completed three significant contracts with North-Western Ontario timber operators which should go a long way toward establishing the fact that successful forest inventories can be carried out quickly, accurately and economically through the proper use of air photographs, supplemented by field checking.

The largest of these jobs was done for the J. A. Mathieu Lumber Company at Quetico Park and involved photographing 1000 square miles of limits, the preparation of base maps, and the taking of a complete type and volume inventory of the standing timber. Photography, both vertical and tri-camera, was done in the spring, and a field party carried out ground checks in July. The making of maps and the compiling of inventory data was done in Photographic Survey Company's laboratories

The other two contracts were carried out using aerial photos which Photographic Survey had already taken in the course of its five-year survey of 125,000 square miles of Northern Ontario for the provincial Department of Lands and Forests. A detailed inventory of 81 square miles in Alderson Township near Oba was prepared for the Newaygo Timber Company of Port Arthur and 135 square miles near Cochrane were done for the Driftwood Lands and Timber Company of Sault Ste. Marie. On both of these jobs, ground checking parties from Photographic Survey Company did the necessary ground checking to assure the accuracy of information taken from the photographs.

Other work done this summer which is of interest to Ontario timber operators includes special photo coverage of 5000 square miles of the territory in the burned-over area around Missisagi for the Department of Lands and Forests, for the purpose of assessing the damage and planning whatever salvage is possible. 1948 also marks the third year of progress on the five-year task of photographing and mapping 125,000 square miles of wooded areas for the same government department

At the present time, Photographic Survey Company is unique in offering a complete reconnaissance service to Canadian timber operators. This includes flying and photography (in cases where suitable coverage does not already exist,) expert interpretation of the photos by a specially trained staff of foresters, the preparation of base maps, the transference of inventory information to the maps, the preparation of contoured maps (or even topographical models) which aid greatly in planning cutting operations, camp locations etc

The School Comes To The Bush

— by E. V. ROSS —

During the past year the Timber operators of North-West Ontario have done much to make the new-comers from Europe feel at home in Canada. In fact it has been suggested that the name "Displaced Person" be changed to "Placed Person."

In almost all cases the new-comers have adapted themselves well. A large number have completed their ten month contracts and proceeded "on holidays" with confidence. Many plan to return to the bush this winter.

It is of interest to note that the instructing of these men has been carried on by clerks, cooks, timekeepers and other busy staff members of the various camps. Much credit for the "Placing" of new-comers is due these volunteer instructors.

It is hoped that in this coming season more camp personnel will realize the importance of the citizenship work and lend assistance.

Books and supervision of studies were supplied Community Programmes, a branch of the Ontario Department of Education

Community Programmes is at present making plans for further courses this year. Instruction will be given whenever the request is made, providing instructors can be found. Courses in English, Citizenship, and other desired subjects will be given. These courses will be supplemented with films supplied through co-operation with the National Film Board and the Thunder Bay Film Library.

Any company or camp desiring information or help in setting up courses should contact.

E. V. Ross,
District Supervisor,
Community Programmes,
400 Catherine Street,
Fort William, Ontario

This issue of the "Log Book" is the fourth issue this year. We are pleased to have received the splendid support of our advertisers.

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1948 — A (BAD) RECORD YEAR
STILL AHEAD OF 1947

District	UP TO AUGUST 31, 1948 No. of fires	Acreage	UP TO AUGUST 31, 1947 No. of fires	Acreage
Port Arthur	117	42,072 acres	107	5182 acres
Geraldton	61	14,963½ "	20	4411 "
Kenora	80	4836.25 "	40	529.78 "
Sioux Lookout	127	31258.25 "	97	2206.73 "
Fort Frances	40	530.66 "	24	18 00 "
Kapuskasing	39	5604.25 "	27	14750.40 "
Cochrane	26	4086.08 "	104	3955.00 "
Timiskaming (New District Organized in 1948)	64	3750.00 "		
	(Up to Sept. 15, 1948)			
Chapleau	33	322,827	27	5,676
Gogama	24	25,022	42	424
North Bay	120	1,874	84	3,614
Sault Ste. Marie	182	295,211	132	5,311
Sudbury	238	20,214	136	5,250

TAKE EVERY PRECAUTION BETWEEN NOW AND FIRST SNOW!

THERE WERE 210 FIRES IN OCTOBER AND NOVEMBER, 1947

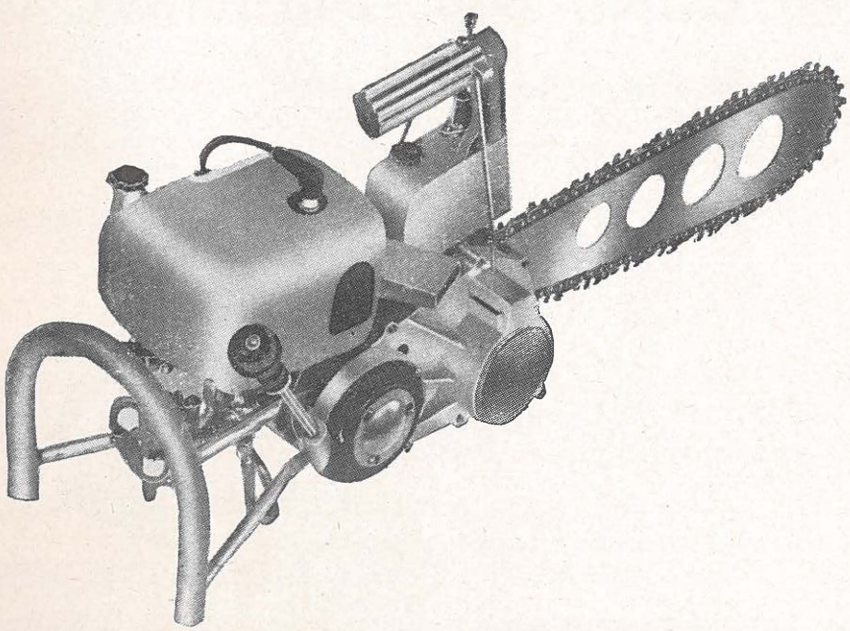
Nipigon Memorial Hospital To Open In Oct.

The opening of the Nipigon Memorial Hospital, which is being erected by the National Red Cross, the Ontario Provincial Government and Nipigon area residents will probably take place late in October.

The finances are being provided on an equal basis by the three parties concerned and of Nipigon's share of $60,000, $35,000 has been raised by public donations. Every contribution to this building fund will be appreciated.

This hospital will be of great service to not only residents of Nipigon, but also to the people of the surrounding territory. It will also relieve the Lakehead Hospitals to a certain extent

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Growth and Regeneration Study Brompton Pulp & Paper Co. Ltd. Nipigon

By DR. STEVENS

This summer the Brompton Pulp & Paper Co. Ltd., Nipigon, has taken advantage of the offer of co-operation from the Dominion Forest Service in establishing permanent plots for growth study purposes. About 150 plots have been established, mostly in the younger stands, and it is planned to continue this work next year. Plots are to be remeasured in five years and possibly again in 10 years.

Mr. Bedell, of the Dominion Forest Service, visited us the first part of July, looking over our stands and checking on the actual technique of laying and measuring the plots. The work was carried out by forestry students under the direct supervision of Dan Pickard, our Chief of Surveys. The tally forms were supplied by the D. F. S. The Service will also help in the compilation of the data and the development of stand density yield curves

Mr. Bedell suggested that the various companies in this district who are doing growth study work could perhaps pool their information and so reduce the number of plots required by each company. The D. F. S. would probably then be quite willing to draw up yield curves for each basic type in each of the forest areas (according to Halliday's Forest Classification) found in this district. This has been suggested to several companies and it is hoped to have a meeting shortly to discuss the matter.

A regeneration survey was also carried out on a small scale on our limits. The results will be tied in to the findings of similiar surveys conducted by the Department of Lands and Forests in Northwestern Ont.

Poplar Sinkage Experiment Conducted By Long Lac Pulp & Paper Company Ltd., at Camp No. 21

By G. L. PUTTOCK

With the increasing demand for poplar as a raw product for pulp and paper mills the Woodlands Divisions are confronted with the problem of delivering this species most economically. As driving pulpwood directly to the mill, wherever possible, is the cheapest known method to date, the question then arises whether or not the financial loss through sinkage outweighs the cost of alternate methods of delivery

Available information, from sinkage experiments, and experience, indicates that such loss of winter cut poplar makes it impracticable and uneconomical to drive this species. However poplar is becoming such an important phase of our operation that it was deemed advisable to conduct a sinkage experiment that would simulate the actual operating conditions encountered, were this wood being delivered to the mill

Quantities of rough poplar were cut during December 1947, January, February, and March, 1948. After each cutting period the wood was placed on an ice landing and encircled with a boom. Each piece was numbered by means of a metal tag and a complete record made at the end of each month to determine the sinkage loss.

The results to July 31st, 1948 are recorded on the following page and are by no means complete.

Similar sinkage experiments are underway with 16' winter cut poplar and 8' and 16' lengths of green jackpine results of which will be available at an early date

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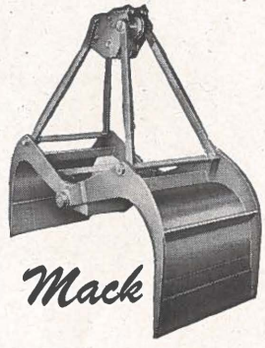
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Woodlands Department **Longlac, Ontario**

8' ROUGH POPLAR SINKAGE EXPERIMENT

Date Cut	No. Pcs	Cubic Content	Date Watered	May 31st Pcs	May 31st Cubic Content	May 31st %	June 30th Pcs	June 30th Cubic Content	June 30th %	July 31st Pcs	July 31st Cubic Content	July 31st %
Dec. 19/47	134	289.41	May 5/48	11	22.58	7.80	25	46.87	16.20	45	82.88	28.64
Jan. 16/48	124	375.54	May 5/48	14	31.08	8.28	22	50.72	13.51	42	113.37	30.19
Feb. 19/48	149	530.52	May 5/48	19	58.82	11.09	36	105.02	19.80	58	170.70	32.18
Mar. 20/48	111	266.17	May 5/48	9	15.16	5.70	21	36.25	13.62	33	65.60	24.65

CLASSIFICATION OF SUNKEN LOGS

Date Cut	May Butt	May Middle	May Top	May Total	June Butt	June Middle	June Top	June Total	July Butt	July Middle	July Top	July Total
Dec.	1	7	3	11	3	11	11	25	8	21	16	45
Jan.	3	8	3	14	4	11	7	22	8	23	11	42
Feb.	2	11	6	19	7	17	12	36	11	29	18	58
Mar	1	3	5	9	2	10	9	21	2	15	16	33

ALUMINUM PIKE POLES —

At the Jackladders of the Abitibi Power & Paper Company Limited, at the Head of the Lakes, they **are** using new aluminum pike poles these days. These poles are much lighter than the wooden handled type and float on top of the water. It has been suggested that these poles be painted before used.

The pioneers thought trees were something to clear off the land, burn in the fireplace, use for cabins and split into fence rails. You can still do those things with trees, but you can also make paper, plastics, sugar, chemicals, plywood, textiles and a list of other new products as long as your arm.

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HOW A TREE GROWS

— THE FOREST COMMUNITY —

A forest is far more than a mere group of trees. It is a highly organized community of plants and animals living in close association and in varying degrees of interdependence. The law of life in the forest is survival of the fittest, and the competition for existence is keen. The forest itself is beautful and useful, and has played a vital part in the development of the human race

— HOW A TREE LIVES —

Trees are woody plants, growing from the ground usually with a single stem. They are the largest members of the plant world, ranging in height from 20 to 300 feet or more, according to species and conditions of growth. Trees may be said to consist of three parts: (1) The roots, which hold the tree in place and take up from the soil, water and certain mineral substances needed in the tree's growth; (2) the trunk or stem, which supports the crown and supplies it with water and food trom the roots; and (3) the crown, which has much to do with the life of a tree, for in this part take place the most important processes in the digestion of its food and the reproduction of the tree. (Illustration on next page.)

The materials upon which a tree feeds are derived from the soil and from the air. Those from the soil are collected by the roots, which extend down into the ground. At the ends of the roots and rootlets are countless root hairs reaching out between particles of soil for water and the various substances which it holds in solution. The water and food materials thus collected move upward through numerous channels in the roots, trunk, and branches to the leaves

The leaves serve as factories where the foods necessary for the tree's growth are manufactured. This food making takes place in numberless tiny cells of the leaf where by aid of chlorophyll bodies and the action of sunlight, the carbonic acid gas taken from the air is broken up into its elements, oxygen and carbon. While the oxygen is returned to the air, the carbon, still through the action of sunlight and chlorophyll, is combined with the oxygen and hydrogen of the water with the roots, forming new chemical compounds. in which nitrogen and various earthy substances from the water are present. Thus the raw food materials which reach the tree through the roots and the leaves are digested in the leaves somewhat as food is digested in the human body. They are then sent to all living parts of the roots, stem, and crown, where they are either used at once in growth or stored away for later use

Like all other plants and like animals, trees breathe. This breathing is done through the leaves and through tiny openings in the bark called lenticels.

The amount of water taken up by the roots is usually very much larger than is required in the chemical processes which go in the leaves. There is thus a surplus of water which cannot be held in the leaves, but must make way for fresh supplies carrying the mineral constituents necessary to the tree's growth. The tree rids itself of this unused water by a process known as transpiration, which is the evaporation of water from all parts of the tree above ground, but principally from the leaves. In this way trees give off great quantities of water vapor, which tends to keep the air in the forests humid and favorable to growth

HOW A TREE GROWS

Most trees grow in height and spread of branches by sending out shoots formed by the development of new wood cells. The growth in height each year is made at the terminal bud of the main stem or stems. The "candles" of the pines are showy evidences of this new growth

A tree grows in thickness or girth through the addition each year of a coat of new wood cells. The layer of wood thus developed is known as an annual ring, which, after it is once formed, does not change in size or place during the life of the tree. The annual rings as a rule may be clearly seen on a cross section of the tree trunk. In the center is the pith. Around the pith is the ring formed the first year; around the first year's growth is the ring formed the the second year, and so on. The wood nearest the bark is often lighter than that in the center. This lighter wood is known as the sapwood, because it is the living wood through which the water taken up by the roots passes on its way to the crown. After it has served for a number of years carrying on these life processes, the sapwood gradually changes to heartwood. Through infiltration of chemical substance and certain changes in the character of the cell walls, the wood becomes darker in color and wholly lifeless. The one function of the heartwood is mechanical; it serves only to support the living parts of the tree. This is why hollow trees may still flourish and bear fruit.

The cells between the last layer of sapwood and the bark make up what is known as the cambium layer. It is here that new growth takes place. The inner side of the cambium layer forms new wood and the outer side bark. In addition to the true cambium, which forms both wood and bark, there is another cambium which makes the outer corky bark and nothing else. Like the true cambium, this cork cambium may encase the whole tree, or it may form little sparate films

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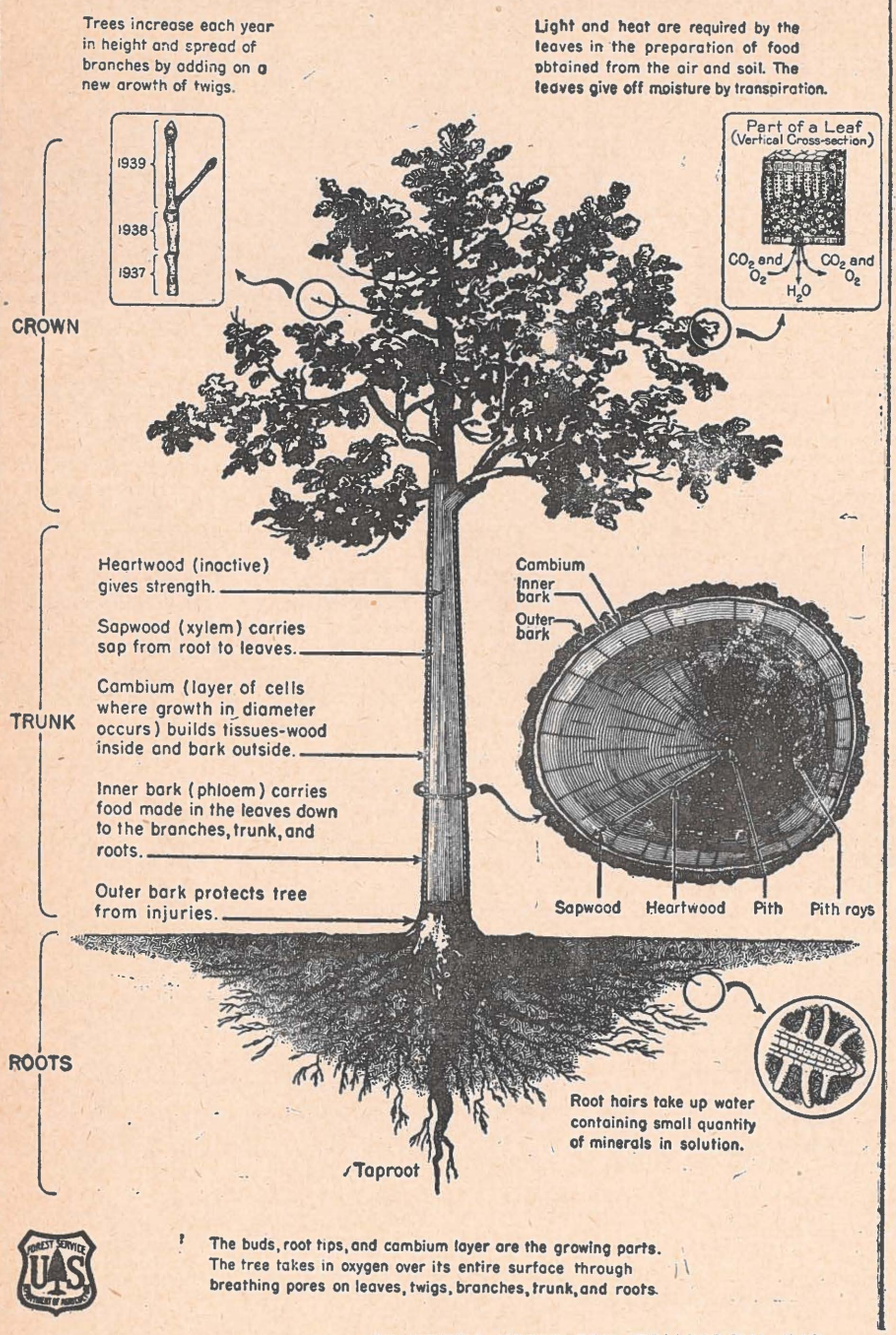
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HOW A TREE GROWS



The buds, root tips, and cambium layer are the growing parts. The tree takes in oxygen over its entire surface through breathing pores on leaves, twigs, branches, trunk, and roots.

COURTESY TREES FOR TOMORROW INC.

in the bark. In either case it dies from time to time, and is re-formed nearer the wood.

Trees, like many other plants, bear flowers and reproduce by means of seed. When the tree enters on its long winter rest, it has its next year's buds already formed. With the coming of spring, these buds expand and grow until they finally open into flowers or leaves. Some trees, as the elm and red maple, blossom and set fruit before the leaves open. The pussy willow and alder catkins burst forth before the frost is fairly out of the ground. Other trees wait until their leaves are partly grown before producing their blossoms, while still others, such as the chestnut and basswood, do not flower until early summer.

Most of the cone-bearing trees, such as the pines, spruces, and firs, also blossom in the early spring. The staminate (male) and pistillate (female) flowers are usually found on the same tree, and their color varies in the different species from yellow and orange to shades of pink, rose, or purple. The pines, especially, produce large quantities of pollen which is scattered by the wind. Geologically, the conifers are very old, being contemporary with the plant growth from which the coal deposits of today were formed. They still retain the simplicity of floral structure which marked the vegitation of those early times.

Some trees mature their seeds rapidly and scatter them in the growing season. This gives the seedlings a long summer for their first season's growth. Others, such as the nut trees, slowly prepare their seeds for fall sowing. The members of the red-oak group and many of the cone-bearing trees take 2 years to mature their seed crops.

The seeds of many trees are winged and are easily scattered by the wind. The maples, and the American elm, are among those that belong in this class. The lighter seeds, like those of the elm, may be borne long distances. The seeds of the maples, however, are comparatively heavy for fliers and consequently do not get very far from the parent tree. Heavier seeds, such as the nuts and acorns, may be carried away from the parent tree by birds and small animals which feed upon them.

Most trees provide great quantities of seed but when the seeds have fallen from the trees their fate becomes a matter of chance, and out of thousands perhaps only one will take root where it can grow to be a tree and in its turn bear seed.

COURTESY LAKE STATES TIMBER DIGEST

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

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HORSE SENSE

If you work for a man, in Heaven's name work for him. If he pays wages that supply you your bread and butter, work for him, speak well of him, and stand by him, and stand by the institution he represents. Yes, if I worked for a man, I would work for him. I would not work for him a part of his time, but all of his time. I would give an undivided service or none. If put to the pinch, an ounce of loyalty is worth a pound of cleverness. If you must vilify, condemn, and eternally disparge, why, resign your position, and when you are outside, damn to your heart's content. But, I pray you, so long as you are part of an institution do not condemn it. Not that you will injure the institution - not that - but when you disparge the concern of which you are a part, you disparge yourself, and don't forget -- "I forgot" won't do in business.

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RECENT UNION AGREEMENT

Article I—General Purpose—

The general purpose of this agreement is to secure for the Company and the Union the full benefits of orderly and legal collective bargaining, and to ensure to the utmost extent possible the safety and physical welfare of the employees, economy of operation, quality and quantity of output, and protection of property. This Agreement, moreover, seeks to provide for fair and peaceful adjustments of all disputes that may arise between the parties. It is recognized as a duty of the parties hereto and of all employees to co-operate fully, individually and collectively, for the advancement of the conditions set forth herein.

Article II—Period—

The Company and the Union agree one with the other that they will abide by the Articles of Agreement from the date of signature to August 31st, 1949, inclusive, and from year to year thereafter unless either party desires to change or terminate the Agreement, in which case the party desiring the change or termination shall notify the other party in writing sixty days prior to September 1st, of that particular year that such is its desire. Either party opening the Agreement in the manner provided above shall notify the other party in writing as to the changes desired.

Article III—Recognition—

The Company recognizes the Union as the sole collective bargaining agency for those employees specified in Article IV for the purpose of collective bargaining with respect to wages and working conditions for the period this Agreement remains in force and effect

Article IV—Jurisdiction—

The jurisdiction of the Union shall pertain to the woods operations of the Company and shall cover only those job classifications included in the attached Schedule "A" forming a part of this Agreement, plus any new job classifications which may be added to this Schedule by agreement between the parties hereto.

It is agreed that company operations shall not be interrupted as the result of any jurisdictional dispute that may arise between the Union and any other union affiliated with the American Federation of Labour. Questions of jurisdiction shall conform to the regulations covering such matters as fixed by the American Federation of Labour and the Company will not be asked to act upon any matters of jurisdiction between organizations of the American Federation of Labour.

Article V—Union Membership—

The Union agrees that it will encourage union members to refrain from moving from camp to camp and from company to company.

The Company agrees that it is in favour of its employees covered by this Agreement becoming members of the Union and will facilitate Union membership solicitation as hereinafter provided.

If an individual employee, who is a member of the Union or wishes to become a member, so desires, the Company agrees that it will, on his behalf and upon his written request, pay union fees from monies due him from time to time to the Union during the terms of his employment in each camp. This authority for deductions from monies earned by the employee must be authorized by him in writing and may be revoked by him if he so wishes.

Remittances of all deductions shall be sent to the local Union each month accompanied by itemized lists of names and amounts by camps.

Representatives carrying proper credentials shall have the right to visit all operations in connection with Union business as it pertains to this Agreement. Credentials carried by Union representatives shall consist of a Certificate of Authority signed by the General Representative of the Union, along with an authority signed by the President and Secretary of the local Union concerned.

The local Union shall furnish the Company with a list of local officers and representatives as of September 1st, 1948, and shall amend this list promptly as changes occur.

Article VI—Vacations With Pay—

In consideration of the provisions of the Hours of Work and Vacations with Pay Act of Ontario, all employees covered by this Agreement shall receive, in lieu of vacations with pay, vacation credits on the following basis:

The vacation allowance for each employee covered by this Agreement shall be two (2) percent of his gross earnings during his period of employment. This shall be paid to each employee in the form of Vacation with Pay Credit Stamps to be affixed by the employer in the employee's Vacation with Pay stamp book. Vacations with Pay stamp books shall be made available by the employer securing same from the Industry and Labour Board of Ontario and supplying same to the employee at cost.

In order to qualify for vacation credits each employee must work a minimum of seventy-five (75) days within a four month period with the same company, or, where a company has divisions, with a division of that company during each vacation year, or from July 1st, this year to June 30th, next year.

This time limit shall not apply in the event that work is discontinued or in the event of lay-off by the employer.

If an employee moves from one employer to another during the vacation year, he shall not be entitled to vacation credits until after seventy-five (75) days of work within a four month period with the new employer.

Article VII—Adjustment of Grievances—

The Union shall arrange for the election from its working membership at each camp by the members therein of a Union Grievance Committee of three headed by a Union Steward who shall act as spokesman for that committee. The Union shall furnish the Company promptly with a list of all Union Stewards and it shall also be the duty of the Union to notify the Company promptly whenever there is a charge in the personnel of these Stewards

To be eligible for election as Union Steward, an employee must have been employed with the Company for at least 15 days.

A grievance under the provisions of this Agreement is defined to be any difference between the parties or between the Company and employees covered by this Agreement as to:—

(1) Any matter relating to wages or working conditions covered by this Agreement.

(2) Any matter involving the interpretation or violation of any provision of this Agreement and shall be settled in the following manner and sequence;

Grievances, as defined above, between employees and the Company shall be taken by the employee himself, or, together with the Union Steward having jurisdiction, directly to the employee's immediate supervisor for adjustment outside of working hours. Failing a satisfactory adjustment within forty-eight (48) hours, then,



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Stage 2 - the matter shall be taken up by the Camp Grievance Committee with the Logging Superintendent within ninety-six (96) hours in writing on forms to be supplied by the Union. The Logging Superintendent shall make a reply in writing within a further ninety-six (96) hours. Failing a satisfactory adjustment, then,

Stage 3 - the matter shall be taken up by officers of the local Union with the Woods Manager of the Company, or his representative. Failing a settlement within seven (7) days, then,

Stage 4 - the matter shall be referred to the General Manager of the Company, or his representative, and a Union committee accompanied by the Union's General Representative. Failing a settlement within fifteen (15) days, then,

Stage 5 - either party shall, within the following fifteen (15) days, refer the matter to arbitration.

In arbitration, the Company and the Union shall each select one man; these two shall select a third party who shall act as Chairman. This Arbitration Committee shall convene and render a decision within fifteen (15) days. Such decision shall be final and binding on both parties to this Agreement. In the event of a failure of the two (2) men selected by the respective parties to select a third party as provided above, they shall ask the Provincial Minister of Labour to appoint a third party.

It is understood that the function of the Arbitration Committee shall be to interpret and apply this Agreement, and that it shall deal only with the specific question as submitted and shall have no power to alter or amend this Agreement.

Sundays and holidays shall not be included in any time limits in this Article of the Agreement.

A grievance arising from a claim by an employee that his discharge or suspension was unjust and contrary to the terms of this Agreement must be dealt with in writing by both parties through all stages.

Each party to this Agreement shall pay all expenses of the member of the Arbitration Board selected by it and share equally in the fees and expenses of the third member of the Board.

Article VIII - No Strike - No Lockout

It is agreed that all disputes shall be settled in accordance with the procedure set forth in Article VII of this Agreement and that there shall be no strikes or lockouts during the life of this Agreement.

Article IX - Working Conditions

(1) All camps shall have single beds.

(2) Pieceworkers shall be provided with scale slips after each scale. The Company agrees that the wood shall be scaled as expeditiously as possible

(3) The charge for board and lodging shall be $1.65 per calendar day.

(4) All tools will be made available by the Company to pieceworkers and others. All hand tools will be charged to the employee's account at the time of issue. Full credit will be given for all tools returned. All tools not returned will be charged for in full.
Worn out or broken tools will be replaced with seviceable tools free of charge, provided that worn out or broken tools are returned. In the case of broken saw blades, the Company agrees to supply free of charge a maximum of one replacement during each monthly period.

(5) The Company agrees to maintain a policy of good conditions in respect to cleanliness, sanitation, and health. The Company recognizes that clean bedding, laundry service, and health inspection are important factors.

(6) The Company agrees to discuss with the Union in each particular operation ways and means of improving conditions for all employees covered by this Agreement.

(7) It is considered by both parties to this Agreement that the general improvements in working conditions in this great industry during the past few years, despite varying circumstances, have been highly beneficial and should continue and shall be facilitated by both parties to this Agreement.



Article X - Wages

Schedule "A" is the wage schedule as agreed upon between the Union and the Company and is attached hereto and is a part of this Agreement.

Article XI - Hours of Work

(1) This clause applies to day workers only

(2) The standard work week shall consist of forty-eight (48) hours.

(3) The standard work day shall consist of eight (8) hours per day.

(4) Walking distance up to one and one-half miles each way or riding time up to to one-half hour each way shall not be included in the above eight (8) hour day and forty-eight (48) hour week.

(5) Any time worked in excess of eight (8) hours per day or forty-eight (48) hours per week shall be paid for at the regular rate of pay.

(6) The following classifications are exceptions to the eight (8) hour day and forty-eight (48) hour week.

(a) Cooks (d) Watchman
(b) Cookees (e) Barn bosses
(c) Chore boys (f) Raftsmen, Inland Waters Logmen.

(7) It is also understood that during the following seasonal periods men will work as many hours during the week as may be necessary to do the work in hand:
(a) Driving season
(b) Ice and snow hauling season

Article XII - Seniority

In lay-offs and in promotions length of service shall receive due consideration. When labour is required, local workers experienced in the jobs to be filled shall be given hiring preference. Nothing herein shall be deemed to restrict the Company's right to recognize merit and ability, to retain key workers, and to generally promote the efficiency of operations.

Sickness or injury disabling an employee for work during any season shall not alter his seniority rights for that season.

SCHEDULE "A"

Apprentices	$5.50
Cookees	$5.75 - 6.30
Cooks	7.70 - 9.10
Bull Cooks or Chore Boys	7.15
Camp Watchman	6.25
Barn Boss - 10 or more horses	7.70
Less than 10 horses	7.35
Night Watchman	6.55
Dam and Storage Ground Watchman	6.25
General Labourer	7.15
Loaders and Unloaders	7.35
Skidders and Rollers	7.45
Teamsters - Less than four horses toting	7.35
Four horses or more toting	7.65
Hauling and Loading	7.70
Blacksmiths	7.70 - 9 10
Handymen	7.45 - 8 45
Mechanics	7.70 - 9.40
Camp and Dam Construction Workers	7.15 - 8.25
Tractor Drivers - Portaging	7.40 - 8.45
Break Roads	7.40 - 8.45
Hauling Trains	745 - 8.45
Forwarding from strips	7.35 - 8.45
Using scrapers, Graders	8.05 - 9.40
Truck Drivers - Hauling Trains, Trailers, etc.	7.40 - 8.45
Portaging, Hauling on body	7.40 - 8.00
Four-Wheel Drive	8.05 9.40
Compressor Operator	8.30 - 8.85
Jackhammer Drillers	7.50
Hand Drillers	7.35
River Drivers - Watering Wood on Drive	7.75
Boatmen, Bow and Stern	8.05
Outboard Motor Operators on Drive	8.05
Sorters, Sluicers, Jackladder Feeders	7 35
Raftsmen, Inland Waters Logmen	8.25
Storage Ground Logmen	7.75
Tank Men Icing Roads	7.40
Pump Men for Water Pump	7.40
Men Working on Jammer	7.40
Top Loaders on Jammer	7.65
Saw Filers	7.40 - 8.45
Powder Men	7.70

HANDICAPPED WORKERS

A special rate may be established, by agreement between the Company and the Union, for aged and handicapped workers.

APPRENTICES

Employees coming into woods operations for the first time shall receive the apprentice rate until able to do the job, with a maximum period of four weeks in the case of those learning to cut skid, or pile pulpwood, and two weeks in the case of all other occupations except general labour. In the case of promotion from one classification to another, an employee shall receive his current rate of pay until he has learned to do his new job before receiving an increase in pay providing, however, that this shall be done within the above mentioned time limits.

JOB CLASSIFICATION

Cutting Pulpwood	Rate per Single Cord
50" Rough Spruce and Balsam	$4.95
50" Peeled Spruce and Balsam	7.45
50" Rough Jackpine	4.35
50" Rough Poplar	3.50
50" Peeled Poplar	5.25
100" Rough Spruce and Balsam	4.35
100" Peeled Spruce and Balsam	6.65
100" Rough Jackpine	3.80
100" Peeled Poplar	4.40
Cutting Fuelwood	Split
4 ft. Poplar	$3.50 cord
4 ft. Jackpine	4.05 cord
4 ft. Birch and Tamarac	4.60 cord

In addition to above, strip roads to be paid for at the rate of 1c per foot for 7' road, and 1½c per foot for 10' road. Strip width shall not exceed 66'.

When a man has cut and piled 75 cords of rough pulpwood or 37 cords peeled pulpwood in any one camp, he will be paid a bonus of 55 cents per cord in addition to the rates above.

LOADING, HAULING AND UNLOADING

By the same crew, loading and hauling and changing sleighs at spotting grounds, or where unloading is done by mechanical means, rates are for single cords:

	Peeled Wood	Rough Wood
Up to one-quarter mile haul	$ .90	$1.00
Up to one-half mile haul	1.00	1.10
Up to one mile haul	1.10	1.25
Up to two mile haul	1.55	1.65
Up to three mile haul	1.95	2.20

When wood is unloaded by hand add 16c per single cord to above rates for rough wood and 13c per single cord to the above rates for peeled wood.

HAULING FUELWOOD OR SKIDDING shall be paid the same rate as for Rough Wood.

UNION MESSAGE

The new agreement in the woods industry covering wages and working conditions for the year 1948-49 has just been concluded. The negotiations were the most protracted ever held, every clause, especially the working agreement was thoroughly discussed. The result is that the new agreement represents a distinct improvement over last year, especially the clause defining grievance procedure.

It remains now for us to see to it that this machinery is used for the general benefit. The first thing of course is for each and every one of us to acquaint ourselves with the grievance procedure. Every question that arises can be regularly taken up and dealt with, so our uninon on its part will insist on our members and responsible peoule in the camps that the agreement signed by us will be strictly adhered to. This will not only benefit us as individuals but increase the prestige of our organization.

JACK QUINN
Pres. L. & SM. W. U: Local 2785

Let's Not Be "HALF-SAFE"...

Accident Figures Show That Mando Woods Workers Have Twice as Many Accidents as Plant Workers

By Courtesy "THE MANDONIAN"

Thirty years ago any paper mill which had operated a year without a death would feel that it had done something special in the field of safety.

The present downward trend of occupational injuries has been accomplished, first, by removal of physical hazards and better housekeeping, and second, by persistent education. Attitudes have changed. Instead of the fatalistic "Oh well, these hazards are part of the job, we must expect some accidents to happen," on the part of both management and men, the view now is "Accidents can be controlled; unsafe conditions can be removed; and employees can be made safety conscious by education."

What has been accomplished in industry in general, and in our Mando mills in particular, can be done in our logging operations. No improvement in safety was ever made through any other attitude than that "Accidents can be controlled, and its everyone's job to do it.'

There were 233 lost time injuries in Mando logging camps in 1947, against 101 in the mills. Disregarding the frequency rate, this is a ratio of two to one. Let's look at the record and see what we may learn from these 233 accidents. The were 184 of these accidents that happend to men with less than six months service with the Company. In 102 of the cases there was no tool or equipment whatever involved. More than half of the injuries were caused by the men being struck by objects, or striking themselves with tools, like axes and hand picks. About 80% of them were due to unsafe practices and poor working methods, including ignorance of the hazards connected with the job.

Depicted below are some of the more common of the needless accidents which put woods workers in the hospital, or at least caused loss of time and earnings. These reflect the general type of cases that could have been prevented by a little intelligent planning, common sense and ordinary care. Let us review them.

No. 1. Carrying wood from the strip to pile along road; slips on icy spot or stumbles on root and falls, spraining back, chest or shoulders. Being on piecework, the more he hurries, the the more he makes, he thinks. Too much haste costs him money.

No. 2. Undercutting tree, axe is deflected by a limb and cuts knee, foot or shin. A sure sign of a tenderfoot; he proves the old adage "Haste makes waste." The skilled man takes time to cut all limbs and brush within reach of his axe swing.

No. 3. Pulling wood from pile with hand hook, to carry to truck or sleigh; hook pulls out, or glances off knot or frozen surface of wood, and pierces knee of thigh. The skilled man knows how to use his hand hook so it will do what he wants it to, but this fellow takes neither the time nor trouble to learn the slight skill which safety demands.

No. 4. In falling, the tree hits a stump or rock and bounces sidewise or backward, striking the man who had cut it. Often on error of judgment in putting in the undercut. Worker should observe anything which the tree might strike, and place his cut so as to avoid it

No. 5. Rolling wood from end of pile with hand hook, to load load onto truck or sleigh, dislodges another stick, which falls on foot. A careful man will stand in the clear, and observe the lay of the sticks on the pile. One day should be sufficient to learn to do this job safely.

No. 6. Swamping of limbing tree for cutting into short lengths, and standing on same side of trunk with limb. Axe swing carries through and cuts foot, shin or knee. Too much haste to convert the tree into wages. The wise cutter stands on the opposite side and keeps the trunk between his body and the axe swing. If this is impossible, a little practice shows how to swing the axe away from the body instead of towards it.

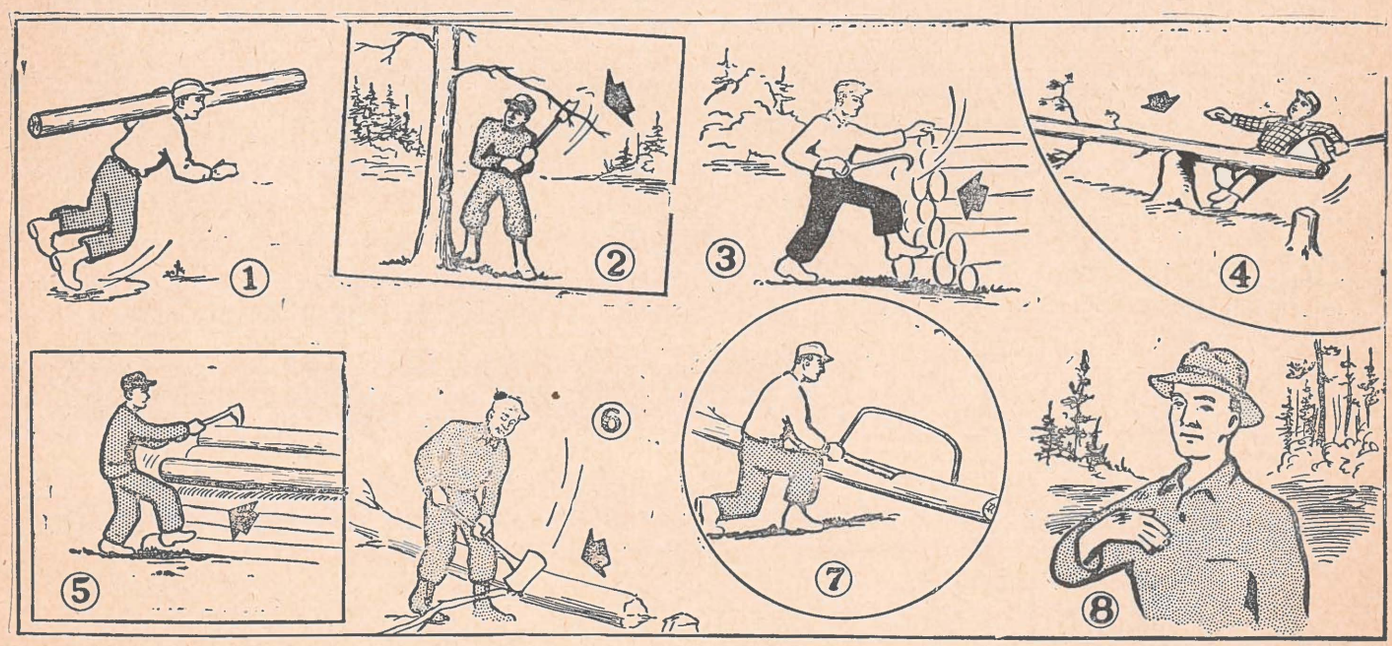
No. 7. Bucking sticks or logs with Swede saw and holding the operating hand on the frame at the fastening of the blade. Blade strikes ant hole or sliver and binds, hand being forced forward along the teeth. A bad practice. Ordinary horse sense dictates that the hand be placed above the saw blade.

No. 8. A neglected cut or abrasion; treated it himself and failed to get first aid; infection followed. With the facilities available in all camps, there can be no excuse for such neglect. Always report all cuts and lacerations at once to the nurse, first aid man or foreman, and have them properly cared for.

These and similar cases indicate the causes of 80 per cent of the disabling injuries to Mando woods workers. The remedies are just as clearly indicated. They are forethought, common sense and avoidance of unnecessary haste, and they can and must be learned by the workers

There is no good reason why our woods operations cannot be as free of accidents as those in our mills

HALF-SAFE IS NOT ENOUGH.



ADVERTISERS' NEWS

MORE POWER —

The need for more power to handle current applications more efficiently have resulted in the expanded line of products in the future production picture of the "Caterpillar Tractor Company" according to an announcement by the Powell Equipment Company Ltd.

The announcement heralded the near future manufacture of ten new "CATERPILLAR" products geared to completion of the current expansion of manufacturing of the Company's Peoria Plant.

Of special interest to loggers are the four new "CATERPILLAR" Diesel Engines, each of which will be available as industrial power units, electric sets and marine engines. All emphasize the "CATERPILLAR" theme of a complete "power package" providing the the advantages of a single source of manufacture, parts and service responsibility.

Horsepower rating and models of the NEW ENGINES are as follows:—

D364 .	267 H.P.	D386 .	400 H.P.
D375 .	334 H.P.	D397 .	500 H.P.

Another new "CATERPILLAR" Product is the "DW 20" a four wheel tractor with a rating of 225 H.P. at full load and speed ranges up to 26 M.P.H.

Since the end of World War II, "CATERPILLAR" has expanded its line to include, beside the brand new items, improved and more powerful D8, D6, D4, and D2 track type tractors; the Diesel DW 10 wheel type tractor straight type and angling type, hydraulic controlled bulldozers for all fine track type tractors.

NESCO NEWS

The production of pulp wood, due to its rapidly rising costs has been the critical concern of the pulp and paper manufacturer for some time past. A number of ideas have been put forward to increase production, several of which have been tried out. Notably among these is the Nesco slasher and loader which is no longer an experimental machine. It has fully justified the foresight of those who were instrumental in its design; capable of producting and loading over 100 cords in an eight hour day, with not more than six personnel.

This machine has eliminated the backbreaking labour with which this work was previously done. The trees are felled and the limbs trimmed off. They are then brought to the slasher with sulkies which carry a number of tree length logs at each trip according to their capacity.

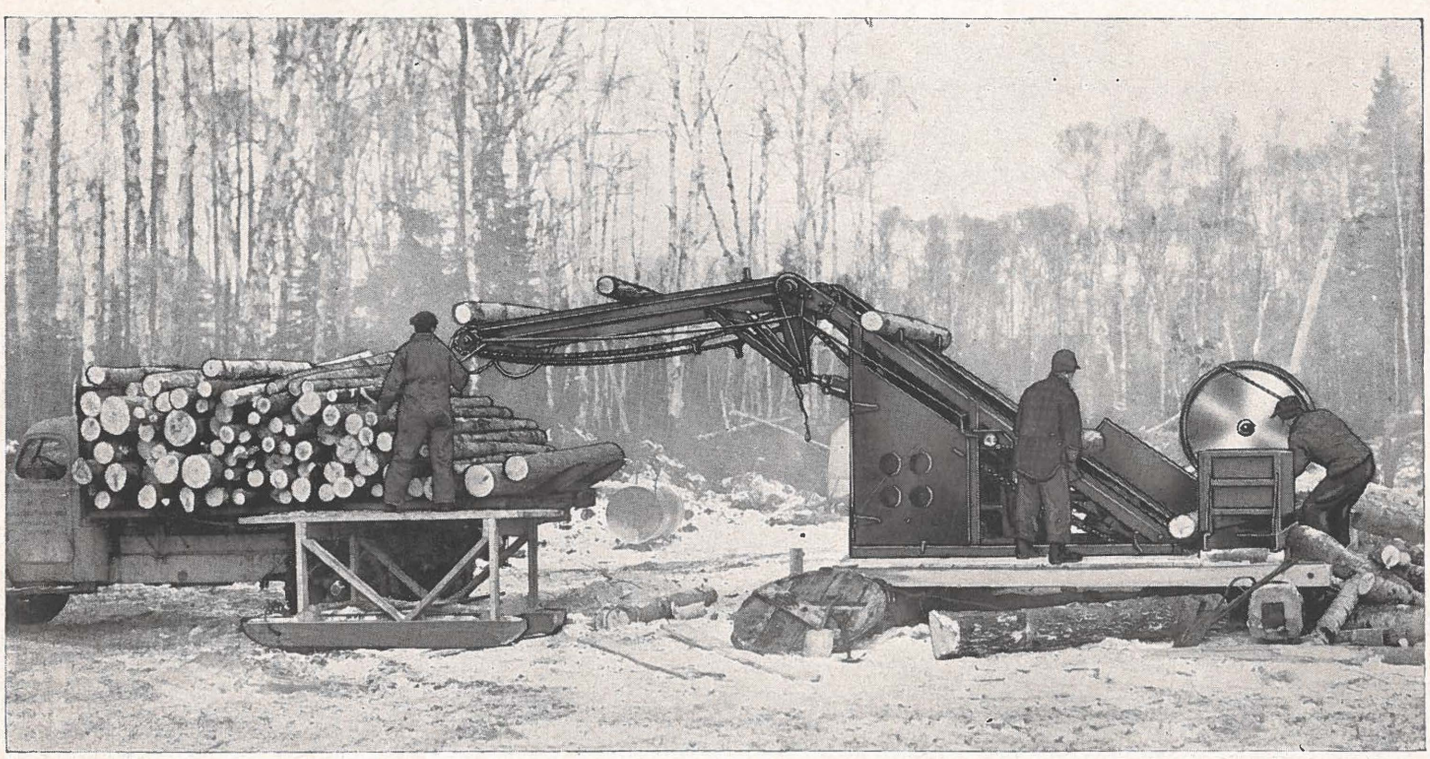
These logs are placed in parallel to the powered horizontal conveyor which is an integral part of the slasher and are pulled onto the conveyor with a cross haul.

The sawyer depresses a lever which puts the conveyor into motion bringing the log forward to a solidly constructed stop. The 44" saw which is attached to a radial arm is then brought down and cuts off the the required length which is automatically elevated and loaded; the loading apron being raised and lowered hydraulically to suit

The Northern Engineering & Suppiy Company, Limited have now added hydraulic action to the saw radial arm and the tree length horizontal powered conveyor. Manual or hydraulic control is optional.

THE NORTHERN ENGINEERING & SUPPLY COMPANY LIMITED

FORT WILLIAM - ONTARIO - CANADA



MODEL HS 2000 1948

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

NESCO

TREE-LENGTH SLASHER AND LOADER

NESCO EQUIPMENT ENSURERS — ECONOMICAL — SPEEDY — CONTINUOUS — OPERATION

Lumberjack Sawing Contests At Lakehead Winter Carnival, February 1949

The Lakehead Cities of Fort William and Port Arthur will be hosts to the Northern Ontario Outfitters Association, next February. A lumber-jack sawing and chopping contest will be staged. It is planned in this connection, as a feature of the carnival.

The plan is to have each company that wishes to enter a contestant hold contests in their camps and declare camp champions and by process of elimination declare a company champion.

These company champions will then compete at the winter carnival in February.

In this connection a committee will be appointed by the Operators' Association to draw up rules and regulations for the contest and it is planned to have a representative of the Lumber and Sawmill Workers' Union, Local 2786 as one of the judges.

The following is an extract from an article by M. R. Wilson of the Canadian International Paper Company on "The Value Of Sawing Contests In Labor Relations."

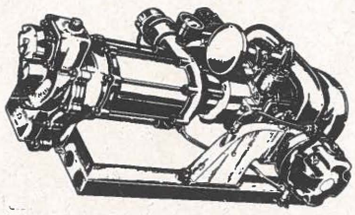
"Ordinarily there is little in average camp life to interest the worker except the daily routine of work. This, after a period tends to produce boredom and discontent, with the resultant bad effects which come from such conditions. It is a fact that the results of professional hockey games and prize fights are followed with great interest in most camps. However, in the average camp it is not possible to provide sports such as baseball, football, or hockey, and it is doubtful if the majority of woods workers, due to their background, could participate in such sports

For these reasons other diversions must be found to satisfy the need for competitive sport, and sawing competitions are a natural. We believe that they are filling a part of that need very nicely. We have found that looking at a group of men who have won depot championships is not unlike looking at a group of young athletes who could be candidates for a football or hockey team. They are generally young, clean-cut and good living.. Such groups would be a credit to any industry

Sawing contests are doing something to stimulate interests in care of tools and sawing technique. Great interest is shown in the winners' style and in the type of saw he has and how it's filed. Already as a result of our experiment we have men carrying their favourite saw blades to competitions in leather cases and they are guarded more carefully than a champ golfer would guard his favourite clubs. This care of tools and interest in technique is what we want to create, and cannot help but produce beneficial results for the industry

An esprit de corps is obvious. Jobbers have been quite keen about their champions and have shown interest to the point of backing them with money. Inspectors and instructors who have travelled from camp to camp while the contests were in progress, inform us that sawing contests and speculation as to winners was the chief topic of talk in the camps. This interest in the sawing competitions brings a possible sport right to the forest workers' back door and it is a sport in which 100% of the employees may participate.

Continued on Page 16



Introducing . . .

THE "PARAMOUNT" CUB PORTABLE FIRE PUMP

BUILT TO LAST--BUILT TO FUNCTION CONTINUOUSLY FOR LONG PERIODS WITH LITTLE ATTENTION

Equipped with automatic primer and weighing less than 70 lbs. net, the PARAMOUNT Cub will supply water for effective fire fighting to eight close-range lines or through a mile of single hoseline

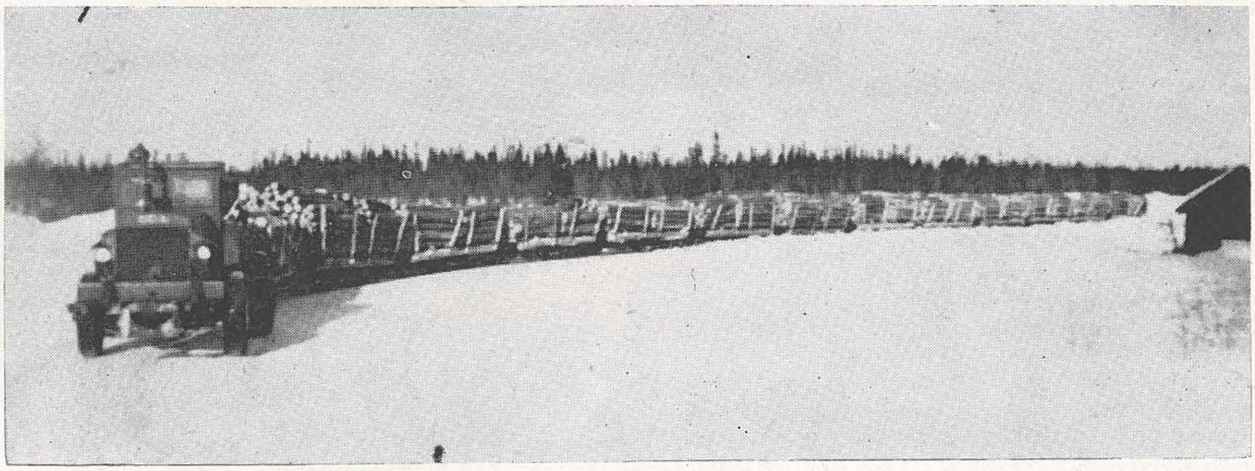
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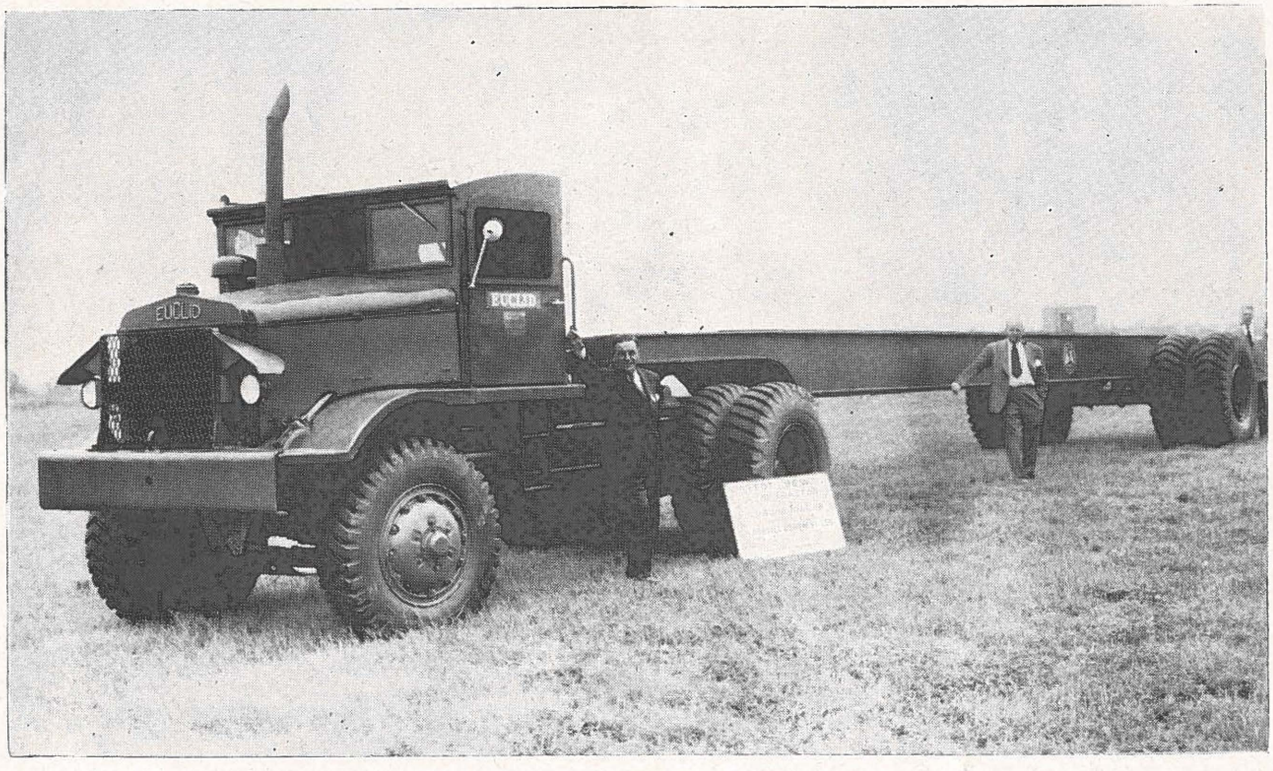
203 HARDISTY STREET FORT WILLIAM, ONT.



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

"EUCLID"

AGAIN WE HAVE ADVANCED WITH THE PULP AND PAPER INDUSTRY IN CANADA, ILLUSTRATED BELOW IS OUR ANSWER FOR "LOAD-ON-BACK" TRACTOR - TRAILER UNIT, WITH 5TH WHEEL TYPE HOOK-UP, WITH CAPACITY TO HAUL 20-22 CORD LOADS, VERY STURDY CONSTRUCTION, AMPLE POWER AND SPEED TO ENABLE THIS UNIT TO CUT HAULING COSTS TO A MINIMUM, FOR EITHER 4-8-12-16 FT. OR TREE LENGTH WOOD. WRITE US FOR PARTICULARS



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