

The University of Maine

DigitalCommons@UMaine

---

Great Northern Paper Company Records

Manuscripts

---

1961

## Weekly News Letter For Supervisors, 1961

Great Northern Paper Company

Follow this and additional works at: [https://digitalcommons.library.umaine.edu/great\\_northern](https://digitalcommons.library.umaine.edu/great_northern)



Part of the [Genealogy Commons](#), and the [United States History Commons](#)

---

This Newsletter is brought to you for free and open access by DigitalCommons@UMaine. It has been accepted for inclusion in Great Northern Paper Company Records by an authorized administrator of DigitalCommons@UMaine. For more information, please contact [um.library.technical.services@maine.edu](mailto:um.library.technical.services@maine.edu).

## WEEKLY NEWS LETTER

FOR WEEK ENDING

December 9, 1961

19

For Supervisors

LETTER NO. 1 No. 18

SUBJECT	DETAIL
<b>CHRISTMAS SHUT-DOWN:</b>	<p>The mills are scheduled to be shut down at Christmas as follows:</p> <p>Both Mills --</p> <p>From Sunday, December 24 at 8:00 A.M.</p> <p>To Wednesday, December 27 at 8:00 A.M.</p>
<b>A CHRISTMAS MESSAGE FROM THE SAFETY SUPERVISORS:</b>	<p>At this happy season of Christmas, the Safety Department extends the season's greetings to all employees of the Company, with the wish that all may have a safe and happy holiday.</p> <p>A serious injury or death at any time is cause for universal unhappiness throughout the organization, but particularly for the family of the victim. At Christmas, however, the shock is magnified many times.</p> <p>It has been the unfortunate experience of Great Northern to have had some of its fatalities occur during the Christmas season, with a resulting blight on the holiday festivities.</p> <p>So that this Christmas may be truly merry, all supervisors are urged to have every employee within their jurisdiction to be certain to use all precautions for safety in their work during this happy holiday period.</p>
<b>FORMEX RUNS FOR OVER FOUR MONTHS AT EAST MILLINOCKET:</b>	<p>A product, which could very well be the break-through on the problem of wire life has passed a test of its durability at East Millinocket.</p> <p>Called "Formex" by its manufacturer, the Huyck Felt Corporation, this synthetic fabric replaces the conventional Fourdrinier bronze wire.</p> <p>Created and developed by Huyck, when that Company's economic future depended on diversification of its product, this fabric appears to be a strong competitor for other manufacturers in the wire field.</p> <p>Installed on #1 machine at East Millinocket on July 20, 1961, it was removed on December 8th after recording 129 operating days and a production of 9,972 tons of paper.</p> <p>In addition to its rugged wearing qualities, this product has great flexibility, which makes for easier installation. An example of its advantage in shipping was evident when four such fabrics were transported lately from Greenville, Tennessee, atop an ordinary ranch wagon. Another came to East Millinocket by air freight folded like any canvas or felt.</p> <p>To meet this potential competition, the wire companies are searching for improvements in their products. One such is a stainless steel wire to be tried out by Great Northern in the near future.</p> <p>Another "Formex" will shortly be installed on #6 machine at East Millinocket, when the real test will be given it.</p>
<b>NO CALENDARS THIS YEAR.</b>	<p>We are advised that there will be no Great Northern calendars this year. Instead a new book similar to the "Greater Great Northern" will be distributed at the time of the annual report.</p>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
CANADIAN DOLLAR WEAKENS	<p>While visiting Canada during the past year, many of us were a bit disturbed when asked to pay a discount of several cents on each of our good American dollars. A greater disadvantage was, however, the bonus received by Great Northern's Canadian competitors through this devaluation of our dollar.</p> <p>The following information given to us by the Company's Controllers Department is interesting in its explanation of how the economies of both countries are integrated.</p> <p>The Canadian dollar was quoted as low as 95.81 cents in New York on November 30, the lowest since October 1951. The decline is attributed to a large number of Canadian subsidiaries or American companies preparing to, or actually sending, year-end dividend payments to their parent companies. The Canadian dollar has been fluctuating between 96 and 97 cents since the Canadian government began a campaign to push down the value of the Canadian dollar as a way to increase exports and discourage imports. In sharp contrast is the record high of \$1.06171 in August 1957.</p> <p>Despite the recent price weakening, the indicated trend is upward and the Canadian government is hard pressed to maintain the discount. The devalued Canadian dollar is being subjected to strong upward pressures by Americans eager to invest in Canada. To counteract these pressures, the government is forced to borrow which only attracts more U. S. capital funds, thus increasing demand for Canadian dollars.</p>			
RESULTS OF NEWSPAPER READERSHIP STUDY REPORTED	<p>A new presentation titled "The Newspaper and its Reading Public" was unveiled recently by the Bureau of Advertising of the American Newspaper Publishers Association. The survey, prepared by the Audits and Surveys Company in consultation with the Advertising Research Foundation, was described as "the most comprehensive study ever made of the daily newspaper's reading public." The project was financed by six major Canadian newsprint manufacturers.</p> <p>Here are some of the statistics on newspaper readership presented by the survey: Of the 54,000,000 households in the continental United States, 86.4 per cent read at least one newspaper on an average weekday; 80.4 per cent of the homes buy and read at least one paper each day; and another 6 per cent read one or more papers on a pass-along basis. Four out of five adults and nearly three out of four teen-agers read a newspaper on any given weekday. Total newspaper reading by adults on every weekday totals 125,500,000 and by teen-agers, another 12,750,000. In addition, the study revealed that people not only read newspapers but also made use of newspapers in a variety of ways. For example, 53 per cent of the respondents to the survey reported that they had clipped some item other than advertising in the last three months; 28 per cent had clipped advertisements, and 15 per cent recalled buying the product advertised in the clipping.</p>			
NEW OFFICE FOR MR. BRUSH	<p>Mr. Brush has announced that effective February 1, 1962 his office will be located in the chief executive offices of the Company at 522 Fifth Avenue, New York City.</p>			
DATE MAILED			SIGNED	

## WEEKLY NEWS LETTER

FOR WEEK ENDING	19	FROM	LETTER NO.																																																		
SUBJECT	DETAIL																																																				
ADVERTISING LINAGE	<p>Newspaper advertising linage for October was off 1.8% from October 1960. For the year to date, total linage was down 5% over the first ten months of 1960. Media Records, Inc. tabulation of 52 cities, by categories, follows:</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">October 1961</th> <th colspan="2">Jan. - Oct. 1961</th> </tr> <tr> <th></th> <th>000's</th> <th></th> <th>000's</th> <th></th> </tr> <tr> <th></th> <th>Lines</th> <th>Chg. '60</th> <th>Lines</th> <th>Chg. '60</th> </tr> </thead> <tbody> <tr> <td>Automotive</td> <td>13,898</td> <td>-18.3%</td> <td>268,252</td> <td>-12.4%</td> </tr> <tr> <td>Classified</td> <td>63,177</td> <td>-0.4</td> <td>589,449</td> <td>-6.6</td> </tr> <tr> <td>Dept. store</td> <td>53,181</td> <td>+1.8</td> <td>438,959</td> <td>-3.7</td> </tr> <tr> <td>Display</td> <td>197,762</td> <td>-2.3</td> <td>1,683,378</td> <td>-4.5</td> </tr> <tr> <td>Financial</td> <td>5,178</td> <td>+6.9</td> <td>48,827</td> <td>+7.8</td> </tr> <tr> <td>General</td> <td>34,132</td> <td>-6.1</td> <td>268,252</td> <td>-6.5</td> </tr> <tr> <td>Retail</td> <td>144,554</td> <td>+0.3</td> <td>1,240,601</td> <td>-3.6</td> </tr> </tbody> </table> <p>Magazine advertising linage for October was 1.6% behind October 1960's level. For the ten months, 1961 figures are 8.4% less than the cumulative picture of a year ago. For November, the latest month reported, page volume was behind last year 7.5% for the month and 8.3% for the eleven months. Professional magazines is the only group to show a gain in 1961 to date.</p> <p>National ad volume as measured by Printers' Ink is off 1% for the first nine months of 1961 over a year ago. All categories are down except network television which is up 8% thru September, latest month reported.</p>				October 1961		Jan. - Oct. 1961			000's		000's			Lines	Chg. '60	Lines	Chg. '60	Automotive	13,898	-18.3%	268,252	-12.4%	Classified	63,177	-0.4	589,449	-6.6	Dept. store	53,181	+1.8	438,959	-3.7	Display	197,762	-2.3	1,683,378	-4.5	Financial	5,178	+6.9	48,827	+7.8	General	34,132	-6.1	268,252	-6.5	Retail	144,554	+0.3	1,240,601	-3.6
	October 1961		Jan. - Oct. 1961																																																		
	000's		000's																																																		
	Lines	Chg. '60	Lines	Chg. '60																																																	
Automotive	13,898	-18.3%	268,252	-12.4%																																																	
Classified	63,177	-0.4	589,449	-6.6																																																	
Dept. store	53,181	+1.8	438,959	-3.7																																																	
Display	197,762	-2.3	1,683,378	-4.5																																																	
Financial	5,178	+6.9	48,827	+7.8																																																	
General	34,132	-6.1	268,252	-6.5																																																	
Retail	144,554	+0.3	1,240,601	-3.6																																																	
QUEBEC MILLS "ORDERED" TO BUY PULPWOOD FROM FARMERS	<p>The Quebec administration has "ordered" Canadian International Paper Co. to buy 165,000 cords of pulpwood from farmers and settlers in northwestern Quebec during the next three years. According to Lands and Forests Minister Arseneault, CIP will be required to pay \$4,680,000 for the pulpwood. The company will also have to pay for the floating of the wood in northwestern Quebec down to its mills at a cost not to exceed \$5.10 per cord.</p> <p>Donohue Bros. Ltd., will have to buy about 7,000 cords of pulpwood from farmers and settlers in Charlevoix. Gaspesia Sulphite Co. will have to buy from the same sources in the Gaspé a total of 120,000 cords of pulpwood. The Quebec government says it is trying to stabilize the forest economy in areas of the province that have been unable to participate successfully in other forms of revenue.</p>																																																				
NEW ENTRANCE PLANNED FOR MILLINOCKET MILL	<p>Plans are being drawn up at Mill #1 to install a stairway along the retaining wall near the new mill entrance and personnel offices. This will provide a far more convenient method of entrance and exit to those employees whose homes are located west of the entrance to the new parking lot.</p>																																																				
MR. WELDON'S ADDRESS	<p>To all interested, Mr. Weldon's address for the immediate future is:</p> <p>Mr. Roy V. Weldon 410 North Gulf Blvd. Indian Rocks Beach, Florida c/o Tom Rives</p>																																																				
DATE MAILED	SIGNED																																																				



## WEEKLY NEWS LETTER

FOR WEEK ENDING December 9, 1961

19

FROM

For Supervisors

LETTER NO. Vol. 1 No. 18

SUBJECT	DETAIL
<p>WHAT WOULD YOU DO?</p>	<p>CAN YOU PENALIZE AN EMPLOYEE WHO INSULTS THE BOSS AT THE XMAS PARTY?</p> <p>Every year the company ran a great Xmas party -- plenty of good food and plenty of free beer. The party took place in a company picnic ground, and all the supervisors, as well as top brass, attended and had a gay time. During the party, Supervisor Jenks was standing near the beer bar when Bill X came over with a can of beer in his hand. He began to talk to his boss about a grievance he had a few days earlier, and which was turned down.</p> <p>"This is no place to beef about your wages," Jenks said.</p> <p>"This place is as good as any. Now you listen to me," Bill retorted, his face turning red, and his diction slurring.</p> <p>When Jenks turned to leave, the worker threw the contents of the beer can into the supervisor's face. Two workers came over and dragged Bill away.</p> <p>The next day Bill got a 30 day layoff. Both sides agreed to skip the grievance procedure and take the case to arbitration. Said the company:</p> <ol style="list-style-type: none"> <li>1. Bill X used the party to circumvent the regular grievance machinery and press his complaint at the wrong time and in the wrong place.</li> <li>2. This took place on company property so we have a right to discipline him.</li> <li>3. We live in a small town, and if management is insulted in public, it will be difficult to retain respect and authority.</li> </ol> <p>Bill came back:</p> <ol style="list-style-type: none"> <li>1. I was drunk and am willing to apologize.</li> <li>2. My behavior was off plant premises and is outside the regular discipline channels.</li> </ol> <p>WHAT THE ARBITRATOR RULED:</p> <p>"I am inclined to believe that the offense in this case is not really the kind of off-the-job conduct which can be said to be detrimental to the proper functioning of the plant and therefore properly within the plant system of discipline. One must remember that this was a social occasion in which efforts have been made to minimize the distinction between production and management personnel. The company furnished free and unlimited liquor for this party. To a certain extent, when a company makes the decision to provide free and unlimited liquor on this kind of occasion, it runs a risk. The company was not justified in imposing a thirty-day disciplinary layoff on Bill X. The employee is to be paid for the time he lost as a result of the improper layoff".</p> <p>OUR EXPERT'S COMMENT:</p> <p>This decision could have gone the other way, too. Can't it be argued that if an employee cannot control himself then he must take the consequences? A social occasion between management and workers still doesn't give an employee the license to insult management people.</p>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	19	FROM	LETTER NO.		
SUBJECT	DETAIL				
PAPER SHIPMENTS	Shipments to customers in the first 48 weeks of the year:				
		Tons Shipped			
	Newsprint	1961	1960	% Change	
	Domestic	305,773	323,224	-5.4	
	Export	52,864	31,163	+69.6	
	Total News	358,637	354,387	+1.2	
	Specialty				
	Domestic				
	Pub Printing	35,571	28,302	-13.2	
	Novel News	14,622	10,684	+36.9	
	Jet Printing	45,840	42,829	+7.0	
	Lightweight	25,272	19,021	+32.9	
	Others	5,696	5,283	+7.8	
	Total	116,001	106,119		
Export					
Pub Printing	12,161	218	-		
Lightweight	8,499	9,912	-14.3		
Others	506	19	-		
Total	21,166	10,149	+108.6		
Wrapper	1,019	1,374	-25.8		
Total Shipments	496,823	472,029	+5.3		
PAPER PRODUCTION	Forty-eight Weeks				
		1961		1960	
	Production:	Tons	Daily Avg.	Tons	Daily Avg.
	East Millinocket	276,769.1	823.7	269,742.4	802.8
	Millinocket	218,515.0	650.4	203,730.6	606.3
		495,284.1	1,474.1	473,473.0	1,409.1
	Shipments, excluding wrapper sales	495,804.2	1,475.6	470,654.8	1,400.8
	Forecast of shipments	500,539.2	1,489.7		
PAPER ON TRACKS AND IN STORAGE	December 3		November 26		
		Tons	Cars	Tons	Cars
	Millinocket	723.2	24	1,441.8	54
	East Millinocket	1,587.6	56	1,010.3	36
	Searsport	224.3	-	115.5	-
		2,535.1	80	2,567.6	90
	Less cars reported by mill as released Sunday, billed Monday		42		47
	Mill report of cars on hand		38		43
	SHORT AND SWEET	Advocates of brevity in contracts now have a new standard to repair to. The agreement between an Atlanta, Georgia, plant of American Foods, Inc., and the Bakery Workers (ABC) is reported as follows:			
		"The union and the company, in order to promote Christian principles in today's complex business life, do hereby agree that in all our wages and working conditions we will apply the Golden Rule as stated in the Bible by Jesus Christ. 'Do Unto Others As We Would Have Others Do Unto Us.'"			
DATE MAILED		SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
BOTH GREAT NORTHERN MILLS NOW PHYSICALLY JOINED	<p>Without ceremony, what could be the longest pipeline for slurried sulphite in the world, went in to operation between the Millinocket and East Millinocket Mills on Monday, December 4th.</p> <p>Aside from a few minor bugs, that were easily corrected, the operation has been very successful.</p> <p>Sulphite pulp for East Millinocket was on the paper machine at noon on the day of start-up, and the mill requirements have since been met.</p> <p>The pulp is in transit 2½ hours from the time it leaves the Millinocket Mill until it reaches the deckers at the East Millinocket Mill.</p> <p>Communication is by direct telephone line connecting both terminals of the pipe-line. This has been of great assistance in maintaining an orderly operation.</p> <p>Mr. Heuer, in expressing the appreciation of top management for the excellent construction job and start-up, which reflects the best efforts and fine cooperation of all involved in the undertaking, said: "In the years to come, I am confident that our successors will look back on this as one of the outstanding achievements of our expansion and modernization program".</p>			
BILL RUSSELL DECEASED	<p>William E. Russell, for many years Foreman of the Millinocket Mill Woodroom, died at a Bangor hospital last Friday.</p> <p>Mr. Russell was a pioneer resident of Millinocket. In the early day of Great Northern, he was timekeeper for the Company and, as such, met and knew about everybody who worked in the mill. He has been an encyclopedia and historian of the Company locally.</p> <p>After retiring from the Company, Mr. Russell acted as a selectman of Millinocket for several years.</p> <p>A kindly and friendly man, Bill Russell numbered his friends by the hundreds. He will be missed by all who had the pleasure of knowing him.</p>			
	<p>MERRY CHRISTMAS AND A HAPPY NEW YEAR TO ALL!</p>			
DATE MAILED		SIGNED		
December 19, 1961		James R. Adams		

## WEEKLY NEWS LETTER

FOR WEEK ENDING	November 23, 1961	19	FROM	For Supervisors	LETTER NO. Vol. 1 No. 17
SUBJECT	DETAIL				
CHRISTMAS PARTY DECEMBER 15th	<p>Upon consideration of the interest in the Supervisory Christmas Party, it has been decided to continue this affair as in previous years and will be held Friday, December 15th. All monthly and weekly non-union salaried personnel are invited.</p> <p>Invitations will be sent out to each person in the near future. Contact will be made for tickets by the Personnel Department.</p>				
ON THE SPOT	<p>The On-The-Spot Target action in the Finishing Department in Millinocket, and the Maintenance Department in East Millinocket has gone through its first four week period with everyone in the departments taking an active part.</p> <p>The Safety Supervisors report that there has been no appreciable change in reportable injuries in these departments, but there has been a reduction in disabling injuries in Millinocket from 5.2 to 1.6 and East Millinocket from .33 to zero.</p> <p>The department supervisors have accepted the "On-The-Spot" challenge and are enthusiastically carrying out a program of personal contact with their employees so that Safety will be of prime importance to each individual.</p> <p>Other departments will shortly be included in the program, and eventually all mill supervisory people will have an opportunity to participate.</p>				
JACK FARQUHAR PASSES	<p>Another of the Company old-timers has been terminated by death from the rolls of its retirees.</p> <p>Jack Farquhar, Yard Foreman at Millinocket for 26 years passed away suddenly Thursday, November 23rd while hunting at T 2 R 10.</p> <p>Employed first by the Company on April 11, 1918, Jack became Night Foreman in the Woodroom in 1923, and continued in that position until December 3, 1933, when he took over the responsibility of the mill yard.</p> <p>Jack was a friend of every employee with whom he came into contact, and many employees had their first job with Great Northern under his supervision, where they learned the ropes and got the kindly advice and knowledge which helped them to become good employees of the company.</p> <p>The sympathy of all Great Northern personnel is extended to his family.</p>				
TONY MADORE	<p>Tony Madore, Yard Superintendent and Acting Construction Superintendent on construction of the Coater facilities, is still in the hospital at Millinocket, and will be off the job for some time.</p> <p>Improvement is continuing, however, which is good news to all.</p>				
DATE MAILED		SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING November 23, 1961

19

For Supervisors

LETTER NO Vol. 1 No. 17

## SUBJECT

## DETAIL

WHAT WOULD  
YOU DO?

IF AN EMPLOYEE DOESN'T SHOW UP FOR 5 DAYS, CAN HE BE FIRED?

WHAT HAPPENED:

John Murdock phoned his foreman and said he would be absent. When the foreman asked him "why", John answered, "Oh, some family problems".

"When are you coming in?" the foreman wanted to know.

John replied that he would return to work "just as soon as possible". He didn't show up for 5 days in all, and when he came to work he was told that he was discharged for excessive absenteeism.

"You can't do this. The company rule says that a worker must notify the company when he expects to be absant. This I did. I'm covered", John argued.

The management didn't budge from its position. It held that:

1. John was out for 5 days. The company rule was that an employee loses his seniority if he is absent 5 days without notice.
2. A telephone call saying that he would be back as soon as possible was not proper.
3. Family trouble was not an acceptable excuse for a 5-day absence.
4. John's absentee record was "bad".

WHAT THE ARBITRATOR RULED:

"Management is entitled to make reasonable rules regarding absenteeism and has a right to require that employees give notice of absence. John Murdock had an obligation to call the company after the first day's absence and get approval for additional days off. His failure to let the company know of his return, plus his previous record of excessive absenteeism do not entitle his reinstatement. The company acted in good cause."

OUR EXPERT'S COMMENT:

The management would have had a stronger case if the foreman had been more forthright in his handling of the situation.

1. The foreman should have insisted on a specific "return" date from the worker. "As soon as possible" is not satisfactory.
2. The supervisor should have insisted that the worker phone the next day if he couldn't come to work.
3. The worker should be asked for specific reasons for his absence, and if the reasons were unacceptable he should be told so.

Many workers are under the impression that if they call in, their absence is excused. This is not so. It is management that decides whether or not an excuse given over the phone is acceptable. A worker has a dual obligation - 1. to phone in when he will be absent; and 2. he must have an acceptable reason for the absence.

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	November 23, 1961		19		For Supervisors		LETTER NO Vol. 1 No. 17	
SUBJECT	DETAIL							
PAPER SHIPMENTS	Shipments to customers in the first 46 weeks of the year:							
			Tons Shipped				% Change	
	Newsprint		1961		1960			
	Domestic		292,933		309,288		-5.3	
	Export		49,809		27,518		+81.0	
	Total News		342,742		336,806		+1.8	
	Specialty							
	Domestic							
	Pub Printing		23,902		27,104		-11.8	
	Novel News		14,055		10,035		+40.1	
	Jet Printing		43,655		39,875		+9.5	
	Lightweight		23,802		18,506		+28.6	
	Others		5,326		4,807		+10.8	
	Total		110,740		100,327		+10.4	
	Export							
	Pub Printing		11,035		203		-	
	Lightweight		8,499		9,912		-14.3	
	Others		422		17		-	
	Total		19,956		10,132		+97.0	
	Wrapper		990		1,291		-23.3	
	Total Shipments		474,428		448,556		+5.8	
PAPER PRODUCTION AND SHIPMENTS	Forty-six Weeks							
	1961		1960				1961	
	Daily		Daily				Increase	
	Tons		Tons					
	Avg.		Avg.					
	Production		Production					
	East Millinocket		264,422.3		257,580.3		799.9	
	Millinocket		208,396.6		193,596.7		601.3	
			472,818.9		451,177.0		1,401.2	
	Shipments, excluding wrapper sales		473,438.0		447,264.9		1,389.0	
	Forecast of shipments		479,683.4		1,489.7		5.9	
PAPER ON TRACKS AND IN STORAGE			November 19		November 12			
			Tons		Tons		Cars	
			Cars		Cars			
	Millinocket		706.9		621.9		24	
	East Millinocket		1,091.7		1,511.3		56	
	Searsport, etc.		7.1		7.1		-	
			1,805.7		2,140.3		80	
	Less cars reported by mill as released Sunday, billed Monday				35		38	
	Mill report of cars on hand				30		42	
WANTED-NEWS	In answer to many inquiries. No supervisors newsletter was issued last week because there was a dearth of suitable news items received. The chief object of the newsletter is to disseminate news of one area to all other areas of the organization. When news items are not sent in, no letter goes out.							
SUPERINTENDENT COATING APPOINTED	Mr. D. O. Nelder, presently Assistant Superintendent Paper at Millinocket, has been appointed Superintendent Coating effective December 1.							
DATE MAILED			SIGNED					

## WEEKLY NEWS LETTER

FOR WEEK ENDING	November 23, 1961		19	For Supervisors	LETTER NO	Vol. 1 No. 17																																													
SUBJECT	DETAIL																																																		
OCTOBER NEWSPRINT STATISTICS	<p>Newsprint production in North America during October 1961 was the largest for any month on record. United States newsprint production for October 1961 exceeded that of any October on record. Production in North America for the first ten months again reached an all-time high, according to the Newsprint Service Bureau. North American shipments during October were above October of 1960, and shipments for the first ten months remained slightly above those for the same period in 1960.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">October 1961</th> <th colspan="2">Jan. - Oct. 1961</th> </tr> <tr> <th>Production</th> <th>Tons</th> <th>Chg. '60</th> <th>Tons</th> <th>Chg. '60</th> </tr> </thead> <tbody> <tr> <td>U. S. A.</td> <td>187,233</td> <td>+1.5%</td> <td>1,764,709</td> <td>+3.5%</td> </tr> <tr> <td>Canada</td> <td>596,464</td> <td>+0.9</td> <td>5,612,826</td> <td>+0.2</td> </tr> <tr> <td>Total North America</td> <td>783,697</td> <td>+1.0</td> <td>7,377,535</td> <td>+1.0</td> </tr> <tr> <td>Shipments</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>U. S. A.</td> <td>183,209</td> <td>-0.1</td> <td>1,746,501</td> <td>+3.6</td> </tr> <tr> <td>Canada</td> <td>589,866</td> <td>+0.3</td> <td>5,528,751</td> <td>-0.4</td> </tr> <tr> <td>Total North America</td> <td>773,075</td> <td>+0.2</td> <td>7,275,252</td> <td>+0.5</td> </tr> </tbody> </table> <p>Great Northern's newsprint production, including Pub Printing and Jet for Sunday supplements, in October was 33,517 tons, down 1.3% from October 1960; ten months production was 327,874 tons, up 0.5% over 1960. Newsprint, including supplement paper, shipped to customers totaled 33,815 tons in October, down 5.7% and 325,220 tons for the first ten months, up 1.2% as compared to last year.</p>							October 1961		Jan. - Oct. 1961		Production	Tons	Chg. '60	Tons	Chg. '60	U. S. A.	187,233	+1.5%	1,764,709	+3.5%	Canada	596,464	+0.9	5,612,826	+0.2	Total North America	783,697	+1.0	7,377,535	+1.0	Shipments					U. S. A.	183,209	-0.1	1,746,501	+3.6	Canada	589,866	+0.3	5,528,751	-0.4	Total North America	773,075	+0.2	7,275,252	+0.5
	October 1961		Jan. - Oct. 1961																																																
Production	Tons	Chg. '60	Tons	Chg. '60																																															
U. S. A.	187,233	+1.5%	1,764,709	+3.5%																																															
Canada	596,464	+0.9	5,612,826	+0.2																																															
Total North America	783,697	+1.0	7,377,535	+1.0																																															
Shipments																																																			
U. S. A.	183,209	-0.1	1,746,501	+3.6																																															
Canada	589,866	+0.3	5,528,751	-0.4																																															
Total North America	773,075	+0.2	7,275,252	+0.5																																															
FORMEX WIRE STILL GOING STRONG	<p>As of this writing, the Formex wire installed on #1 paper machine at East Millinocket has reached a life of 120 operating days. This wire is being watched with interest not only by Great Northern people, but by others interested in wire life, the bugaboo of paper making.</p> <p>An experimental Formex wire was installed on #6 machine on Wednesday, November 18. Start-up time was normal, but due to stretch problems, a good sheet was impossible and the wire was removed. It is intended to install another Formex on this machine just previous to Christmas.</p>																																																		
HOUSING PRO- GRAM REPORT	<p>The following report from the Great Northern Townsite Manager is of interest in the fact that both Millinocket and East Millinocket are expanding housing-wise and the extent of the Company's participation:</p> <table border="1"> <thead> <tr> <th></th> <th>Millinocket</th> <th>East Millinocket</th> </tr> </thead> <tbody> <tr> <td>Number of excavations dug</td> <td>29</td> <td>17</td> </tr> <tr> <td>Number of foundations built</td> <td></td> <td></td> </tr> <tr> <td>    a. Concrete (using forms)</td> <td>20</td> <td>13</td> </tr> <tr> <td>    b. Using concrete block</td> <td>6</td> <td>3</td> </tr> <tr> <td>    c. Built by others</td> <td>2</td> <td>6</td> </tr> <tr> <td>Number of homes built</td> <td></td> <td></td> </tr> <tr> <td>    a. On new foundations</td> <td>19</td> <td>19</td> </tr> <tr> <td>    b. On old foundations</td> <td>9</td> <td>4</td> </tr> <tr> <td>    c. Foundations capped</td> <td>9</td> <td>0</td> </tr> </tbody> </table>							Millinocket	East Millinocket	Number of excavations dug	29	17	Number of foundations built			a. Concrete (using forms)	20	13	b. Using concrete block	6	3	c. Built by others	2	6	Number of homes built			a. On new foundations	19	19	b. On old foundations	9	4	c. Foundations capped	9	0															
	Millinocket	East Millinocket																																																	
Number of excavations dug	29	17																																																	
Number of foundations built																																																			
a. Concrete (using forms)	20	13																																																	
b. Using concrete block	6	3																																																	
c. Built by others	2	6																																																	
Number of homes built																																																			
a. On new foundations	19	19																																																	
b. On old foundations	9	4																																																	
c. Foundations capped	9	0																																																	
DATE MAILED	SIGNED																																																		

## WEEKLY NEWS LETTER

FOR WEEK ENDING	November 23, 1961	19	For Supervisors	LETTER NO	Vol. 1 No. 17
SUBJECT	DETAIL				
WOODLANDS AND MILL PERSONNEL MEET	<p>To coordinate efforts toward a solution of the problem of improving quality of pulpwood deliveries to the mills, a delegation of pulpwood buyers and scalers of the Woodlands Department headed by Mr. Ralph Clifford, Ass't. Manager of Woodlands met with mill production people at both mills recently.</p> <p>At the Millinocket meeting, Mr. Pollard pointed out the Manufacturing Department's position in the neverending customer demands for better quality and also the importance of the new wood processing facilities at Millinocket and the necessity of fresh pulpwood in those facilities.</p> <p>A visit to the wood yard gave opportunity to see at first hand undesirable wood in the cars there. This was followed by a tour of the Woodroom and Groundwood Department.</p> <p>After lunch, a tour of the East Millinocket Mill took place.</p> <p>Both Mr. Schaffrath and Mr. Barry were able, at these meetings, to stress the necessity of improvement in pulpwood shipments if their mills are to function efficiently.</p>				
PERSONALS	<p>We have received many reports of hunting activities during the last several weeks, and as they have not appeared in print, we feel an explanation is in order.</p> <p>The effort expended in writing these news items is appreciated, as it shows an interest in the success of the news letter.</p> <p>As a policy has been set to hold personal items at a minimum, and space is not available to include all the hunting items sent in, it has been regretfully decided not to include these items.</p>				
SULPHITE PIPE- LINE PROGRESS	<p>The pipeline construction is presently nearing the operating stage which is scheduled for December 1.</p> <p>A check of the line to locate anything in the line which might interfere with efficient operation, is in progress.</p> <p>This check is being carried out by Controls for Radiation Inc., a company specializing in the use of radioactive substances. To trace the progress of the "pig" through the line, radioactive source is inserted in the "pig" and if any obstruction is encountered, a signal is given by it and the location is readily checked. The employees of the contracting company handle all the material.</p> <p>Explanatory sessions for the supervisors and operators of the pipeline have been held during the past several weeks so that operational procedure will be familiar to all personnel involved in this important venture.</p> <p>Simultaneously with the start of the pipeline on December 1, the wet machine at Millinocket will cease operating but the Kamyr machine will continue operation as long as necessary.</p>				
DATE MAILED	November 29, 1961	SIGNED <i>Robert B. Bagné</i>			



## WEEKLY NEWS LETTER

FOR WEEK ENDING

November 6, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 1

SUBJECT

DETAIL

YEAR 1962  
SALES FORE-  
CAST

Our Sales Dept. predicts that next year will be our largest tonnage year ever. In a forecast issued October 27, shipments to customers are expected to reach 586,000 tons, including 100,000 tons to be exported. Our highest output was in the year 1956 with 584,000 tons, followed by 539,000 in 1957, 445,000 in 1958, 477,000 in 1959 and 510,000 in 1960. Anticipated sales for the year 1961 are 532,000 which, at this writing, appears safe.

The forecast is subject to change in the event of unusual political, economic or quality change. Sales has done very well in forecasting shipments for the past three years:

Date Issued		Original Forecast*	Actual Shipments Over/(Under) Forecast	
			Tons*	%
11-13-58	Year 1959	450,000 T	25,998	5.8%
11-20-59	Year 1960	518,300 T	(9,966)	(1.9)
12-22-60	9 Mos. 1961	391,200 T	952	0.2

\*excluding wrapper sales

The grade breakdown of the year 1962 sales forecast is as follows:

	Tons	% Total
Newsprint	414,358	70.9%
Pub Printing	53,000	
Novel News	17,400	
Jet	55,000	
Lightweight	38,400	
Other (no coated)	6,500	
	170,300	29.1
		<u>100.0%</u>
Wrapper (not forecasted)	1,342	
	<u>586,000</u>	

## NEW WINDER

No. 6 paper machine at Millinocket was shut down last Monday for the installation of a new winder. Purchased from Beloit, it will replace the Cameron winder installed in 1927, and will permit higher machine speeds, improve wound roll quality, and permit the winding of 60 inch diameter rolls.

Because of the tight order situation on this machine, crews have been working around the clock on the installation. (Work is expected to be completed and equipment checked out by Wednesday night - November 1.)

MOLTEN SULPHUR  
AT EAST MLKT.

The East Millinocket Chemi-Plant will commence using molten sulphur this week. An inventory of approximately 200 tons of dry sulphur will be retained for emergency (about seven weeks supply).

SHUT-IN  
EMPLOYEES  
REMEMBERED

The Managers of both mills, during the last several weeks, have taken time to remember all employees laid up with illness or injuries. As each case has been brought to their attention, they have sent a get well card expressing their personal sympathy.

This gesture has been a boost to the morale of each of these employees, as in some cases, they did not realize that, except for those directly involved in their daily work, nobody in the mill knew of their misfortune.

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING

November 6, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 16

SUBJECT	DETAIL
<p>WHAT WOULD YOU DO?</p>	<p>CAN YOU FIRE AN EMPLOYEE FOR FIGHTING WITH HIS FOREMAN AFTER WORKING HOURS?</p> <p>WHAT HAPPENED:</p> <p>John Herbst, a union steward, was feuding with his supervisor for some time. There had been several incidents in "no smoking" areas and for drinking beer while on errands for the company. John said the boss was picking on him -- since other workers smoked in the same areas and he only drank beer during his lunch hour. One day John heard that his foreman was encouraging the employees to leave the union. A company official overheard John say that he was "going to get that ----". That night the two men happened to meet outside a supermarket. John asked his boss "How does it feel to be a rat?" and told him to "put down your groceries and let's have it out right here and now". Hot words were tossed about but nobody struck a blow.</p> <p>The next night the foreman ran into John at a parking lot. The employee started a fist fight and got a bloody nose. When John recovered from his injuries, he returned to work. He was told that he had been discharged for fighting with his foreman. John argued that the discharge was unfair because; 1 - The discharge was part of the supervisor's discrimination against him for his union activities. 2 - He was the one who had been hurt when the supervisor kicked him -- and the company did not discipline the supervisor. 3 - The company does not have the power to discipline him for activities committed after work and away from the company premises.</p> <p>WHAT THE ARBITRATOR RULED:</p> <p>"The established principle is that the employer does have disciplinary authority with respect to altercations engaged in by employees off premises and outside working hours. This altercation arose out of the relationship in the course of the employment of the two men and with respect to matters concerned with their employment. Even though the supervisor's assault was certainly improper, the union has no contractual or other basis for questioning management's relations with its supervisors, or for demanding that disciplinary action shall be meted out uniformly and in precisely the same manner as between members of supervision and employees represented by the union. The discharge of John Herbst is proper."</p>
<p>LIGHT NEWSPRINT</p>	<p>In 1958, after several years of experimentation, the Denver Post (3/31/61 ABC circulation 265,980 daily, 348,937 Sunday) went from 32# to 30# newsprint at a net saving of \$1.00 a ton. In reporting on this at the Institute of Newspaper Controllers and Finance Officers annual meeting held last week, several other points were:</p> <ol style="list-style-type: none"> <li>1. The \$1.00 a ton savings is after the override of \$8.00 a ton based on machine production against time.</li> <li>2. Moving the lighter-weight paper from their warehouse in the railroad area at the edge of the city to the center of the city plant saved some \$40,000 in 1960.</li> <li>3. Cash savings on mail and distribution charges.</li> <li>4. By actual comparison with other papers, the difference in weight is not noticed until attention is called to the fact. The 30# sheet is lighter, seems brighter and smoother, and its printability is excellent.</li> </ol>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING November 6, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 16

SUBJECT	DETAIL																																												
MORE THIRD QUARTER RESULTS	<p>We list below seven more companies whose financial reports for the third quarter have been received. These, with the eighteen companies reported last week, show a ratio of income to sales as 5% or a slight improvement over the second quarter.</p> <table border="1"> <thead> <tr> <th rowspan="2">Three Months to 9/30/61</th><th colspan="2">Sales</th><th colspan="2">Income</th></tr> <tr> <th>\$(000)</th><th>% Change 1960</th><th>\$(000)</th><th>% Change 1960</th></tr> </thead> <tbody> <tr> <td>Crown Zellerbach</td><td>\$143,433</td><td>+0.3%</td><td>\$9,944</td><td>-3.6%</td></tr> <tr> <td>Dennison</td><td>12,502</td><td>-3.4</td><td>613</td><td>-19.7</td></tr> <tr> <td>Fitchburg</td><td>4,637</td><td>+3.1</td><td>143</td><td>+44.3</td></tr> <tr> <td>Oxford</td><td>17,838</td><td>-1.3</td><td>855</td><td>+79.2</td></tr> <tr> <td>Riegel</td><td>25,449</td><td>+8.0</td><td>742</td><td>+17.8</td></tr> <tr> <td>Standard Packaging</td><td>43,234</td><td>+1.7</td><td>1,071</td><td>+63.7</td></tr> <tr> <td>S. D. Warren</td><td>16,539</td><td>-1.2</td><td>1,026</td><td>-15.3</td></tr> </tbody> </table>	Three Months to 9/30/61	Sales		Income		\$(000)	% Change 1960	\$(000)	% Change 1960	Crown Zellerbach	\$143,433	+0.3%	\$9,944	-3.6%	Dennison	12,502	-3.4	613	-19.7	Fitchburg	4,637	+3.1	143	+44.3	Oxford	17,838	-1.3	855	+79.2	Riegel	25,449	+8.0	742	+17.8	Standard Packaging	43,234	+1.7	1,071	+63.7	S. D. Warren	16,539	-1.2	1,026	-15.3
Three Months to 9/30/61	Sales		Income																																										
	\$(000)	% Change 1960	\$(000)	% Change 1960																																									
Crown Zellerbach	\$143,433	+0.3%	\$9,944	-3.6%																																									
Dennison	12,502	-3.4	613	-19.7																																									
Fitchburg	4,637	+3.1	143	+44.3																																									
Oxford	17,838	-1.3	855	+79.2																																									
Riegel	25,449	+8.0	742	+17.8																																									
Standard Packaging	43,234	+1.7	1,071	+63.7																																									
S. D. Warren	16,539	-1.2	1,026	-15.3																																									
SHOT IN THE ARM FOR SUNDAY SUPPLEMENTS	<p>American Weekly, the Hearst owned Sunday supplement, has announced a sweeping retrenchment which will have an important impact on Parade, This Week and Family Weekly as they scramble to improve their over-all circulation pattern.</p> <p>American Weekly will be withdrawn from 21 of the 30 papers in which it now appears. The nine remaining papers are all Hearst owned. This move will reduce American Weekly's circulation from the present 8,000,000 to about 3,000,000. Great Northern will not be affected by this move except as it may benefit in the general improvement of the Sunday supplement field now that a large block of duplicate coverage has been eliminated.</p> <p>The reason for Hearst's action is the so-called "back-to-back" circulation which accounted for 40% of American Weekly's total circulation. Trade sources speculate that the publication has been running in the red as ad revenues plummeted from \$24,749,961 in 1957 to \$10,975,972 in 1960. In the first half of 1961, ad revenue was 38% below the total for the 1960 period. The overlapping circulation frightened some advertisers away and has been of grave concern to supplement publishers. This Week leads the field with a circulation of 14,100,000, Parade follows with 10,600,000 (now 68 papers with Dallas Times-Herald coming in 1/7/62), and Family Weekly at 5,350,000.</p> <p>American Weekly was far and away the leader in its field until the 1940s when This Week began its circulation rise. In order to retain its standing, the Hearst publication began to move into newspapers that already carried other supplements and, in some cases, that didn't fit into its over-all circulation pattern. As a result a "numbers game" overtook the Sunday supplement field and advertisers became skeptical.</p>																																												
NEW PORT FOR EXPORTS	<p>The Traffic Department has had a tariff published for movement of paper from our mills to West St. John, New Brunswick. St. Croix uses this port exclusively for their export shipments. Our Export Dept. plans to ship through St. John whenever satisfactory arrangements cannot be made at Searsport. Incidentally, no Canadian duty applies on paper thru-shipped.</p> <p>The St. John rate effective November 1 is 41¢ cwt. with a 60,000# minimum. (St. Croix has an 80,000# minimum and has been top-decking rolls in the car so as not to pay for air.) The Searsport rate is 22½¢ cwt. with a 40,000# minimum.</p>																																												
DATE MAILED	SIGNED																																												

## WEEKLY NEWS LETTER

FOR WEEK ENDING

November 6, 1961

19

For Supervisors

LETTER NO.

Vol. 1 No. 16

SUBJECT	DETAIL																																																																																				
PAPER SHIPMENTS	<p>Shipments to customers in the first 43 weeks of the year:</p> <table border="1"> <thead> <tr> <th></th><th colspan="2">Tons Shipped</th><th>% Change</th></tr> <tr> <th></th><th>1961</th><th>1960</th><th></th></tr> </thead> <tbody> <tr> <td><u>Newsprint</u></td><td></td><td></td><td></td></tr> <tr> <td>Domestic</td><td>272,719</td><td>287,409</td><td>-5.1</td></tr> <tr> <td>Export</td><td>45,572</td><td>24,839</td><td>+83.5</td></tr> <tr> <td>Total News</td><td><u>318,291</u></td><td><u>312,248</u></td><td>+1.9</td></tr> <tr> <td><u>Specialty</u></td><td></td><td></td><td></td></tr> <tr> <td><u>Domestic</u></td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>21,447</td><td>24,369</td><td>-12.0</td></tr> <tr> <td>Novel News</td><td>12,629</td><td>9,385</td><td>+34.6</td></tr> <tr> <td>Jet Printing</td><td>40,949</td><td>37,286</td><td>+9.8</td></tr> <tr> <td>Lightweight</td><td>21,878</td><td>16,416</td><td>+33.3</td></tr> <tr> <td>Others</td><td>4,903</td><td>4,699</td><td>+4.3</td></tr> <tr> <td>Total</td><td><u>101,806</u></td><td><u>92,155</u></td><td>+10.5</td></tr> <tr> <td><u>Export</u></td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>8,800</td><td>203</td><td>-</td></tr> <tr> <td>Lightweight</td><td>7,634</td><td>9,329</td><td>-18.2</td></tr> <tr> <td>Others</td><td>403</td><td>17</td><td>-</td></tr> <tr> <td>Total</td><td><u>16,837</u></td><td><u>9,549</u></td><td>+76.3</td></tr> <tr> <td>Wrapper</td><td>919</td><td>1,180</td><td>-22.1</td></tr> <tr> <td>Total Shipments</td><td><u>437,853</u></td><td><u>415,132</u></td><td>+5.5</td></tr> </tbody> </table>		Tons Shipped		% Change		1961	1960		<u>Newsprint</u>				Domestic	272,719	287,409	-5.1	Export	45,572	24,839	+83.5	Total News	<u>318,291</u>	<u>312,248</u>	+1.9	<u>Specialty</u>				<u>Domestic</u>				Pub Printing	21,447	24,369	-12.0	Novel News	12,629	9,385	+34.6	Jet Printing	40,949	37,286	+9.8	Lightweight	21,878	16,416	+33.3	Others	4,903	4,699	+4.3	Total	<u>101,806</u>	<u>92,155</u>	+10.5	<u>Export</u>				Pub Printing	8,800	203	-	Lightweight	7,634	9,329	-18.2	Others	403	17	-	Total	<u>16,837</u>	<u>9,549</u>	+76.3	Wrapper	919	1,180	-22.1	Total Shipments	<u>437,853</u>	<u>415,132</u>	+5.5
	Tons Shipped		% Change																																																																																		
	1961	1960																																																																																			
<u>Newsprint</u>																																																																																					
Domestic	272,719	287,409	-5.1																																																																																		
Export	45,572	24,839	+83.5																																																																																		
Total News	<u>318,291</u>	<u>312,248</u>	+1.9																																																																																		
<u>Specialty</u>																																																																																					
<u>Domestic</u>																																																																																					
Pub Printing	21,447	24,369	-12.0																																																																																		
Novel News	12,629	9,385	+34.6																																																																																		
Jet Printing	40,949	37,286	+9.8																																																																																		
Lightweight	21,878	16,416	+33.3																																																																																		
Others	4,903	4,699	+4.3																																																																																		
Total	<u>101,806</u>	<u>92,155</u>	+10.5																																																																																		
<u>Export</u>																																																																																					
Pub Printing	8,800	203	-																																																																																		
Lightweight	7,634	9,329	-18.2																																																																																		
Others	403	17	-																																																																																		
Total	<u>16,837</u>	<u>9,549</u>	+76.3																																																																																		
Wrapper	919	1,180	-22.1																																																																																		
Total Shipments	<u>437,853</u>	<u>415,132</u>	+5.5																																																																																		
PAPER PRODUCTION AND SHIPMENTS	<table border="1"> <thead> <tr> <th></th><th colspan="5">Forty-three Weeks</th><th></th></tr> <tr> <th></th><th colspan="2">1961</th><th colspan="2">1960</th><th></th></tr> <tr> <th></th><th>Tons</th><th>Daily Avg.</th><th>Tons</th><th>Daily Avg.</th><th>1961 Increase</th></tr> </thead> <tbody> <tr> <td>Production</td><td></td><td></td><td></td><td></td><td></td></tr> <tr> <td>East Millinocket</td><td>246,031.1</td><td>817.4</td><td>239,556.0</td><td>795.9</td><td>2.7%</td></tr> <tr> <td>Millinocket</td><td>193,411.6</td><td>642.5</td><td>179,406.9</td><td>596.0</td><td>7.8</td></tr> <tr> <td></td><td><u>439,442.7</u></td><td><u>1,459.9</u></td><td><u>418,962.9</u></td><td><u>1,391.9</u></td><td>4.9</td></tr> <tr> <td>Shipments, excluding wrapper sales</td><td>436,934.4</td><td>1,451.6</td><td>413,952.5</td><td>1,375.3</td><td>5.5</td></tr> <tr> <td>Forecast of shipments</td><td>448,399.7</td><td>1,489.7</td><td></td><td></td><td></td></tr> </tbody> </table>		Forty-three Weeks							1961		1960				Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase	Production						East Millinocket	246,031.1	817.4	239,556.0	795.9	2.7%	Millinocket	193,411.6	642.5	179,406.9	596.0	7.8		<u>439,442.7</u>	<u>1,459.9</u>	<u>418,962.9</u>	<u>1,391.9</u>	4.9	Shipments, excluding wrapper sales	436,934.4	1,451.6	413,952.5	1,375.3	5.5	Forecast of shipments	448,399.7	1,489.7																																
	Forty-three Weeks																																																																																				
	1961		1960																																																																																		
	Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase																																																																																
Production																																																																																					
East Millinocket	246,031.1	817.4	239,556.0	795.9	2.7%																																																																																
Millinocket	193,411.6	642.5	179,406.9	596.0	7.8																																																																																
	<u>439,442.7</u>	<u>1,459.9</u>	<u>418,962.9</u>	<u>1,391.9</u>	4.9																																																																																
Shipments, excluding wrapper sales	436,934.4	1,451.6	413,952.5	1,375.3	5.5																																																																																
Forecast of shipments	448,399.7	1,489.7																																																																																			
PAPER ON TRACKS AND IN STORAGE	<table border="1"> <thead> <tr> <th></th><th colspan="2">October 29</th><th colspan="2">October 22</th></tr> <tr> <th></th><th>Tons</th><th>Cars</th><th>Tons</th><th>Cars</th></tr> </thead> <tbody> <tr> <td>Millinocket</td><td>2,349.3</td><td>83</td><td>1,339.1</td><td>45</td></tr> <tr> <td>East Millinocket</td><td>3,256.3</td><td>118</td><td>2,976.9</td><td>107</td></tr> <tr> <td>Searsport, etc.</td><td>7.1</td><td>-</td><td>7.1</td><td>-</td></tr> <tr> <td></td><td><u>5,612.7</u></td><td><u>201</u></td><td><u>4,323.1</u></td><td><u>152</u></td></tr> <tr> <td>Less cars reported by mill as released Sunday, billed Monday</td><td></td><td>43</td><td></td><td>47</td></tr> <tr> <td>Mill report of cars on hand</td><td></td><td><u>158</u></td><td></td><td><u>105</u></td></tr> </tbody> </table>		October 29		October 22			Tons	Cars	Tons	Cars	Millinocket	2,349.3	83	1,339.1	45	East Millinocket	3,256.3	118	2,976.9	107	Searsport, etc.	7.1	-	7.1	-		<u>5,612.7</u>	<u>201</u>	<u>4,323.1</u>	<u>152</u>	Less cars reported by mill as released Sunday, billed Monday		43		47	Mill report of cars on hand		<u>158</u>		<u>105</u>																																												
	October 29		October 22																																																																																		
	Tons	Cars	Tons	Cars																																																																																	
Millinocket	2,349.3	83	1,339.1	45																																																																																	
East Millinocket	3,256.3	118	2,976.9	107																																																																																	
Searsport, etc.	7.1	-	7.1	-																																																																																	
	<u>5,612.7</u>	<u>201</u>	<u>4,323.1</u>	<u>152</u>																																																																																	
Less cars reported by mill as released Sunday, billed Monday		43		47																																																																																	
Mill report of cars on hand		<u>158</u>		<u>105</u>																																																																																	
DATE MAILED	November 9, 1961																																																																																				
SIGNED	Robert C. Hagne																																																																																				

## WEEKLY NEWS LETTER

FOR WEEK ENDING

October 25, 1961

19

For Supervisors

LETTER NO Vol. 1 No. 15

SUBJECT	DETAIL
FLU AND COLD SHOTS	It has been decided that no flu or cold shots will be given through the Company's medical facilities this year.
TAG-OUT PROCEDURE BOOK-LETS	<p>For further protection of employees during the course of their duties, a set of tag-out instructions has been distributed throughout the East Millinocket Mill.</p> <p>The booklet 7½" x 3½" in size easily fits into the pocket and is a ready reference for safe procedures. The booklet is composed of 45 pages giving concise and comprehensive instructions for the use and protection of every employee in the plant.</p> <p>A similar compilation of rules and instructions is planned for the Millinocket Mill.</p>
MILLINOCKET PRODUCTION RECORD	The Millinocket Sulphite Mill, during the week of October 16-23, set a new production record of 2371 tons of sulphite pulp. Congratulations to all involved are in order.
CHARLIE MORGAN	<p>Everybody will be glad to learn that Charlie Morgan continues to improve and expects to be released from the hospital in the near future. His spirits are good and his surgeon has been very encouraging as to complete recovery.</p> <p>He may be contacted at the following address:</p> <p style="padding-left: 40px;">10809 Alloway Drive Patomac Falls, Maryland c/o John S. Morgan</p>
MILLINOCKET PAPERMILL PROGRESS	<p>The 30" Johnston driven dandy installed on number 5 paper machine in October is operating very successfully and another went into operation November 2 on number 6 machine. It is the intention, if the good performance of these rolls continues, that all machines in this mill will be similarly equipped.</p> <p>At this mill all nine machines are presently operating on fine groundwood.</p>
WHAT WOULD YOU DO?	<p>IS SPENDING TOO MUCH TIME ON PERSONAL TELEPHONE CALLS JUST CAUSE FOR DISCIPLINE?</p> <p>WHAT HAPPENED:</p> <p>The company policy permitted receipt of incoming personal phone calls, and generally the employees did not abuse the privilege. One employee, Tom Findlay, was in the practice of having long telephone conversations. No supervisor spoke to him about it, hoping he would stop the abuse, or that other employees would tell him he might endanger their privilege. As a matter of fact, his group leader had been told by the foreman to "Try and straighten Findlay out about the time he spends on the phone".</p> <p>However, the group leader felt that his job was to lay out work assignments, and not to discipline employees, so he never mention the conversa-</p>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	19	FROM	LETTER NO.
SUBJECT  WHAT WOULD YOU DO? CONT'D	DETAIL  tion to Findlay.  One afternoon the works manager passed Findlay talking on the telephone. Some time later, passing again, he found Findlay still at it. He waited until the conversation was over, and then told Findlay that he spent too much time on personal calls. Findlay said he had only been talking for five minutes. The manager asked the switchboard operator to check on the extension that Findlay had been using, and found out that the call had been for 37 minutes. He called Findlay into his office and produced this evidence. When Findlay insisted that he only spoke for a short time, the manager told him he was discharged for abuse of the personal call privilege, which interfered with work assignments.  WHAT THE ARBITRATOR RULED:  "If Mr. Findlay had been warned previously, after one of his long personal conversations, that any repetition of this offense would be the basis for disciplinary action, then such action would have been in order on this occasion. Telling a non-supervisory employee to warn the grievant about his conduct, or calling this abuse of privilege to his attention without warning that disciplinary action would be taken if the offense was repeated, is not sufficient notice to enable the arbitrator to rule that the company's action was justified. It should be recognized by Mr. Findlay that he has now been put on notice concerning this matter, and that any further abuse may properly be the basis for discharge. Grievance upheld. The employee should be reinstated, but without back pay".  OUR EXPERT'S COMMENT:  In this case the foreman was guilty of a host of management sins.  1. Delegation: A good supervisor, in delegating authority, will make sure that the individual knows exactly what his responsibilities are. A good rule of thumb is for the foreman to ask the person to whom authority is being delegated to repeat in his own words what it is he has been given power to do. In the above case, the group leader balked at "straightening out" the excessive telephone talker, as he felt it was not his job to do so. 2. Judgment: It is the supervisor's job to determine what should or should not be delegated. This requires the exercise of proper judgment. Here was a real delicate problem in human relations, and it is questionable whether the solution should be assigned to a group leader. A foreman's job is sometimes to do unpleasant things. But do them he must. If a supervisor does not take care of the unpleasant chore soon, he will be put into the embarrassing position of having somebody in top management discover the festering condition.		
TARGETS	In accordance with Management's request that preliminary targets be submitted by November 1, both George Bouchard and Howard Tibbitts, Plant Accountants advise that, with cooperation of all contacted, there has been 100% success.  These targets are now being processed and the early start will give the Finance Department a better chance to forecast the expenditures in 1962. The cooperation on this is appreciated.		
DATE MAILED	SIGNED		

FOR WEEK ENDING

October 25, 1961

19

For Supervisors

LETTER NO Vol. 1 No. 15

SUBJECT	DETAIL					
PAPER SHIPMENTS	Shipments to customers in the first 42 weeks of the year:					
	Tons Shipped					% Change
	<u>Newsprint</u>	1961	1960			
	Domestic	266,630	281,549			-5.6
	Export	44,728	23,746			+88.4
	Total News	311,358	305,295			+2.0
	<u>Specialty</u>					
	<u>Domestic</u>					
	Pub Printing	20,966	23,912			-12.3
	Novel News	12,557	9,173			+36.9
	Jet Printing	39,684	36,360			+9.1
	Lightweight	21,437	16,292			+31.6
	Others	4,724	4,632			+2.0
	Total	99,368	90,369			+10.0
PAPER PRODUCTION AND SHIPMENTS	<u>Export</u>					
	Pub Printing	8,241	203			-
	Leightweight	7,247	9,187			-21.1
	Others	374	17			-
	Total	15,862	9,407			+68.6
	<u>Wrapper</u>	883	1,179			-25.1
	Total Shipments	427,471	406,250			+5.2
	Forty-two Weeks					
		1961	1960			
	Production	Tons	Daily	Tons	Daily	1961
		Tons	Avg.		Avg.	Increase
	East Millinocket	239,842.3	815.8	233,397.1	793.8	2.8%
	Millinocket	188,151.7	640.0	174,863.1	594.8	7.6
		427,994.0	1,455.8	408,260.2	1,388.6	4.8
	Shipments, excluding wrapper sales	426,588.1	1,451.0	405,070.7	1,377.8	5.3
	Forecast of shipments	437,971.8	1,489.7			
PAPER ON TRACKS AND IN STORAGE	October 22		October 15			
		Tons	Cars	Tons	Cars	
	Millinocket	1,339.1	45	1,041.3	37	
	East Millinocket	2,976.9	107	3,549.7	128	
	Searsport, etc.	7.1	-	7.1	-	
		4,323.1	152	4,598.1	165	
	Less cars reported by mill as released Sunday, billed Monday					
			47		55	
	Mill report of cars on hand		105		110	
N.Y.Herald Tribune cuts color on Comics	Beginning Nov. 19, the four-page color comics section, of the New York Herald Tribune will be printed in black and white and put inside in order that the play of news on the front page will not be covered with the color copy as it invariably is by dealers, Robert T. MacDonald, administrative vice president, announced this week. The 11 comics in color have been printed for the Herald Tribune by the Greater Buffalo Press, a Great Northern customer.					
DATE MAILED			SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING	19	FROM	LETTER NO.																																												
SUBJECT	DETAIL																																														
40 WEEK EARNINGS	<p>Net sales for the 40 weeks ended October 8, 1961 were 5.4% higher than the comparable period of 1960. Net income after taxes for the current year was \$1,912,578 as compared with \$1,909,236 a year ago and amounted to \$1.84 a share in each case.</p> <p>In the interim report to stockholders, mailed October 20, President M. C. McDonald reported that while newsprint tonnage was up 2.5% from last year and specialty papers showed an increase of 14.9%, the profit on the increased sales volume was substantially offset by increases in wages and other costs.</p> <p>Summarized below are the 40 week results for the last 5 years:</p> <table border="1"> <thead> <tr> <th></th> <th>Net Sales</th> <th>Net Income</th> <th>Common Share Earnings</th> <th colspan="2">Tonnage Shipped</th> </tr> <tr> <th></th> <th></th> <th></th> <th></th> <th>Newsprint</th> <th>Specialties</th> </tr> </thead> <tbody> <tr> <td>1961</td> <td>\$49,268,409</td> <td>\$1,912,578</td> <td>\$1.84</td> <td>296,274</td> <td>107,093</td> </tr> <tr> <td>1960</td> <td>46,739,815</td> <td>1,909,236</td> <td>1.84</td> <td>289,009</td> <td>93,231</td> </tr> <tr> <td>1959</td> <td>42,788,397</td> <td>1,082,985</td> <td>1.04</td> <td>272,781</td> <td>80,316</td> </tr> <tr> <td>1958</td> <td>39,804,483</td> <td>326,348</td> <td>.08*</td> <td>284,494</td> <td>50,826</td> </tr> <tr> <td>1957</td> <td>50,476,846</td> <td>2,361,532</td> <td>2.29*</td> <td>386,389</td> <td>41,684</td> </tr> </tbody> </table> <p>* After deducting dividends paid on preferred shares</p>				Net Sales	Net Income	Common Share Earnings	Tonnage Shipped						Newsprint	Specialties	1961	\$49,268,409	\$1,912,578	\$1.84	296,274	107,093	1960	46,739,815	1,909,236	1.84	289,009	93,231	1959	42,788,397	1,082,985	1.04	272,781	80,316	1958	39,804,483	326,348	.08*	284,494	50,826	1957	50,476,846	2,361,532	2.29*	386,389	41,684		
	Net Sales	Net Income	Common Share Earnings	Tonnage Shipped																																											
				Newsprint	Specialties																																										
1961	\$49,268,409	\$1,912,578	\$1.84	296,274	107,093																																										
1960	46,739,815	1,909,236	1.84	289,009	93,231																																										
1959	42,788,397	1,082,985	1.04	272,781	80,316																																										
1958	39,804,483	326,348	.08*	284,494	50,826																																										
1957	50,476,846	2,361,532	2.29*	386,389	41,684																																										
SEPTEMBER NEWSPRINT STATISTICS	<p>Newsprint production in North America during September 1961 fell below that in September 1960. United States newsprint production for September 1961 exceeded that of any September on record. Production in North America for the first nine months again reached an all-time high, according to the Newsprint Service Bureau. North American shipments during September were below September of 1960, while shipments for the first nine months remained slightly above those for the same period in 1960.</p> <table border="1"> <thead> <tr> <th rowspan="2">Production</th> <th colspan="2">September 1961</th> <th colspan="2">Jan. - Sept. 1961</th> </tr> <tr> <th>Tons</th> <th>Chg. '60</th> <th>Tons</th> <th>Chg. '60</th> </tr> </thead> <tbody> <tr> <td>U. S. A.</td> <td>166,572</td> <td>+3.1%</td> <td>1,577,476</td> <td>+3.7</td> </tr> <tr> <td>Canada</td> <td>547,751</td> <td>-4.0</td> <td>5,016,362</td> <td>+0.1</td> </tr> <tr> <td>Total North America</td> <td>714,323</td> <td>-2.4</td> <td>6,593,838</td> <td>+1.0</td> </tr> <tr> <td>Shipments</td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>U. S. A.</td> <td>175,813</td> <td>+4.7</td> <td>1,563,292</td> <td>+4.0</td> </tr> <tr> <td>Canada</td> <td>555,260</td> <td>-5.9</td> <td>4,938,885</td> <td>-0.5</td> </tr> <tr> <td>Total North America</td> <td>731,073</td> <td>-3.5</td> <td>6,502,177</td> <td>+0.6</td> </tr> </tbody> </table> <p>Great Northern's newsprint production, including Pub Printing and Jet for Sunday supplements, in September was 27,965 tons, down 13.3% from September 1960; nine months production was 294,357 tons, up 0.8% over 1960. Newsprint, including supplement paper, shipped to customers totaled 33,261 tons in September, up 7.1% and 291,405 tons for the first nine months, up 2.1% as compared to last year.</p>			Production	September 1961		Jan. - Sept. 1961		Tons	Chg. '60	Tons	Chg. '60	U. S. A.	166,572	+3.1%	1,577,476	+3.7	Canada	547,751	-4.0	5,016,362	+0.1	Total North America	714,323	-2.4	6,593,838	+1.0	Shipments					U. S. A.	175,813	+4.7	1,563,292	+4.0	Canada	555,260	-5.9	4,938,885	-0.5	Total North America	731,073	-3.5	6,502,177	+0.6
Production	September 1961		Jan. - Sept. 1961																																												
	Tons	Chg. '60	Tons	Chg. '60																																											
U. S. A.	166,572	+3.1%	1,577,476	+3.7																																											
Canada	547,751	-4.0	5,016,362	+0.1																																											
Total North America	714,323	-2.4	6,593,838	+1.0																																											
Shipments																																															
U. S. A.	175,813	+4.7	1,563,292	+4.0																																											
Canada	555,260	-5.9	4,938,885	-0.5																																											
Total North America	731,073	-3.5	6,502,177	+0.6																																											
B. & A. ADVISORY COUNCIL VISITS	<p>Both mills were visited by the Bangor and Aroostook Railroad Advisory Council on October 24.</p> <p>The group headed by Mr. O.H. Bridgman, Manager of Research, for the railroad and W.C. Park, Assistant General Freight Agent, toured the East Millinocket plant in the forenoon, and had luncheon at the Guest House at noon. In the afternoon they toured the Millinocket Mill. This Council is composed of a cross-section of B. &amp; A. personnel and the visit was conducive of a better understanding of the mutual problems of both GNP and the railroad.</p>																																														
DATE MAILED	SIGNED																																														



## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.																																																																																																																									
SUBJECT	DETAIL																																																																																																																												
THIRD QUARTER EARNINGS	<p>The paradox of higher revenues and shrinking profits, the cost-price squeeze, profitless prosperity, or what have you is about to unfold once again as third quarter results are published.</p> <p>Seven of the eighteen companies listed below, Great Northern included, had sales gains in the third quarter but were unable to improve on earnings for the comparable period last year. For the 18 companies reporting to date, sales were up 5.2% but income dropped 7.3% over last year's third quarter.</p> <table border="1"> <thead> <tr> <th></th> <th></th> <th colspan="2">Sales</th> <th colspan="2">Income</th> </tr> <tr> <th></th> <th>Period</th> <th>\$ (000)</th> <th>% Change 1960</th> <th>\$ (000)</th> <th>% Change 1960</th> </tr> </thead> <tbody> <tr> <td>Albermarle</td> <td>12 Wks. 9-17</td> <td>\$ 9,723</td> <td>-4.6%</td> <td>\$ 173</td> <td>-71.7%</td> </tr> <tr> <td>Brown</td> <td>3 Mos. 8-31</td> <td>14,853</td> <td>+8.2</td> <td>407</td> <td>+36.6</td> </tr> <tr> <td>Consolidated</td> <td>3 Mos. 9-30</td> <td>30,587</td> <td>-3.0</td> <td>3,816</td> <td>-16.1</td> </tr> <tr> <td>Diamond Nat.</td> <td>12 Wks. 9-10</td> <td>55,309</td> <td>+3.2</td> <td>3,333</td> <td>+14.4</td> </tr> <tr> <td>Kimberly-Clark</td> <td>3 Mos. 7-31</td> <td>117,822</td> <td>+2.8</td> <td>5,848</td> <td>-16.1</td> </tr> <tr> <td>Mead</td> <td>16 Wks. 10-1</td> <td>119,454</td> <td>+18.1</td> <td>3,257</td> <td>-12.5</td> </tr> <tr> <td>Rayonier</td> <td>3 Mos. 9-30</td> <td>33,835</td> <td>+10.4</td> <td>1,984</td> <td>-4.6</td> </tr> <tr> <td>Scott</td> <td>3 Mos. 9-30</td> <td>83,840</td> <td>+9.4</td> <td>6,796</td> <td>+5.7</td> </tr> <tr> <td>United Bd. &amp; Ctn.</td> <td>12 Wks. 8-20</td> <td>3,938</td> <td>+5.4</td> <td>50</td> <td>+71.1</td> </tr> <tr> <td>West Virginia</td> <td>3 Mos 7-31</td> <td>62,067</td> <td>-1.6</td> <td>1,865</td> <td>-33.6</td> </tr> <tr> <td>Federal Paper Board</td> <td>12 Wks. 9-9</td> <td>59,287</td> <td>-1.4</td> <td>2,100</td> <td>-17.6</td> </tr> <tr> <td>Georgia-Pacific</td> <td>3 Mos. 9-30</td> <td>61,618</td> <td>+6.7</td> <td>3,699</td> <td>+18.7</td> </tr> <tr> <td>Great Northern</td> <td>16 Wks. 10-8</td> <td>19,637</td> <td>+4.1</td> <td>582</td> <td>-15.3</td> </tr> <tr> <td>Hammermill</td> <td>12 Wks. 9-10</td> <td>20,953</td> <td>+24.0</td> <td>397</td> <td>-27.8</td> </tr> <tr> <td>Keyes Fibre</td> <td>3 Mos. 9-30</td> <td>5,235</td> <td>+8.9</td> <td>421</td> <td>-17.8</td> </tr> <tr> <td>St. Regis</td> <td>3 Mos. 9-30</td> <td>141,516</td> <td>+3.0</td> <td>4,526</td> <td>-0.3</td> </tr> <tr> <td>Sealright-Oswego</td> <td>3 Mos. 9-30</td> <td>15,401</td> <td>+6.7</td> <td>687</td> <td>+44.5</td> </tr> <tr> <td>Union Bag-Camp</td> <td>3 Mos 9-30</td> <td>52,672</td> <td>-0.8</td> <td>3,790</td> <td>-12.3</td> </tr> </tbody> </table>							Sales		Income			Period	\$ (000)	% Change 1960	\$ (000)	% Change 1960	Albermarle	12 Wks. 9-17	\$ 9,723	-4.6%	\$ 173	-71.7%	Brown	3 Mos. 8-31	14,853	+8.2	407	+36.6	Consolidated	3 Mos. 9-30	30,587	-3.0	3,816	-16.1	Diamond Nat.	12 Wks. 9-10	55,309	+3.2	3,333	+14.4	Kimberly-Clark	3 Mos. 7-31	117,822	+2.8	5,848	-16.1	Mead	16 Wks. 10-1	119,454	+18.1	3,257	-12.5	Rayonier	3 Mos. 9-30	33,835	+10.4	1,984	-4.6	Scott	3 Mos. 9-30	83,840	+9.4	6,796	+5.7	United Bd. & Ctn.	12 Wks. 8-20	3,938	+5.4	50	+71.1	West Virginia	3 Mos 7-31	62,067	-1.6	1,865	-33.6	Federal Paper Board	12 Wks. 9-9	59,287	-1.4	2,100	-17.6	Georgia-Pacific	3 Mos. 9-30	61,618	+6.7	3,699	+18.7	Great Northern	16 Wks. 10-8	19,637	+4.1	582	-15.3	Hammermill	12 Wks. 9-10	20,953	+24.0	397	-27.8	Keyes Fibre	3 Mos. 9-30	5,235	+8.9	421	-17.8	St. Regis	3 Mos. 9-30	141,516	+3.0	4,526	-0.3	Sealright-Oswego	3 Mos. 9-30	15,401	+6.7	687	+44.5	Union Bag-Camp	3 Mos 9-30	52,672	-0.8	3,790	-12.3
		Sales		Income																																																																																																																									
	Period	\$ (000)	% Change 1960	\$ (000)	% Change 1960																																																																																																																								
Albermarle	12 Wks. 9-17	\$ 9,723	-4.6%	\$ 173	-71.7%																																																																																																																								
Brown	3 Mos. 8-31	14,853	+8.2	407	+36.6																																																																																																																								
Consolidated	3 Mos. 9-30	30,587	-3.0	3,816	-16.1																																																																																																																								
Diamond Nat.	12 Wks. 9-10	55,309	+3.2	3,333	+14.4																																																																																																																								
Kimberly-Clark	3 Mos. 7-31	117,822	+2.8	5,848	-16.1																																																																																																																								
Mead	16 Wks. 10-1	119,454	+18.1	3,257	-12.5																																																																																																																								
Rayonier	3 Mos. 9-30	33,835	+10.4	1,984	-4.6																																																																																																																								
Scott	3 Mos. 9-30	83,840	+9.4	6,796	+5.7																																																																																																																								
United Bd. & Ctn.	12 Wks. 8-20	3,938	+5.4	50	+71.1																																																																																																																								
West Virginia	3 Mos 7-31	62,067	-1.6	1,865	-33.6																																																																																																																								
Federal Paper Board	12 Wks. 9-9	59,287	-1.4	2,100	-17.6																																																																																																																								
Georgia-Pacific	3 Mos. 9-30	61,618	+6.7	3,699	+18.7																																																																																																																								
Great Northern	16 Wks. 10-8	19,637	+4.1	582	-15.3																																																																																																																								
Hammermill	12 Wks. 9-10	20,953	+24.0	397	-27.8																																																																																																																								
Keyes Fibre	3 Mos. 9-30	5,235	+8.9	421	-17.8																																																																																																																								
St. Regis	3 Mos. 9-30	141,516	+3.0	4,526	-0.3																																																																																																																								
Sealright-Oswego	3 Mos. 9-30	15,401	+6.7	687	+44.5																																																																																																																								
Union Bag-Camp	3 Mos 9-30	52,672	-0.8	3,790	-12.3																																																																																																																								
NO GENERAL WAGE INCREASE FOR B. C. PULP-PAPER WORKERS	<p>No wage increases will go into effect in the pulp and paper industry in British Columbia this year. A large majority vote of members of the Pulp Sulphite Workers' Union has approved acceptance of a no wage increase settlement with the six B. C. companies. Wage adjustments will be made for some categories and the 5,000 workers will receive fringe benefits.</p> <p>The 1,000-member Paper Makers' Union has approved a one-year contract also without wage increases but containing holiday, vacation and welfare plan improvements. Straight-time wages for paper makers average about \$2.65 an hour but with other benefits average earnings come to about \$3.19 an hour.</p>																																																																																																																												
WANTED-NEWS ITEMS	<p>Any news items about activities of all departments of the Company will be appreciated. This "Newsletter for Supervisors" depends on its readers to supply items of mutual interest among this group.</p> <p>The letter is several months old now, yet the items used are still being received from the same <u>few</u> sources.</p> <p>Does your department do anything of interest to other supervisors? If so, let them know about it. We will be glad to pass it along.</p>																																																																																																																												
DATE MAILED		November 3, 1961 <div style="float: right; text-align: right;">           SIGNED <i>Robert B. Hagne</i> </div>																																																																																																																											

## WEEKLY NEWS LETTER

FOR WEEK ENDING October 17, 1961

19

FROM For Supervisors

LETTER NO Vol. 1 No.

14

SUBJECT	DETAIL
ON THE SPOT	<p>Monday, October 23 is the target date for the stepped-up safety program in certain departments of the mills where it is felt that frequency and severity of injuries has reached the point where steps in addition to the regular safety program must be taken.</p> <p>As reported last week, the Central Safety Policy Committee has outlined the steps to be taken.</p> <ol style="list-style-type: none"> <li>1. The program is not intended to replace but rather to supplement the existing safety program.</li> <li>2. It is intended to reduce the high frequency of accidents in certain departments, and by so doing, to effect a reduction in severity.</li> <li>3. The first step in a meeting with the Mill Manager, Department Superintendent, Department Foremen, also Engineers in Plant Engineering and the Safety Supervisor.</li> <li>4. Each week a short fact finding meeting to be held with the Department Superintendent presiding; Foremen and Safety Supervisor to be present.</li> <li>5. Bimonthly, a meeting will be held with Mill Manager, Superintendents and Safety Supervisor present. This, also, is a fact finding meeting.</li> <li>6. At each of these meetings, every accident, regardless of severity, is high lighted. Each Supervisor is <u>ON THE SPOT</u>. He must report his personal activity safety wise. Safety is emphasized from every angle, by every supervisor.</li> </ol>
COATING DECISION GENERATES INTEREST:	<p>The word that Great Northern is to enter the coating field has aroused great interest throughout the industry, including a comprehensive story of the undertaking in Pulp and Paper whose masthead advises it is "The pulse of the industry."</p> <p>Work on the building to house the off-machine coater is well underway under the personal supervision of Tony Madore and coater trials are in process on various coaters.</p> <p>It has now been stated that the machine will be an off-coater blade coater of 150 inches wide and designed for 3000fpm, with capacity between 70,000 and 80,000 tons annually.</p> <p>The Company is not alone in its bid for a share of the market for coated papers. It is estimated that 300,000 tons of new coated publication capacity will be added in 1966. Nevertheless, with its 2½ million acres of timberland and its ten machines at Millinocket and its tremendous power potential, Great Northern can and will be a formidable competition in this field.</p> <p>The announcement of Great Northern's intentions has been enthusiastically received throughout the whole organization.</p>
DATE MAILED	SIGNED


## WEEKLY NEWS LETTER

FOR WEEK ENDING	19 FROM	LETTER NO.
SUBJECT	DETAIL	
WHAT WOULD YOU DO?	<p>CAN YOU DEMOTE AN EMPLOYEE FOR BEING INEFFICIENT EVEN THOUGH HE HAS BEEN ON THE SAME JOB FOR FIVE YEARS?</p> <p>WHAT HAPPENED:</p> <p>John Bett was an inspector for 5 years. After 2 years, his work began to slip and customers complained that quality of the product was dropping. John's foreman talked to him about the slipups. When faulty parts continued to go through, he was given a written warning. After that when several batches of work were returned by a customer, the company demoted John to his previous classification. John grieved, claiming that.</p> <ol style="list-style-type: none"> <li>1. If I am being disciplined for faulty inspection, then demotion is too severe.</li> <li>2. Nobody is perfect - we all make mistakes.</li> <li>3. I've been around for 5 years, and that's no way to treat a senior man.</li> </ol> <p>THE COMPANY COUNTERED:</p> <p>That it must protect the quality of its product, and John was taken off the job for that reason. The fact that he had 5 years seniority did not give him immunity from demotion if his performance turns bad.</p> <p>WHAT THE ARBITRATOR RULED:</p> <p>"In managing the business and directing the workforces, management has the right and the duty to insure the highest quality standards so that its product can be sold in a competitive market with the resultant benefits to employer and employees, each of whom has a stake in the success of the enterprise. How this quality-control is to be attained is also the responsibility of management. The arbitrator is convinced that this was not a demotion for disciplinary purposes, but was an action taken to improve product quality. The grievance is denied."</p> <p>OUR EXPERT'S COMMENT:</p> <ol style="list-style-type: none"> <li>1. Seniority is no license to a worker to fall down on the job. He is responsible for keeping up his standard of performance no matter how long he has been with a company.</li> <li>2. Good quality is the life blood of a company's existence. Foremen have a right to be strict with employees who are charged with inspection duties.</li> <li>3. Demotion for inefficiency is not discipline. It is a transfer to a job more suitable to an employee's ability. Management must retain this right if it is to exist.</li> </ol>	
CHANGE TO STANDARD TIME:	<p>The change of time takes place Sunday, October 29 as follows:</p> <p>At Millinocket -- The time clocks will remain on Daylight Saving Time until all workers on the 12-8 tour have punched out.</p> <p>For the coming Sunday only, those who regularly report at 7:00 A.M., will report at 6:00 A.M. Standard Time, and those who regularly</p>	
DATE MAILED	SIGNED	

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.																																																																																													
SUBJECT	DETAIL																																																																																																
CHANGE TO STANDARD TIME CONTINUED:	<p>report at 8:00 A.M., will report at 7:00 A.M. Standard Time.</p> <p>Incoming day workers and day tour workers will not punch "IN" on the clocks. Their reporting time will be filled in by their foreman in pen and ink.</p> <p>Workers on the 4-12 and 12-8 tours will report on Standard Time.</p> <p>At East Millinocket -- Incoming Day Tour and Day Workers will report to work at 8 A.M. Daylight Saving Time. The 4-12 Tour will report to work at 3 P.M. Eastern Standard Time. The 12-8 Tour will report to work at 12 Midnight Eastern Standard Time.</p>																																																																																																
PAPER SHIP- MENTS:	<p>Shipments to customers in the first 40 weeks of the year:</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">Tons Shipped</th> <th>% Change</th> </tr> <tr> <th></th> <th>1961</th> <th>1960</th> <th></th> </tr> </thead> <tbody> <tr> <td><u>Newsprint</u></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Contract Domestic</td> <td>238,421</td> <td>261,630</td> <td>-8.9</td> </tr> <tr> <td>Contract Export</td> <td>3,969</td> <td>5,481</td> <td>-27.6</td> </tr> <tr> <td>Transient Domestic</td> <td>14,534</td> <td>5,055</td> <td>+187.5</td> </tr> <tr> <td>Transient Export</td> <td>39,350</td> <td>16,874</td> <td>+133.2</td> </tr> <tr> <td>Total News</td> <td>296,274</td> <td>289,040</td> <td>+2.5</td> </tr> <tr> <td><u>Specialty</u></td> <td></td> <td></td> <td></td> </tr> <tr> <td><u>Domestic</u></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Pub Printing</td> <td>18,571</td> <td>21,743</td> <td>-14.6</td> </tr> <tr> <td>Novel News</td> <td>11,990</td> <td>8,942</td> <td>+34.1</td> </tr> <tr> <td>Jet Printing</td> <td>37,905</td> <td>34,721</td> <td>+9.2</td> </tr> <tr> <td>Lightweight</td> <td>20,824</td> <td>15,480</td> <td>+34.5</td> </tr> <tr> <td>Others</td> <td>4,447</td> <td>4,408</td> <td>+0.9</td> </tr> <tr> <td></td> <td>93,737</td> <td>85,294</td> <td>+9.9</td> </tr> <tr> <td><u>Export</u></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Pub Printing</td> <td>6,272</td> <td>203</td> <td>-</td> </tr> <tr> <td>Lightweight</td> <td>6,713</td> <td>7,777</td> <td>-13.7</td> </tr> <tr> <td>Others</td> <td>374</td> <td>13</td> <td>-</td> </tr> <tr> <td>Total</td> <td>13,359</td> <td>7,993</td> <td>+67.1</td> </tr> <tr> <td><u>Wrapper</u></td> <td>843</td> <td>1,104</td> <td>-23.6</td> </tr> <tr> <td>Total Shipments</td> <td>404,213</td> <td>383,431</td> <td>+5.4</td> </tr> </tbody> </table>						Tons Shipped		% Change		1961	1960		<u>Newsprint</u>				Contract Domestic	238,421	261,630	-8.9	Contract Export	3,969	5,481	-27.6	Transient Domestic	14,534	5,055	+187.5	Transient Export	39,350	16,874	+133.2	Total News	296,274	289,040	+2.5	<u>Specialty</u>				<u>Domestic</u>				Pub Printing	18,571	21,743	-14.6	Novel News	11,990	8,942	+34.1	Jet Printing	37,905	34,721	+9.2	Lightweight	20,824	15,480	+34.5	Others	4,447	4,408	+0.9		93,737	85,294	+9.9	<u>Export</u>				Pub Printing	6,272	203	-	Lightweight	6,713	7,777	-13.7	Others	374	13	-	Total	13,359	7,993	+67.1	<u>Wrapper</u>	843	1,104	-23.6	Total Shipments	404,213	383,431	+5.4
	Tons Shipped		% Change																																																																																														
	1961	1960																																																																																															
<u>Newsprint</u>																																																																																																	
Contract Domestic	238,421	261,630	-8.9																																																																																														
Contract Export	3,969	5,481	-27.6																																																																																														
Transient Domestic	14,534	5,055	+187.5																																																																																														
Transient Export	39,350	16,874	+133.2																																																																																														
Total News	296,274	289,040	+2.5																																																																																														
<u>Specialty</u>																																																																																																	
<u>Domestic</u>																																																																																																	
Pub Printing	18,571	21,743	-14.6																																																																																														
Novel News	11,990	8,942	+34.1																																																																																														
Jet Printing	37,905	34,721	+9.2																																																																																														
Lightweight	20,824	15,480	+34.5																																																																																														
Others	4,447	4,408	+0.9																																																																																														
	93,737	85,294	+9.9																																																																																														
<u>Export</u>																																																																																																	
Pub Printing	6,272	203	-																																																																																														
Lightweight	6,713	7,777	-13.7																																																																																														
Others	374	13	-																																																																																														
Total	13,359	7,993	+67.1																																																																																														
<u>Wrapper</u>	843	1,104	-23.6																																																																																														
Total Shipments	404,213	383,431	+5.4																																																																																														
PAPER PRODUCTION AND SHIPMENTS	<table border="1"> <thead> <tr> <th></th> <th colspan="4">Forty Weeks</th> <th></th> </tr> <tr> <th></th> <th colspan="2">1961</th> <th colspan="2">1960</th> <th></th> </tr> <tr> <th></th> <th>Tons</th> <th>Daily Avg.</th> <th>Tons</th> <th>Daily Avg.</th> <th>1961 Increase</th> </tr> </thead> <tbody> <tr> <td>Production</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>East Millinocket</td> <td>227,834.0</td> <td>813.7</td> <td>221,247.3</td> <td>790.2</td> <td>3.0%</td> </tr> <tr> <td>Millinocket</td> <td>177,346.2</td> <td>633.4</td> <td>165,710.8</td> <td>591.8</td> <td>7.0%</td> </tr> <tr> <td></td> <td>405,180.2</td> <td>1,447.1</td> <td>386,958.1</td> <td>1,382.0</td> <td>4.7</td> </tr> <tr> <td>Shipments, excluding wrapper sales</td> <td>403,370.6</td> <td>1,440.6</td> <td>382,327.0</td> <td>1,365.5</td> <td>5.5</td> </tr> <tr> <td>Forecast of shipments</td> <td>417,116.0</td> <td>1,489.7</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>						Forty Weeks						1961		1960				Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase	Production						East Millinocket	227,834.0	813.7	221,247.3	790.2	3.0%	Millinocket	177,346.2	633.4	165,710.8	591.8	7.0%		405,180.2	1,447.1	386,958.1	1,382.0	4.7	Shipments, excluding wrapper sales	403,370.6	1,440.6	382,327.0	1,365.5	5.5	Forecast of shipments	417,116.0	1,489.7																																									
	Forty Weeks																																																																																																
	1961		1960																																																																																														
	Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase																																																																																												
Production																																																																																																	
East Millinocket	227,834.0	813.7	221,247.3	790.2	3.0%																																																																																												
Millinocket	177,346.2	633.4	165,710.8	591.8	7.0%																																																																																												
	405,180.2	1,447.1	386,958.1	1,382.0	4.7																																																																																												
Shipments, excluding wrapper sales	403,370.6	1,440.6	382,327.0	1,365.5	5.5																																																																																												
Forecast of shipments	417,116.0	1,489.7																																																																																															
DATE MAILED		SIGNED																																																																																															

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.	
SUBJECT	DETAIL				
PAPER ON TRACKS AND IN STORAGE			October 8	October 1	
		Tons	Cars	Tons	Cars
	Millinocket	586.6	20	575.8	21
	East Millinocket	4,163.1	149	4,433.8	159
	Searsport, etc.	7.1	-	7.1	-
		4,756.8	169	5,016.7	180
	Less cars reported by mill as released Sunday, billed Monday				
	Mill report of cars on hand		43	51	
		126		129	
CHARLIE MORGAN IMPROVES:	Latest reports from the George Washington University Hospital in Washington D.C. advise that Charles Morgan, Finishing Department Foreman, at East Millinocket, successfully passed through his operation and is presently convalescing. His progress toward recovery has, to now, been faster than previously anticipated, which is good news to all.				
"THE CASE OF THE SHRINKING PAYCHECK"	<p>Did you know that the average GNP mill worker takes home only 69¢ of every dollar earned? Based on a \$9,100,000 payroll in the first three quarters of 1961, deductions withheld from employees amounted to \$2,800,000, leaving \$6,300,000 to bring home to the Missus. Whether or not she gets it all is questionable. One fact is certain--a good sized chunk gets sidetracked and is used to pay for everything from taxes to dirt fill.</p> <p>Let's take a look at how the 31¢ is divvied up. First of all, and we cannot control this, Uncle Sam gets his in taxes -- a whole 47%. Next comes the credit unions with 38%, some of which fortunately, goes into savings for that rainy day and the balance being used to pay off loans. Group insurance comes in for a 5% cut; workmen's wage for 3%; savings bonds for 2%; union dues, land rentals, safety shoes, tools, townsite lots, hospital payments, tuition fees, trusted wages, inoculations, etc. eat up the last 5%.</p> <p>It is interesting to note that deductions for credit unions have remained fairly constant at an annual rate of \$1,500,000.</p> <p>Have you ever wondered how many thousands of bookkeeping entries are required to keep the employee records current, especially when some have deductions of only \$1.00 or less per week; and how many thousands of dollars it costs the Company to perform this collection service? One thing we do know --GNPCo. acts as a collection agency for the benefit of its employees at absolutely NO CHARGE!</p>				
GREENVILLE SHOP CONTRACT SIGNED	<p>The Greenville Shop labor agreement with Local 2563, United Brotherhood of Carpenters and Joiners, AFL-CIO, was signed September 12 after being mediated. The two-year contract, effective July 1, 1961, provides for a 6¢ per hour general increase plus individual adjustments amounting to another cent per hour overall in the first year, and 9¢ in the second year. The common labor rate as of July 1, 1962 will be \$1.82 an hour.</p> <p>Management won the right to rearrange the workday of mechanics based up-river during the hauling season. By working from noon to 9:00 P.M. with an hour out for supper, maintenance work can be taken care of without overtime.</p>				
DATE MAILED October 26, 1961		SIGNED 			

## WEEKLY NEWS LETTER

FOR WEEK ENDING

October 10, 1961

19

For Supervisors

LETTER NO.

Vol. 1 No. 13

SUBJECT

DETAIL

ON THE  
SPOT

The Central Safety Policy Committee met recently, along with Mr. Arthur Allen of the Employers Assurance Corporation, in order to take necessary steps to improve the frequency and severity record of injuries at both mills, which is of great concern to the Company officials. From this meeting has come a plan of action for accelerated efforts by all parties, from mill managers down.

The proposed plan is intended to supplement the existing safety program so that areas, where immediate improvement is necessary will receive immediate attention and every employee, supervisory or otherwise, will be an important subject for appraisal safety-wise. Closer records will pinpoint where and why accidents occur and steps taken to eliminate the cause.

More will be heard on this subject in the weeks to follow.

WHAT SHOULD WE  
DO?

CAN YOU FIRE AN EMPLOYEE WHO FALSIFIED HIS EMPLOYMENT APPLICATION FOUR YEARS AGO?

## WHAT HAPPENED:

When Bill Blank returned to his job from a sick leave he was sent to the Company's doctor for a routine checkup. The medic found that Bill had a bad back and recommended that the employee be taken off his regular job and be given lighter work. When Bill returned for a new assignment, the personnel department took a good look at his employment application and found that under "physical limitations" he had put "none".

It so happened that Bill had injured his back in the army, and indeed, he was still classified by the Veterans' Administration as having a 40% disability.

The worker was fired for falsifying his employment application. At arbitration Blank took this position:

1. In applying for a job, everyone tells a "little white lie."
2. I've done a good job right along. In 4 years I've had only one relapse.
3. You can't fire an employee for falsifying his application after he's worked for you so long.

## THE COMPANY ANSWERED:

1. If we'd known about the back injury we would not have hired the man.
2. We don't want to take responsibility for a man whose injury might get worse.
3. Blank didn't tell a "little white lie." He told a whopper.

DATE MAILED

SIGNED

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
	<p><b>WHAT THE ARBITRATOR RULED:</b></p> <p>"Deliberate falsification or misrepresentation for the purpose of securing employment is a serious offense. It results in an employment transaction which is based on fraud and deceit. It is clear that the company would not have hired the worker in the first place if it had known of his condition. Under the circumstances, the grievance is denied. The company acted within its rights. The discharge of Blank is sustained."</p> <p><b>OUR EXPERT'S COMMENT:</b></p> <p>Arbitrators are beginning to get a little tougher on falsification of employment applications. An employee is presumed to tell the truth. The nub of the situation, however, is what action can a company take if the lie is undiscovered for several years. This arbitrator lays down a good yard-stick. If the falsification would have kept the employee from being hired in the first place--then the employee is not protected by a lapse of time.</p>			
<b>COATING BUILDING STARTED:</b>	<p>Excavation for the new Coater building began on October 9 and the first concrete was poured on Wednesday, October 11.</p> <p>Pilot coater trials on various trailing blade coaters are presently being conducted for comparative evaluation of the machines of various manufacturers.</p>			
<b>ANDERSEN AUDITING CREDIT UNIONS:</b>	<p>The Arthur Andersen Company is in process of auditing the Katahdin Credit Union, having been engaged by the Credit Union for this year. Later on the Eastmill Credit Union at East Millinocket will also use the services of this organization.</p> <p>In previous years, the Great Northern auditors have performed this service gratis, but circumstances make this service unavailable this year, however, the Andersen Company is the company employed by Great Northern as its outside auditors.</p>			
<b>RECENT VISITORS:</b>	<p>Both mills have recently been hosts to fellow-paper people from various parts of Europe.</p> <p>Mr. J. M. van der Berg and Mr. B. M. Howeler of the Van Gelder Zoren Mills in Holland visited 2 days.</p> <p>Mr. Von Grunderbeck of the Papeterier de Belgique in Belgium, and Mr. B. Th. Nyman and Mr. T. G. Blorquist of the A. Alstrom Osakeyhtio Company of Finland were interested in our methods.</p>			
<b>TARGETS!!!</b>	<p>All Repair Job Budgets and Mill Targets for 1962 are to be completed by <b>NOVEMBER 1.</b></p>			
DATE MAILED		SIGNED		

## WEEKLY NEWS LETTER

FOR WEEK ENDING

19 FROM

LETTER NO.

## SUBJECT

## DETAIL

EXPORT  
NEWSPRINT UP

The importance of the export market to Great Northern is evident in a summary of our overseas sales for the first eight months of 1961.

Export shipments of newsprint for the first eight months of 1961 totaled 37,880 tons, an increase of 19,842 tons over the first eight months of 1960. Without this increase Great Northern's total newsprint shipments this year would be lagging behind last year. Domestic newsprint shipments are off 6.7% in the same period due principally to the drop in advertising linage and the loss of four customers last year.

We have export orders on the books for 11,000 tons of newsprint to sail in October and November including 7,800 tons to India.

Below are two schedules showing where our newsprint is being shipped alongside total exports from the United States and our top five export newsprint customers

Newsprint Exports from U.S.A.Seven Months - 1961

	<u>Total</u>	<u>GNPCo</u>	<u>% GNPCo</u>
Europe	27,760	12,476	44.9%
Central America	2,624	11	.4
Mexico	6,993	-	-
Cuba	-	-	-
West Indies	905	97	10.7
South America	33,877	11,242	33.2
Hong Kong	16	-	-
Indonesia	784	-	-
Phillippine Republic	16,220	4,130	25.5
Other Asia	4,244	451	10.6
Africa	4,822	965	20.0
Others	603	-	-
Total Tonnage	98,848	29,372	29.7%

Top 5 Export Newsprint Customers - Eight Months, 1961January - August Tonnage

	<u>1961</u>	<u>1960</u>	<u>1959</u>
Central National	14,907	2,765	-
State Trading Corp of India	5,506	-	-
Van Reekum	5,423	7,207	3,898
Ente Nazionale	3,856	-	-
Butler Company	3,478	4,911	4,650
Total Top 5 Customers	33,170	14,883	8,548
Others	4,710	3,155	3,526
Total Tonnage	37,880	18,038	12,074

SUCCESS ON  
CORE PAPER

Recently core paper of sufficient density and stiffness has been developed on the wrapper machine for use on our core machine. It is expected that one day's wrapper production per week will supply 100% of our own make core stock requirements (about 1,000 tons a year). Since we have idle time on the wrapper machine, this is a timely change. Purchases of core stock were made from Gardiner Paper Mills, Inc. at \$97.50 per ton, delivered.

DATE MAILED

SIGNED



## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
A WORD TO THE WISE	<p><u>THE SAFE HUNTER</u></p> <p>Has his favorite weapon cleaned and checked  Uses only the best of equipment  Never starts out unless he's bedecked  Toe to head in bright colored raiment</p> <p>Sees he has compass, matches and lunch  Against losing his way on return  Fails not to tell a lot of the bunch  Exactly where he will sojourn.  Looks well around before he shoots,  Yells if he thinks it's a man,</p> <p>Aims, then fires, and the deer scoots  Look boys, he'll need a van.  When he's tired, he sits down to rest,  Alert to what may surround him.  Yes, he's just about one of the best  Sure he'll succeed, you just try him.</p> <p>V.M.M.</p>			
GOOD NEWS!	<p>On October 9, the ninth paper machine at Millinocket went on the line due to an improved sales picture. Last May, nine machines operated for a two-week period. Eight machines have been run continuously at Millinocket from May 16, 1960 and five at East Millinocket since August 1, 1960.</p> <p>Daily capacity is 1,800 tons of 32# paper. With fourteen paper machines running, our operating ratio jumps to 91½%. For the first nine months, Great Northern's production was at 87% of capacity in 1961 and 82% in the like 1960 period. July 9, 1957 was the last date on which Great Northern was operating at full capacity.</p>			
PULP LINE PROGRESS:	<p>Substantial progress is being made on this project, which has a target date of December 1.</p> <p>There remains under 1000 feet of pipe to be laid excluding the stainless steel at Millinocket, Rice Farm and East Millinocket. Work is proceeding on the terminals at Millinocket and East Millinocket.</p> <p>The American Bridge started on the erection of bridge towers at the Rice Farm on Monday, October 9.</p> <p>Approximately 2400 cubic yards of concrete were poured at this river crossing. The main piers require about 1420 cubic yards and the flanking anchors each require about 24 cubic yards. There are two main piers and 4 such anchors.</p> <p>Enough concrete has been used at this point to build about 45 average size house foundations.</p>			
DATE MAILED		OCTOBER 17, 1961		
		SIGNED <i>Robert G. Gagne</i>		

GREAT NORTHERN PAPER COMPANY

200 WEST STREET  
EAST MILLINOCKET, MAINE

MCMCD/1  
XXXXXX

September 22, 1961

Mr. David F. Pollard  
Manager of Manufacture  
Great Northern Paper Company  
East Millinocket, Maine

Dear Dave:

I have just received the book of signatures of those who participated in the beautiful and useful golf cart which has been presented to me.

I had hoped to see each one in person and thank them, but this is quite impossible. I do want everyone to know how deeply I appreciate this remembrance and will ask therefore, that you attempt to convey my feeling to each individual in your department.

I will always be grateful for the cooperation each one of you has given me over the last ten years. These have been trying times but I feel confident the results obtained through this cooperation will be very fruitful.

Sincerely,

*Mac*

MCMCD/1

## WEEKLY NEWS LETTER

FOR WEEK ENDING	October 2, 1961	19	FROM	For Supervisors	LETTER NO.	Vol. 1 No. 12
SUBJECT	DETAIL					
FORMEX WIRE MEETING THE TEST	<p>On July 21 a plastic wire was installed on #1 Paper Machine at East Millinocket and as of October 4, 70 days later it is still giving a perfect performance.</p> <p>When compared with the usual wire life, this constitutes an amazing accomplishment, and all eyes in the plant are on it as, like the babbling brook, it seems to go on forever.</p> <p>We will continue to watch the performance and in a future letter expand on the story of this "Formex" wire.</p>					
WHAT WOULD YOU DO?	<p>The feature on arbitration introduced last week, apparently was received with interest. Here is another which we feel is equally informative.</p> <p>MUST A SENIOR MAN BE GIVEN A CHANCE TO "PROVE HIMSELF" WHEN A VACANCY OCCURS?</p> <p>WHAT HAPPENED:</p> <p>When an opening came up the company posted it on the bulletin board. Three men applied - each about 6 months apart in seniority. Holland, the junior man got the nod. The company gave these reasons for its choice: 1 - Holland had experience which is needed on the new job. The others did not. 2 - Our supervisors were careful in their selection. They interviewed each of the bidders. They talked to former supervisors. They even got opinions from employees. Then they made their selection.</p> <p>Carter, the senior man who was skipped over, protested: 1 - I'm the senior man and I want the job. 2 - I don't have experience on the new work, but give me a chance. You have a 30-day probationary period. If I don't make good, then give the job to Holland. 3 - A man should be promoted on the basis of "future fitness", not on present ability alone.</p> <p>WHAT THE ARBITRATOR RULED:</p> <p>The determination of ability is a management prerogative. The contract is silent as to how the company shall determine this ability. The method must be fair and nondiscriminatory. It must give equal and impartial consideration to all employees who bid for the job. The decision of the company CANNOT BE CAPRICIOUS, ARBITRARY OR DISCRIMINATORY. Management has made its determination of ability. To sustain its challenge of this decision, the union bears the burden of proving the company acted with discrimination, or made an error in judgment. Fitness and ability means the present fitness and ability - the present ability of the employee must be compared against the present job requirements.</p> <p>Robbins, the plant superintendent, testified that the company made a thorough investigation of all bidders, to select the best qualified man. He interviewed department heads, foremen, maintenance men - and set up leaders to ascertain their opinions. All of these individuals were familiar with the job involved and the work of the bidders - and all agreed that Holland was the man. Therefore, the Arbitrator concludes that the Union has <u>not</u> proven that the company's choice of Holland was capricious, arbitrary or discriminatory. The grievance is denied.</p>					
DATE MAILED	SIGNED					

## WEEKLY NEWS LETTER

FOR WEEK ENDING

October 2, 1961

19

FROM

For Supervisors

LETTER NO.

Vol. 1 No. 12

SUBJECT

DETAIL

SAFETY PEOPLE  
CONCERNED.  
IMPROVEMENT  
HAS TO COME.

To improve the safety record in certain departments of the mills which have a record of high frequency or severity, Mr. Gagne, R. W. York, and A. C. Michaud met recently with Mr. Arthur Allen of the Employers Assurance Co. to plan a program for improvement in these areas.

A procedure is to be presented to the Central Safety Committee, and on that group's approval will be introduced in both mills.

NEW WEEKLY  
PRODUCTION  
RECORD AT  
EAST MILLI-  
NOCKET.

A new record for the East Millinocket Mill was set during the week ending October 2.

A weekly production of 6457.5 tons or an average of 922.5 tons daily was chalked up. This tops all previous records including six machine operating days.

With the upward production in this mill, congratulations are in order to all in the organization. Now watch for the 400 tons on #6 machine one of these days.

KEEPING THE  
RECORD  
STRAIGHT

Last week's item listing the Millinocket Mill as the largest groundwood producing mill in the world, with a daily production of 875 tons, hadn't reached the hands of some of the boys in East Millinocket when a loud protest was heard.

We have been informed in no uncertain terms that the East Millinocket's Mill's daily production is 604 tons of groundwood and 320 tons of chemi.

So we are glad to change the previous item to advise all and sundry that both the Great Northern Mills are the largest producers of groundwood in the world. Now we hope everybody is happy.

AUGUST  
NEWSPRINT  
STATISTICS

Production of newsprint in North America during August 1961 reached a historical high for this month. North American production of newsprint for the first eight months was also at an all-time high, according to the Newsprint Service Bureau. North American shipments during August and the first eight months were above shipments for the same periods in 1960.

	August 1961		Jan. - Aug. 1961	
	Tons	Chg. '60	Tons	Chg. '60
<u>Production</u>				
U. S. A.	192,180	+6.8%	1,410,904	+3.8%
Canada	585,359	+2.7	4,468,611	+0.7
Total North America	777,539	+3.7	5,879,515	+1.4
<u>Shipments</u>				
U. S. A.	185,928	+8.4	1,387,479	+3.9
Canada	609,297	+10.4	4,383,625	+0.3
Total North America	795,225	+9.9	5,771,104	+1.1

Great Northern's newsprint production, including Pub Printing and Jet for Sunday supplements, in August was 35,018 tons, down 1.2% from August 1960; eight months production was 266,392 tons, up 2.5% over 1960. Tonnage shipped to customers totaled 36,776 in August, up 12.0% and 258,144 for the first eight months, up 1.5% as compared to last year.

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING

October 2, 1961

19

FROM

For Supervisors

LETTER NO.

Vol. 1 No. 12

SUBJECT	DETAIL			
PAPER SHIPMENTS	Shipment to customers in the first 39 weeks of the year:			
	Tons Shipped			% Change
	Newsprint	1961	1960	
	Contract Domestic	232,387	254,174	-8.6
	Contract Export	3,738	5,481	-31.8
	Transient Domestic	13,725	4,941	+177.8
	Transient Export	38,913	15,900	+144.7
	Total News	288,763	280,496	+2.9
	Specialty			
	Domestic			
	Pub Printing	17,939	21,238	-15.5
	Novel News	11,341	8,312	+36.4
	Jet Printing	36,785	33,334	+10.4
	Lightweight	20,079	14,687	+36.7
	Others	4,305	4,408	-2.3
		90,449	81,979	+10.3
	Export			
	Pub Printing	6,272	203	-
	Lightweight	6,654	7,374	-9.8
	Others	374	13	-
	Total	13,300	7,590	+75.2
	Wrapper	804	1,066	-24.6
	Total Shipments	393,316	371,131	+6.0

PAPER PRODUCTION AND SHIPMENTS	Thirty-nine Weeks					
		1961		1960		
			Daily		Daily	1961
	Production	Tons	Avg.	Tons	Avg.	Increase
	East Millinocket	221,711.0	812.1	215,301.5	788.7	3.0%
	Millinocket	172,697.1	632.6	161,221.8	590.5	7.1
		394,408.1	1,444.7	376,523.3	1,379.2	4.7
	Shipments, excluding wrapper sales	392,512.3	1,437.8	370,065.2	1,355.6	6.1
	Forecast of shipments	406,688.1	1,489.7			

PAPER ON TRACKS AND IN STORAGE	October 1		September 24		
	Tons	Cars	Tons	Cars	
	Millinocket	575.8	21	549.2	19
	East Millinocket	4,433.8	159	3,066.0	109
	Searsport, etc.	7.1	-	7.1	-
		5,016.7	180	3,622.3	128
	Less cars reported by mill as released Sunday, billed Monday		51		47
	Mill report of cars on hand		129		81

HEARST PAPERS IN BOSTON COMBINE	The Boston Daily Record and The Evening American, hitherto issued separately, will be combined into a single all-day newspaper beginning Monday. Called The Boston Record American, the Hearst paper will be published four times daily, midafternoon, late afternoon, and two editions after midnight. The Sunday Advertiser will be continued.
---------------------------------	--

DATE MAILED	October 6, 1961	SIGNED	Robert E. Bagne
-------------	-----------------	--------	-----------------

## WEEKLY NEWS LETTER

FOR WEEK ENDING		September 25, 1961	19	FROM	For Supervisors	LETTER NO	Vol. 1 No. 11
SUBJECT		DETAIL					
SUPERVISORY MEETINGS		<p>The agenda for the meetings of supervisory personnel Wednesday and Thursday, October 4 and 5 will include an explanatory session on the new salary retirement plan. This will be directed by Mr. D. E. York, Treasurer of the Company.</p> <p>Also on the agenda is an explanation of the new salary survey, throughout the organization.</p> <p>Both of these subjects are of importance to all supervisory people and should engender a lot of discussion.</p>					
NEW PRODUCTION RECORD #6 MACHINE AT EAST MILLINOCKET		<p>Number 6 paper machine is steadily inching up toward the 400 ton goal.</p> <p>On Saturday, September 23rd it broke its record with a daily production of 391.2 tons, and followed this on Monday the 25th with a production of 395.6 and again on Wednesday the 27th production was 396.5 tons. This machine is running at a routine speed of 2450 fpm.</p> <p>Monday was also a record productive day with a combined total production on number 5 and 6 machines of 761.1 tons.</p>					
GREAT NORTHERN PROCESSES OF INTEREST TO CHICAGO MEETING		<p>One of the highlights of the Fourth Mechanical Pulping Conference held at the Edgewater Beach Hotel in Chicago recently was a paper delivered by Jim Griffin, Pulp Mill Superintendent at East Millinocket, on the grinding procedures of Great Northern.</p> <p>The interest exhibited by the gathering necessitated an extension of this part of the program far beyond the scheduled time.</p> <p>Many of the delegates expressed a desire to visit the Company's mills for a first hand inspection of the processes. Already the East Millinocket mill has had representatives from several European countries since the Conference.</p>					
WATCH IT!!		<p>The Safety Supervisors report that employees are still jeopardizing their lives by passing and standing under rolls suspended, while waiting their being positioned on the winder. This despite a recent serious injury at Millinocket.</p> <p>The seriousness of this is pointed up by two recent accidents, which did not involve a personal injury, but could very easily have been in that category.</p> <p>On September 10, a journal on a reel spool at East Millinocket on #6 machine, broke just before it was ready to be turned up.</p> <p>On September 17, a 12" solid calendar roll at Millinocket was being picked up with a chain fall on one end and the shop "mule" on the other, when the roll snapped near its middle and fell to the floor.</p>					
DATE MAILED		SIGNED					



## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
ALLAGASH PETITION BE- ING PASSED	<p>The local unions at East Millinocket are presently voluntarily circulating for signatures, a petition in opposition to the establishment of a National Park in the Allagash region. It reads:</p> <p>TO WHOM IT MAY CONCERN:</p> <p>We, the undersigned, citizens of the State of Maine in the Counties, Towns and Cities, listed, wish to go on record as opposed to the establishment of a National Park in the Allagash region of the State of Maine as being detrimental of the economy of Maine's largest industry and to the many residents who derive their living in whole or in part from the wildlands of Maine or its products.</p> <p>Furthermore, the preservation of Maine's wildlands are insured by the excellent conservation programs maintained by the large wildland owners of Maine. Plus access roads to remote lakes, ponds, and streams where picnic and recreation areas are provided free and open to all persons, resident and non-resident, except during very arid periods when forest fire danger is at a very dangerous point.</p>			
NEW FEATURE TO BE INCLU- DED IN OUR LETTERS	<p>For the information of all of us, beginning this issue, our weekly letter will contain an interesting true-life grievance which went to arbitration, and the subsequent disposition of the case. We hope that this feature may stimulate some thinking in regard to employee relations. This week's case follows.</p> <p>TO STAY COMPETITIVE DOES A COMPANY HAVE THE RIGHT TO ELIMINATE CERTAIN JOBS?</p> <p>WHAT HAPPENED:</p> <p>In the interest of better production the company decided to cut out a group of jobs, and assign some of these duties to other employees. The union protested: "these jobs cannot be eliminated without negotiation-- the contract doesn't give the company any such right -- the agreement said nothing about job elimination and therefore the company cannot take this function on to itself".</p> <p>Management stood its ground and maintained that a firm cannot be stagnant and remain in business. If certain jobs become unnecessary to good production, out they go. A company is in business not to make jobs, but to make money.</p> <p>WHAT THE ARBITRATOR RULED:</p> <p>"It is well established in industrial relations, and confirmed in numerous published arbitration cases, that in the absence of a restriction in the collective agreement, management has the inherent right to eliminate jobs, classifications, and to combine duties in the interest of production. The only restriction is that the admitted right NOT be exercised in an arbitrary or discriminatory manner. Management has an inherent right to make all essential decisions designed to make the company competitive. The elimination of jobs and the combination of job duties is included in that right".</p>			
DATE MAILED		SIGNED		

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.																		
SUBJECT	DETAIL																					
NEW FEATURE TO BE INCLU- DED IN OUR LETTERS (CONT)	<p>OUR EXPERT'S COMMENT:</p> <p>The function of management is to plan, organize and coordinate. This involves decisions as to which jobs should be created, combined or eliminated. Otherwise a company could not remain competitive. The fact that a job was in existence at the time a contract was negotiated is no guarantee that it will remain for the duration. Unless management signs away its right to control jobs, it has continuing authority to decide the fate of each job.</p>																					
JUNIOR ACHIEVEMENT	<p>Again this year, Great Northern will sponsor three Junior Achievement Companies -- two in Millinocket and one in East Millinocket.</p> <p>The members of the Great Northern organization who will act this year as Advisors are as follows:</p> <p>Millinocket:</p> <table border="0"> <tr> <td>Robert Marsh</td> <td>- Business Advisor</td> </tr> <tr> <td>Keith Veazie</td> <td>- Business Advisor</td> </tr> <tr> <td>Bruce Babb</td> <td>- Production Advisor</td> </tr> <tr> <td>Charles Mosher</td> <td>- Production Advisor</td> </tr> <tr> <td>William Kinley</td> <td>- Sales Advisor</td> </tr> <tr> <td>William Shaughnessey</td> <td>- Sales Advisor</td> </tr> </table> <p>East Millinocket:</p> <table border="0"> <tr> <td>Arthur Michaud</td> <td>- Business Advisor</td> </tr> <tr> <td>Charles Powers</td> <td>- Production Advisor</td> </tr> <tr> <td>John Rogers</td> <td>- Sales Advisor</td> </tr> </table>				Robert Marsh	- Business Advisor	Keith Veazie	- Business Advisor	Bruce Babb	- Production Advisor	Charles Mosher	- Production Advisor	William Kinley	- Sales Advisor	William Shaughnessey	- Sales Advisor	Arthur Michaud	- Business Advisor	Charles Powers	- Production Advisor	John Rogers	- Sales Advisor
Robert Marsh	- Business Advisor																					
Keith Veazie	- Business Advisor																					
Bruce Babb	- Production Advisor																					
Charles Mosher	- Production Advisor																					
William Kinley	- Sales Advisor																					
William Shaughnessey	- Sales Advisor																					
Arthur Michaud	- Business Advisor																					
Charles Powers	- Production Advisor																					
John Rogers	- Sales Advisor																					
RESEARCH AND DEVELOPMENT PERSONNEL CHANGES	<p>Dr. Shhoettler announced the following organizational changes on September 18, effective immediately:</p> <p><u>Paul Hubbe</u>, formerly Administrative Director, has been appointed Group Leader of the Pioneering Research and Development Group, reporting to V. F. Mattson.</p> <p><u>Tony Meucci</u> has been appointed Administrative Director. He will be responsible for administration matters of the entire department, reporting directly to J. R. Schoettler. He will also have reporting to him the Wood Survey Group, Photo Lab, and clerical section.</p> <p><u>George Nystrom</u>, Industrial Engineer, will now report directly to J. R. Schoettler.</p>																					
GLOSS CALENDER	<p>No. 1 paper machine at Millinocket continues to manufacture regular News and Pub Printing grades by by-passing the gloss calender section.</p> <p>A major shutdown of No. 1 is expected sometime after October 15 to make alterations of the gloss calender section suggested by Beloit Iron Works. Production trials on gloss calendered paper will continue after these alterations have been made.</p>																					
DATE MAILED			SIGNED																			



## WEEKLY NEWS LETTER

FOR WEEK ENDING	September 25, 1961	19	FROM	For Supervisors	LETTER NO.	Vol. 1 No. 11
SUBJECT	DETAIL					
NEWSPRINT FORECAST WESTERN STATES	<p>Newsprint demand in western USA and Canada is expected to reach 1,560,000 tons in 1965 compared with 1,284,000 tons in 1960 according to a forecast made by Powell River - Alberni Sales Ltd. Growth is estimated at an average annual rate of 4% for the 5-year period. This rate of increase is one-third higher than the 3% rate for North America estimated by Dr. Stevenson adviser to ANPA but it is expected that the higher rate of growth in this region will continue.</p> <p>Available supply in the area is estimated at 1,830,000 tons in 1956 compared with 1,470,000 in 1960. This includes total regional capacity, plus foreign imports and non-regional sales in area, less regional tonnage exported from area.</p> <p>The study shows that excess capacity will grow to 270,000 tons in 1965 from 136,000 tons in 1960. Based on these figures mill operating ratios will average 85% in 1965 or slightly less than present rate assuming that the import factor does not vary substantially between years.</p> <p>The western region as used in this study includes 13 states -- Alaska Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, and two provinces -- Alberta and British Columbia.</p>					
U. S. A. GROUNDWOOD MILLS	<p>There are 94 groundwood mills in the United States with a daily capacity of 13,225 tons. New York leads the states with 21 mills and Maine is next with 14.</p> <p>The Millinocket Mill has a daily capacity of 875 tons making it the largest groundwood mill in the country. Southland's Lufkin Mill is second at 850 and Bowaters Southern third at 750. Great Northern's two mills have a daily capacity (including chemigroundwood) of 1,475 tons which is 11% of the national total. (On an annual basis, the percent of total is even higher due to continuous operation.)</p> <p>The U.S. Pulp Producers Association reports total groundwood production of 3,247,000 tons in the year 1960. This was 76% of annual capacity. Ten years ago, in 1951, production totaled 2,474,000 tons for an operating ratio of 84%.</p>					
N.Y. OFFICE MOVE	<p>The transfer of our New York office furnishings to the Morgan Guaranty building at 522 Fifth Avenue was substantially accomplished over last week-end. There has been a delay due to technical difficulties in the new private telephone line between our Bangor and New York offices originally scheduled to coincide with the moving.</p> <p>Mr. Peter Paine and Mr. Robert Hellendale have changed their business address to 522 Fifth Avenue, effective September 18, 1961.</p>					
CREDIT UNION AUDITS	<p>Arthur Andersen &amp; Co. will perform the annual audits for the Katahdin Federal Credit Union and the Eastmill Credit Union this year. GNP internal auditors have performed this service in the past years, but were unable to do so this year because of the recent turnover of auditing staff and additional projects.</p>					
DATE MAILED				SIGNED		

## WEEKLY NEWS LETTER

FOR WEEK ENDING <b>September 25, 1961</b>		19 FROM <b>For Supervisors</b>		LETTER NO.		
SUBJECT	DETAIL					
<b>PAPER SHIPMENTS</b>	Shipments to customers in the first 37 weeks of the year:					
		<u>Tons Shipped</u>				
	<u>Newsprint</u>	<u>1961</u>	<u>1960</u>		<u>% Change</u>	
	Contract Domestic	221,620	240,581		-7.9	
	Contract Export	3,549	5,481		-35.2	
	Transient Domestic	11,975	4,715		+154.0	
	Transient Export	35,977	15,643		+130.0	
	Total News	273,121	266,420		+2.5	
	<u>Specialty</u>					
	<u>Domestic</u>					
	Pub Printing	16,921	20,105		-15.8	
	Novel News	10,785	7,717		+39.8	
	Jet Printing	34,838	32,127		+8.4	
	Lightweight	18,763	13,666		+37.3	
	Others	4,191	3,970		+5.6	
Total	85,498	77,585		+10.2		
<u>Export</u>						
Pub Printing	5,979	203				
Lightweight	6,654	6,779		-1.8		
Others	238	13				
Total	12,871	6,995		+84.0		
<u>Wrapper</u>	712	1,010		-29.5		
Total Shipments	372,202	352,010		+5.7		
<b>PAPER PRODUCTION AND SHIPMENTS</b>	<u>Thirty-seven Weeks</u>					
		<u>1961</u>		<u>1960</u>		
			<u>Daily</u>		<u>Daily</u>	
	<u>Production:</u>	<u>Tons</u>	<u>Avg.</u>	<u>Tons</u>	<u>Avg.</u>	
	East Millinocket	208,948.9	806.7	203,646.0	786.3	
	Millinocket	163,260.8	630.4	152,273.7	587.9	
		372,209.7	1,437.1	355,919.7	1,374.2	
	Shipments, excluding wrapper sales	371,490.4	1,434.3	351,000.8	1,355.2	
Forecast of shipments	385,832.3	1,489.7				
<b>PAPER ON TRACKS AND IN STORAGE</b>			<u>September 17</u>		<u>September 10</u>	
		<u>Tons</u>	<u>Cars</u>	<u>Tons</u>	<u>Cars</u>	
	Millinocket	693.3	25	809.7	29	
	East Millinocket	3,169.8	115	2,692.0	99	
	Searsport, etc.	7.1	-	7.1	-	
		3,870.2	140	3,508.8	128	
	Less cars reported by mill as released Sunday, billed Monday		49		47	
	Mill report of cars on hand		91		81	
<b>NEW CUSTOMER</b>	The News-Tribune, an evening daily newspaper, published by the Tribune Printing Co., Beaver Falls, Pa. ordered its first car of Great Northern newsprint last week. Daily circulation as of September 30, 1960 was 18,597. Indicated annual requirements are about 1,000 tons. Zone 4 price of \$135.00 ton less carload freight of \$21.00 nets \$114.00 a ton on newsprint to this destination.					
DATE MAILED		SIGNED <i>Robert G. Hagne</i>				

## WEEKLY NEWS LETTER

FOR WEEK ENDING September 18, 1961 19 FROM For Supervisors		LETTER NO. Vol. 1 No. 10
SUBJECT	DETAIL	
SUPERVISORS MEETINGS SCHEDULED	<p>The first two meetings of supervisory personnel in the current series will be held Wednesday, October 4th at the East Millinocket Municipal Building and Thursday, October 5th at the Millinocket Municipal Building. Both meetings will begin at 7:00 o'clock P.M.</p> <p>Many items of importance to all supervisors are on the agenda for these meetings.</p>	
SERIOUS ACCIDENT AT MILLINOCKET MILL	<p>On Friday evening, September 15, what could have easily been a fatal accident occurred at Millinocket, when a trucker in process of loading a roll of paper into a trailer van, was thrown to the ground beneath his truck. He suffered a fracture of the upper left leg, severe lacerations of the right thigh, a possible back injury, and acid burns.</p> <p>When the trailer was set in position, the tandem wheels were set forward, leaving almost eight feet of the trailer back of that support. Combined weight of the truck and paper was 8,400 lbs., which, when entering the van, threw it off balance with the front end in the air, and throwing the truck and operator to the ground. Another worker, inside the van doorway, was thrown to the ground, but received only superficial injuries.</p> <p>Investigation of this accident showed that nobody understood his specific duties and responsibility on this job and, as a consequence, the only precaution taken was to chock the wheels of the trailer.</p> <p>A week previously, a similar situation developed at East Millinocket, but was corrected before an accident could take place.</p> <p>The Safety Supervisors at both mills have made necessary recommendations to reduce the possibility of such an accident in the future.</p>	
MASSACHUSETTS PAPER COMPANY EXPERIMENTS WITH ATOMIC ENERGY	<p>If its application is approved by the Atomic Energy Commission, the Fitchburg Paper Company of Fitchburg, Massachusetts will have the Commission construct and operate an experimental atomic reactor.</p> <p>The paper company will buy the power from the government for a stated period of years, with an option to purchase the reactor.</p>	
BOWATER'S PLANS SALVAGE OPERATION IN NEWFOUNDLAND	<p>Sir Eric Vansittart Bowater, chairman of the Bowater Corp. said the company will be able to salvage a good deal more than half the wood in its burned-out areas of Newfoundland. A salvaging operation is to be organized early in the autumn.</p> <p>Sir Eric made an aerial inspection of the forest fire regions. "After a normal fire we are usually able to salvage the bulk of the wood, which may be cut up to six years after the fire without loss of quality. In this case, due to the size of the burn and to the difficulty of access to some parts of the area involved, we may have to be content with something less," Sir Eric said.</p>	
DATE MAILED		SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING

Page 2

19

FROM

LETTER NO. Vol 1 - No. 1

## SUBJECT

## DETAIL

EAST MLKT.  
PAPER ROOM  
CHANGES

The position Paper Room Foreman #5-6 last held by Don Finnegan has been abolished. Line supervision in the new paper room is now direct from Superintendent/Asst. Supt. Paper to the Tour Foreman (four in number to cover 3 shifts/ 7 days).

Effective September 18, 1961 Richard W. Noyes assumes the new staff position Technical Assistant to the Paper Mill Superintendent. Dick joined GNPCo. in February 1960 as Senior Engineer, the position he now holds.

On July 10, 1961 Harold A. Lyons was promoted to Tour Foreman #1-4. This additional foreman in the old paper room (now five in total) was required to fill in due to heavy vacation schedule. John E. Nicholson, Tour Foreman #1-4, is within six months of retirement next March 1, 1962.

Three #5-6 papermakers left for Garden State Paper within the last three weeks: Cary N. Lyons, machine tender, Terence P. Brideau and J. Armand Poirier, back tenders. Horace E. Nisbet, machine tender, retired Sept. 1. These four vacancies were filled by promoting machine crew members.

REVISED SALES  
FORECAST

The Sales Dept. has revised their forecast of shipments for 1961, increasing their estimate from 522,900 tons to 532,000 tons -- an additional 9,100 tons. A comparison of the original forecast issued 12/22/60 and the revised forecast of 6/14/61 is as follows:

	Original Forecast 12/22/60	Revised Forecast 6/14/61	Increase or (Decrease)
<u>Newsprint</u>			
Domestic	364,300	341,600	(22,700)
Export	28,300	53,900	25,600
<u>Specialties</u>			
Pub Printing	37,700	31,000	(6,700)
Novel News	12,300	14,500	2,200
Jet Printing	46,100	47,400	1,300
Lightweights	28,000	37,300	9,300
Other	6,200	6,300	100
Total	<u>522,900</u>	<u>532,000</u>	<u>9,100</u>

Shipments for the first 9 periods have averaged 1,433 tons per day or 361,046 tons, an increase of 20,897 over the 340,149 tons shipped during the same period a year ago. If forecasted shipments for the 10th and 11th periods are added to actual shipments for the first nine periods of this year, we find that daily shipments for the last two periods must average 1,532 tons per day to meet the Sales Dept.'s revised forecast of 532,000 tons.

	Sales Tonnage			Daily Average	
	Total	News	Spec.	Actual Tons	Adj. to 32-lb. basis
Sales - 36 weeks to 9/10/61	361,046	266,108	94,938	1,433	1,480
Forecast 10th period	42,508 <sup>a</sup>	31,549	10,959	1,518	1,570
Forecast 11th period	42,640 <sup>a</sup>	31,670	10,970	1,523	1,574
Balance - last 2 periods	<u>85,806<sup>a</sup></u>	<u>66,173</u>	<u>19,633</u>	<u>1,532</u>	<u>1,584</u>
1961 Revised Forecast	532,000	395,500	136,500	1,462	1,511

<sup>a</sup> Based on revised sales forecast

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING

19 FROM

LETTER NO. Vol.1-No. 10

SUBJECT	DETAIL				
PAPER SHIPMENTS	Shipments to customers in the first 36 weeks of the year:				
	<u>Tons Shipped</u>				
		<u>1961</u>	<u>1960</u>		<u>% Change</u>
	<u>Newsprint</u>				
	Contract Domestic	215,888	233,449		-7.5
	Contract Export	3,549	5,481		-35.2
	Transient Domestic	11,467	4,633		+147.5
	Transient Export	35,203	13,807		+155.0
	Total News	266,107	257,370		+3.4
	<u>Specialty</u>				
	<u>Domestic</u>				
	Pub Printing	16,196	19,119		-15.3
	Novel News	10,008	7,717		+29.7
	Jet Printing	33,361	30,117		+10.8
	Lightweight	18,263	13,515		+35.1
	Others	4,237	5,290		-19.9
	Total	82,065	75,758		+8.3
	<u>Export</u>				
	Pub Printing	5,979	203		
	Lightweight	6,654	6,799		-1.8
	Others	238	13		
	Total	12,871	6,995		+84.0
	<u>Wrapper</u>	762	947		-19.5
	Total Shipments	361,805	341,070		+6.1
PAPER PRODUCTION AND SHIPMENTS	<u>Thirty-six Weeks</u>				
		<u>1961</u>	<u>1960</u>		
		<u>Daily</u>	<u>Daily</u>		<u>1961</u>
	Production:	<u>Tons</u>	<u>Tons</u>	<u>Avg.</u>	<u>Increase</u>
	East Millinocket	202,685.9	198,112.8	786.1	2.3%
	Millinocket	158,496.3	147,465.0	585.2	7.5
		361,182.2	345,577.8	1,371.3	4.5
	Shipments, excluding wrapper sales	361,046.2	340,149.2	1,349.8	6.1
	Forecast of shipment	375,404.4	1,489.7		
PAPER ON TRACKS AND IN STORAGE		<u>September 10</u>	<u>September 3</u>		
		<u>Tons</u>	<u>Cars</u>	<u>Tons</u>	<u>Cars</u>
	Millinocket	809.7	29	2,346.9	83
	East Millinocket	2,692.0	99	5,249.4	189
	Searsport, etc.	7.1	-	6.8	-
		3,508.8	128	7,603.1	272
	Less cars reported by mill as released Sunday, billed Monday		47		-
	Mill report of cars on hand		81		272
DATE MAILED		SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.												
SUBJECT	DETAIL															
WOODLANDS AROOSTOOK CAMPS CLOSED	The pulpwood operations of the Company in the Aroostook District have been halted for a four week period to allow employees to help get the potato harvest dug.															
SAFE DEPART- MENTS AT MILLINOCKET	<p>Although the overall safety record has considerable room for improvement, it is gratifying to report individual mill departments, whose records are outstanding. Mr. York, Safety Supervisor at Millinocket Mill reports the following with no lost time accidents for a considerable length of time:</p> <table border="0"> <tr> <td>STEAM PLANT</td> <td>1,203 days</td> </tr> <tr> <td>GRINDER ROOM</td> <td>344 "</td> </tr> <tr> <td>YARD</td> <td>839 "</td> </tr> </table> <p>The East Millinocket Mill has passed the two month mark with no lost time accidents in that mill.</p> <p>This proves that accidents are not inevitable, and can be curtailed if proper precautions are taken.</p>				STEAM PLANT	1,203 days	GRINDER ROOM	344 "	YARD	839 "						
STEAM PLANT	1,203 days															
GRINDER ROOM	344 "															
YARD	839 "															
EAST MILLI- NOCKET REACHES RECORD	<p>The daily record production of the East Millinocket Mill inched up to 1001.0 last Saturday, September 16. The individual production by machine was:</p> <table border="0"> <tr> <td>#1</td> <td>88.9 tons</td> </tr> <tr> <td>2</td> <td>87.8 "</td> </tr> <tr> <td>4</td> <td>87.5 "</td> </tr> <tr> <td>5</td> <td>352.2 "</td> </tr> <tr> <td>6</td> <td>384.6 "</td> </tr> <tr> <td>TOTAL</td> <td>1001.0 tons</td> </tr> </table> <p>Everybody concerned is keeping a watchful eye on #6 in anticipation of the day the big one goes over the 400 ton mark.</p>				#1	88.9 tons	2	87.8 "	4	87.5 "	5	352.2 "	6	384.6 "	TOTAL	1001.0 tons
#1	88.9 tons															
2	87.8 "															
4	87.5 "															
5	352.2 "															
6	384.6 "															
TOTAL	1001.0 tons															
GREAT NORTHERN ON THE GO	<p>To further its progress in the diversification of product, the Board of Directors of the Company this week voted to expend \$5,600,000. at the Millinocket Mill.</p> <p>It is intended to construct a new building to house an off machine coater unit, and to install super calendars.</p> <p>Due to the highly competitive field in which Great Northern is entering with this program, it is extremely essential that all information that any employee may obtain in regard to the type of coating, coater, and equipment be held strictly confidential, until the actual beginning of its operation twelve months from now.</p> <p>A public announcement of the Company's entrance into the coated paper market will be made the last week of September.</p>															
DATE MAILED		September 21, 1961		SIGNED <i>Robert B. Hagne</i>												

## WEEKLY NEWS LETTER

FOR WEEK ENDING

September 11, 1961 19

For Supervisors

LETTER NO. Vol. 1 No. 9

SUBJECT	DETAIL
ALLEGASH PARK	<p>Last Wednesday the Senate passed the so-called Wilderness Bill by a vote of 78 to 8.</p> <p>This bill would allow an increase of about 8,000,000 acres to existing national parks by executive action instead of by a joint resolution of Congress. The Allegash area of Maine has been proposed as one of these wilderness areas.</p> <p>A proposed amendment to the bill requiring Congressional action for all additions to the wilderness was defeated 53 to 32.</p> <p>Since this action, proponents of the Allegash National Park have made statements advising that visitors to such a park would be allowed greater freedom of action than is generally understood. However, the bill, as passed states "A wilderness, in contrast to those areas where man and his own works dominate the landscape, is hereby recognized as an area where the earth and its community of life are untrammelled by man, where man himself is a visitor who does not remain."</p> <p>We suggest that, under this interpretation, the moon is a perfect wilderness park, but some of the proponents of this object would do well to get down to earth.</p> <p>Both Maine senators voted for the bill. Senator Smith voted for the amendment, and Senator Muskie against.</p>
ONE-WAY CORE BEING DEVELOPED	<p>For the past two years the Manufacturing Dept. has been doing some extensive research on the possibility of supplying our customers with a non-returnable core that would run as well as our returnable core currently in use. This core is to have a cap on both ends -- a vast improvement over our present non-returnable core that is slotted or plugged at both ends.</p> <p>According to information available the following has taken place:</p> <ol style="list-style-type: none"> <li>1. A core cap was designed by Fred Eaton and submitted to a supplier (Sonoco Products Co.) for estimates on manufacture, price, delivery, etc.</li> <li>2. Sonoco Products informed the Purchasing Dept. that the cap could be made on a production basis, and on a blanket order of 400,000 the cost would be \$37,500 or \$.126 per cap (caps on returnable cores cost 34¢ each). Further sales of this type cap would be confined to us for a period of nine months. Delivery could be made in approximately six to eight weeks.</li> <li>3. A few caps have been made and trial shipments have been made to Aurora Beacon News and Elgin Courier News. Six rolls, 60" wide and 40" in diameter were shipped to each customer. Reports from Aurora Beacon said that their performance was excellent. The rolls have not been run at Elgin Courier yet. However, the Pressroom Supt. assured Mr. Tiedemann that he was certain they would perform very well.</li> <li>4. A list of customers that are felt to be logical prospects for non-returnable cores has been submitted to the New York office. Since customers pay the freight when cores are returned, logical prospects are smaller customers at great distances from us. Freight on cores shipped LCL from great distances to our mills prove to be more expensive for such customers than the proposed non-returnable cores.</li> </ol>
DATE MAILED	SIGNED



## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.																												
SUBJECT	DETAIL																															
ONE-WAY CORE BEING DEVELOP- ED (CONT'D)	<p>Also savings in handling and clerical costs will be available</p> <p>Also savings in handling and clerical costs will be available to the customer.</p> <p>5. A car of paper with these new cores will be shipped sometime this week to the Waukegan News-Sun, Waukegan, Illinois.</p> <p>These cores would also mean savings to Great Northern. For example, let's take Monodon Corporation. They buy Air Weight Printing for export on our present returnable cores (they are never returned). Approximately 6,500 rolls are shipped to them each year at a cost of \$4,420 (13,000 caps at 34¢ each). If they were converted to the proposed non-returnable core the cost of the caps would be \$1,638 (13,000 x \$.126), a savings of \$2,782 per year. This, along with savings in handling and clerical costs, points out what the new type non-returnable core can also mean to Great Northern.</p>																															
NIGHT CRAWLERS	<p>A while back four men, all Great Northern employees, decided to stock up for a rainy day at the expense of the Company.</p> <p>During a two night period they stole from the sulphite pipeline job nine sets of rain gear, 1 level, 1 tape, gasoline, and a first aid kit.</p> <p>The third night they were trapped by the Millinocket police and received appropriate sentences. They are now ex-employees of the Company.</p>																															
SULPHITE PIPE- LINE	<p>Good progress on the pipeline is being made, with 23,602 feet of pipe in the ground. Pump #16 on Cowan deckered sulphite chest is in operation.</p> <p>The river crossings are still to be completed, with the forms for the anchor and tower piers on the Rice Farm side now ready. Considerable excavating has been done at the toe of the East Millinocket dam.</p>																															
MILLINOCKET SCREEN ROOM IMPROVEMENTS	<p>The Millinocket Mill recently put into operation two of the world's largest disc-type thickeners on groundwood stock. These units, supplied by Dorr-Oliver, Inc., have an anticipated daily tonnage capacity of 140 tons. They are each 9' in diameter and each thickener has 16 discs. Another similar thickener is to be added.</p>																															
TIMBERLAND TAXES	<p>GNPCo. continues to pay the lion's share of Wild Lands and Forestry District taxes assessed by the State of Maine in 1961. The Company will pay over 1/3 of the total Wild Lands tax and over 1/5 of the total Forestry District tax.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="3">State Total</th> <th colspan="3">GNPCo % Total</th> </tr> <tr> <th></th> <th>1961</th> <th>1960</th> <th>1959</th> <th>1961</th> <th>1960</th> <th>1959</th> </tr> </thead> <tbody> <tr> <td>State Tax on Wild Lands</td> <td>\$550,344</td> <td>\$505,419</td> <td>\$512,756</td> <td>33.9</td> <td>33.3</td> <td>32.8</td> </tr> <tr> <td>Maine Forestry District Tax</td> <td>528,907</td> <td>564,345</td> <td>499,628</td> <td>23.1</td> <td>22.6</td> <td>22.0</td> </tr> </tbody> </table> <p>The Forestry District Tax was high in 1960 due to spruce budworm spraying. Great Northern's <u>total</u> tax bil on timberlands, including unorganized town taxes for schools, roads, etc., not shown separately in the State's summary financial statements, published last month, was \$383,993 in 1961, \$363,320 in 1960, and \$351,769 in 1959.</p>					State Total			GNPCo % Total				1961	1960	1959	1961	1960	1959	State Tax on Wild Lands	\$550,344	\$505,419	\$512,756	33.9	33.3	32.8	Maine Forestry District Tax	528,907	564,345	499,628	23.1	22.6	22.0
	State Total			GNPCo % Total																												
	1961	1960	1959	1961	1960	1959																										
State Tax on Wild Lands	\$550,344	\$505,419	\$512,756	33.9	33.3	32.8																										
Maine Forestry District Tax	528,907	564,345	499,628	23.1	22.6	22.0																										
DATE MAILED		SIGNED																														



## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
TIMBERLAND TAXES (CONT'D)	<p>Effective April 1, 1962 the Wild Lands tax rate will take a jump from 7-<math>\frac{1}{2}</math> mills to 11 mills per \$1.00 of assessed valuation. This is the first rate increase since 1933 when the rate was increased from 7 mills. Tax revenue increases since 1933 have been realized thru changes in property valuations. On the basis of present valuations (upon which the 1962 tax will be computed) our 1962 Wild Lands tax will increase by approximately \$100,000.</p>			
PENOBSCOT RIVER SURVEY	<p>This summer the State of Maine Water Improvement Commission has started what will be a two to three year study of the Penobscot River. Working out of a trailer-laboratory at Lincoln, this group is making a comprehensive survey of the effect of industrial and municipal discharges into the river. The results of this survey will be used by the State in classifying the river and in determining what future regulatory measures may be necessary. A similar survey of the Kennebec River was completed last year.</p> <p>Great Northern, as a major user of the Penobscot River, has been concerned with this problem for many years. Since 1952, the Research &amp; Development Department has been making annual surveys of river conditions during the more critical summer months. Two years ago turbine draft tube aerators were installed at the East Millinocket Dam to evaluate a technique for increasing the amount of dissolved oxygen in the river. Results obtained with this installation have been encouraging and a similar unit was started at Dolby Dam this year.</p>			
SMALLER METROPOLITAN PAPERS	<p>Metropolitan newspapers are going to get smaller--and better. Members of the American Assn. of Sunday and Feature Editors, meeting in Cleveland, heard that prediction from a member of the faculty of the University of Wisconsin School of Journalism, Professor William A. Hachten.</p> <p>He said that the trend toward bulkier papers with more advertising lineage will continue in the immediate future. "Before too long, however," Hachten predicted, "there will begin a slimming process after publishers increase advertising rates and recognize the need to streamline and focus the content in order to insure its editorial and advertising effectiveness. He also predicted a decline in the purely entertainment aspects of the Sunday paper "because more and more publishers will realize they cannot fully compete with TV in entertainment and will concentrate on news and information--the job the newspapers can do best."</p>			
SENIORITY MEETING	<p>A meeting on seniority was held with the union representatives Thursday, September 7th. No decisions have been arrived at. Another meeting to finalize administration of seniority rules will be held in the near future.</p>			
NEW OFFICES - NEW YORK	<p>Moving day for the Company's New York Office will be Saturday, September 16. The new address is 522 5th Avenue, New York 36, N. Y.</p>			
EIGHTH PERIOD EARNINGS	<p>This period has been far from favorable financially as reported by the Controller's Department. A continuation of the trend is bound to make the third quarter report rather disappointing. Reduced costs are increasingly necessary, and this challenge must be met by everyone in the organization say those who are concerned with Great Northern's financial position.</p>			
DATE MAILED		SIGNED		

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19	FROM	LETTER NO.
SUBJECT	DETAIL			
PERSONNEL REPRESENTATIVES JOIN NATIONAL ASSOCIATION	R. P. Gagne, J. R. Adams, R. E. Montgomery, J. C. Preble, and R. E. Farnham have recently become members of the American Society for Personnel Administrators, a national organization of personnel people.			
IT COULD HAPPEN HERE	<p>Throughout the month of August fires have been raging throughout the forests of Newfoundland, an area like ours which is heavily dependent on pulpwood for its economy.</p> <p>Damage has been so severe that upwards of 1,500,000 acres of timberland has been destroyed, and in certain areas, the fire crisscrossed so that all vegetation was destroyed down to rock-bottom, and reforestation is impossible.</p> <p>The loss of timberland has been so great that plans for a third mill in that province have been cancelled, and it is questionable if raw materials for the two mills presently operating will be sufficient.</p> <p>If this catastrophe took place in Maine it would mean the destruction of over half the Great Northern's timberlands. With a dry fall season around the corner, it behooves us to see that it doesn't happen here.</p>			
EMPLOYEES TO BE SIGNED UP FOR NEW INSURANCE	Representatives of the Aetna Insurance Company will be at the mills September 18 through 20 for the purpose of having the necessary "Employee Request for Group Insurance" cards signed by the employees involved.			
POLLARD GONE TO FINLAND	As a member of the United States Executive Group visiting Finnish Paper Mills, Dave Pollard left on September 7th and will return October 6th. Mr. Angus B. McLean, Staff Assistant will take care of any matters needing prompt attention during Mr. Pollard's absence.			
EASTMILL CREDIT UNION	Mr. Theo Brown has been elected Chairman of the Supervisory Committee of the Eastmill Credit Union. Mr. Emmett Stevens and Mr. Charles Boutot are the other two members.			
DICK NOYES NEW TECHNICAL ASSISTANT	<p>Mr. Richard Noyes has been appointed Technical Assistant to the Papermill Superintendent at East Millinocket, succeeding Don Finnegan.</p> <p>Mr. Noyes has been with the Company since February 1960 as a Senior Engineer.</p> <p>He is a graduate of Norway, Maine High School and the University of Maine. Before coming to Great Northern, he was employed by Esso Standard Oil Company and Esso Research and Engineering Company.</p>			
EAST MILLINOCKET TOWNSITE	GNPCo. has contracted with the James Sewall Co. of Old Town to make topographic maps of two square miles in East Millinocket. The aerial photography will be accomplished as soon as the leaves are off the trees. These maps will enable our Engineering Dept. to make studies of possible housing development sites. The Townsite Dept. has only five or six house lots for sale in East Millinocket.			
DATE MAILED			SIGNED	

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19 FROM		LETTER NO.																																																																
SUBJECT	DETAIL																																																																			
NEW MLKT. MILL GARAGE	Acme Supply Co., contractor for the new maintenance garage at Millinocket Mill, has subcontracted the excavation work, foundations, and all masonry work to Perry & Morrill of Bangor. The excavation and concrete footings have been completed. Panels for the foundations are on the jobsite.																																																																			
BACK TO I.P.	Art Levensailor, recently returned to Mobile from Kawerau, New Zealand, has been named Assistant to the Manager of Manufacturing for the Southern Kraft Division of International Paper Company.																																																																			
JULY NEWSPRINT STATISTICS	<p>Newsprint production during July 1961 in both the United States and North America set an all-time high for that month. The seven months North American production thru July 1961 reached a historical peak, according to the Newsprint Service Bureau. North American shipments during July and the first seven months were slightly lower than shipments for the same periods in 1960.</p> <table border="1"> <thead> <tr> <th></th> <th colspan="2">July 1961</th> <th colspan="2">Jan. - July 1961</th> <th></th> </tr> <tr> <th></th> <th>Tons</th> <th>Chg. '60</th> <th>Tons</th> <th>Chg. '60</th> <th></th> </tr> </thead> <tbody> <tr> <td>Production</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>U. S. A.</td> <td>170,558</td> <td>+8.5%</td> <td>1,218,724</td> <td>+3.3%</td> <td></td> </tr> <tr> <td>Canada</td> <td>554,947</td> <td>-0.2</td> <td>3,883,252</td> <td>+0.4</td> <td></td> </tr> <tr> <td>Total North America</td> <td>725,505</td> <td>+1.7</td> <td>5,101,976</td> <td>+1.1</td> <td></td> </tr> <tr> <td>Shipments</td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>U. S. A.</td> <td>163,574</td> <td>+5.0</td> <td>1,201,551</td> <td>+3.2</td> <td></td> </tr> <tr> <td>Canada</td> <td>552,675</td> <td>-1.6</td> <td>3,774,328</td> <td>-1.2</td> <td></td> </tr> <tr> <td>Total North America</td> <td>716,249</td> <td>-0.1</td> <td>4,975,879</td> <td>-0.2</td> <td></td> </tr> </tbody> </table> <p>Great Northern's production and shipments in the month of July were both lower than a year ago and ran counter to total USA figures shown above. At July 31, 1961 there was an order backlog of 7,433 tons of newsprint whereas a year ago, we had preshipped 278 tons on August orders.</p> <p>Great Northern's newsprint production, including Pub Printing and Jet for Sunday Supplements, in July was 31,063 tons, down 3.2% from July 1960; seven months production was 231,374 tons, up 3.1% over 1960. Tonnage shipped to customers totaled 28,846 in July, down 5.7% and 221,368 for the first seven months, up 0.1% as compared to last year.</p>						July 1961		Jan. - July 1961				Tons	Chg. '60	Tons	Chg. '60		Production						U. S. A.	170,558	+8.5%	1,218,724	+3.3%		Canada	554,947	-0.2	3,883,252	+0.4		Total North America	725,505	+1.7	5,101,976	+1.1		Shipments						U. S. A.	163,574	+5.0	1,201,551	+3.2		Canada	552,675	-1.6	3,774,328	-1.2		Total North America	716,249	-0.1	4,975,879	-0.2				
	July 1961		Jan. - July 1961																																																																	
	Tons	Chg. '60	Tons	Chg. '60																																																																
Production																																																																				
U. S. A.	170,558	+8.5%	1,218,724	+3.3%																																																																
Canada	554,947	-0.2	3,883,252	+0.4																																																																
Total North America	725,505	+1.7	5,101,976	+1.1																																																																
Shipments																																																																				
U. S. A.	163,574	+5.0	1,201,551	+3.2																																																																
Canada	552,675	-1.6	3,774,328	-1.2																																																																
Total North America	716,249	-0.1	4,975,879	-0.2																																																																
PAPER PRODUCTION AND SHIPMENTS	<table border="1"> <thead> <tr> <th></th> <th colspan="6">Thirty-five Weeks</th> </tr> <tr> <th></th> <th colspan="2">1961</th> <th colspan="2">1960</th> <th colspan="2">1961</th> </tr> <tr> <th></th> <th>Tons</th> <th>Daily Avg.</th> <th>Tons</th> <th>Daily Avg.</th> <th colspan="2">Increase</th> </tr> </thead> <tbody> <tr> <td>Production:</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td>East Millinocket</td> <td>201,105.8</td> <td>820.8</td> <td>193,067.9</td> <td>788.1</td> <td colspan="2">4.1%</td> </tr> <tr> <td>Millinocket</td> <td>155,917.9</td> <td>636.4</td> <td>143,796.1</td> <td>586.9</td> <td colspan="2">8.4</td> </tr> <tr> <td></td> <td>357,023.7</td> <td>1,457.2</td> <td>336,864.0</td> <td>1,375.0</td> <td colspan="2">6.0</td> </tr> <tr> <td>Shipments, excluding wrapper sales</td> <td>352,875.1</td> <td>1,440.3</td> <td>332,642.7</td> <td>1,357.7</td> <td colspan="2">6.1</td> </tr> <tr> <td>Forecast of shipments</td> <td>364,976.5</td> <td>1,489.7</td> <td></td> <td></td> <td colspan="2"></td> </tr> </tbody> </table>						Thirty-five Weeks							1961		1960		1961			Tons	Daily Avg.	Tons	Daily Avg.	Increase		Production:							East Millinocket	201,105.8	820.8	193,067.9	788.1	4.1%		Millinocket	155,917.9	636.4	143,796.1	586.9	8.4			357,023.7	1,457.2	336,864.0	1,375.0	6.0		Shipments, excluding wrapper sales	352,875.1	1,440.3	332,642.7	1,357.7	6.1		Forecast of shipments	364,976.5	1,489.7				
	Thirty-five Weeks																																																																			
	1961		1960		1961																																																															
	Tons	Daily Avg.	Tons	Daily Avg.	Increase																																																															
Production:																																																																				
East Millinocket	201,105.8	820.8	193,067.9	788.1	4.1%																																																															
Millinocket	155,917.9	636.4	143,796.1	586.9	8.4																																																															
	357,023.7	1,457.2	336,864.0	1,375.0	6.0																																																															
Shipments, excluding wrapper sales	352,875.1	1,440.3	332,642.7	1,357.7	6.1																																																															
Forecast of shipments	364,976.5	1,489.7																																																																		
DATE MAILED		SIGNED																																																																		

## WEEKLY NEWS LETTER

FOR WEEK ENDING

19 FROM

LETTER NO.

SUBJECT	DETAIL																																																																																												
PAPER SHIPMENTS	Shipments to customers in the first 35 weeks of the year:																																																																																												
	<table border="1"> <thead> <tr> <th></th><th colspan="2">Tons Shipped</th><th>% Change</th></tr> <tr> <th></th><th>1961</th><th>1960</th><th></th></tr> </thead> <tbody> <tr> <td><u>Newsprint</u></td><td></td><td></td><td></td></tr> <tr> <td>Contract Domestic</td><td>210,496</td><td>228,664</td><td>-7.9</td></tr> <tr> <td>Contract Export</td><td>3,549</td><td>5,301</td><td>-33.1</td></tr> <tr> <td>Transient Domestic</td><td>11,167</td><td>4,531</td><td>+146.5</td></tr> <tr> <td>Transient Export</td><td>34,984</td><td>13,002</td><td>+169.1</td></tr> <tr> <td>Total News</td><td>260,196</td><td>251,498</td><td>+3.5</td></tr> <tr> <td><u>Specialty</u></td><td></td><td></td><td></td></tr> <tr> <td><u>Domestic</u></td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>15,551</td><td>18,769</td><td>-17.1</td></tr> <tr> <td>Novel News</td><td>9,841</td><td>7,219</td><td>+36.3</td></tr> <tr> <td>Jet Printing</td><td>32,259</td><td>29,445</td><td>+9.6</td></tr> <tr> <td>Lightweight</td><td>18,007</td><td>13,403</td><td>+34.4</td></tr> <tr> <td>Others</td><td>4,170</td><td>5,290</td><td>-21.2</td></tr> <tr> <td>Total</td><td>79,828</td><td>74,126</td><td>+7.7</td></tr> <tr> <td><u>Export</u></td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>5,979</td><td>203</td><td></td></tr> <tr> <td>Lightweight</td><td>6,630</td><td>6,779</td><td>-2.2</td></tr> <tr> <td>Others</td><td>238</td><td>13</td><td></td></tr> <tr> <td>Total</td><td>12,847</td><td>6,995</td><td>+83.7</td></tr> <tr> <td>Wrapper</td><td>717</td><td>927</td><td>-22.7</td></tr> <tr> <td>Total Shipments</td><td>353,588</td><td>333,546</td><td>+6.0</td></tr> </tbody> </table>		Tons Shipped		% Change		1961	1960		<u>Newsprint</u>				Contract Domestic	210,496	228,664	-7.9	Contract Export	3,549	5,301	-33.1	Transient Domestic	11,167	4,531	+146.5	Transient Export	34,984	13,002	+169.1	Total News	260,196	251,498	+3.5	<u>Specialty</u>				<u>Domestic</u>				Pub Printing	15,551	18,769	-17.1	Novel News	9,841	7,219	+36.3	Jet Printing	32,259	29,445	+9.6	Lightweight	18,007	13,403	+34.4	Others	4,170	5,290	-21.2	Total	79,828	74,126	+7.7	<u>Export</u>				Pub Printing	5,979	203		Lightweight	6,630	6,779	-2.2	Others	238	13		Total	12,847	6,995	+83.7	Wrapper	717	927	-22.7	Total Shipments	353,588	333,546	+6.0
		Tons Shipped		% Change																																																																																									
		1961	1960																																																																																										
	<u>Newsprint</u>																																																																																												
	Contract Domestic	210,496	228,664	-7.9																																																																																									
	Contract Export	3,549	5,301	-33.1																																																																																									
	Transient Domestic	11,167	4,531	+146.5																																																																																									
	Transient Export	34,984	13,002	+169.1																																																																																									
	Total News	260,196	251,498	+3.5																																																																																									
	<u>Specialty</u>																																																																																												
	<u>Domestic</u>																																																																																												
	Pub Printing	15,551	18,769	-17.1																																																																																									
	Novel News	9,841	7,219	+36.3																																																																																									
	Jet Printing	32,259	29,445	+9.6																																																																																									
	Lightweight	18,007	13,403	+34.4																																																																																									
	Others	4,170	5,290	-21.2																																																																																									
	Total	79,828	74,126	+7.7																																																																																									
	<u>Export</u>																																																																																												
	Pub Printing	5,979	203																																																																																										
Lightweight	6,630	6,779	-2.2																																																																																										
Others	238	13																																																																																											
Total	12,847	6,995	+83.7																																																																																										
Wrapper	717	927	-22.7																																																																																										
Total Shipments	353,588	333,546	+6.0																																																																																										
PAPER ON TRACKS AND IN STORAGE	<table border="1"> <thead> <tr> <th></th><th colspan="2">September 3</th><th colspan="2">August 27</th></tr> <tr> <th></th><th>Tons</th><th>Cars</th><th>Tons</th><th>Cars</th></tr> </thead> <tbody> <tr> <td>Millinocket</td><td>2,346.9</td><td>83</td><td>3,508.8</td><td>126</td></tr> <tr> <td>East Millinocket</td><td>5,249.4</td><td>189</td><td>7,384.0</td><td>264</td></tr> <tr> <td>Searsport, etc.</td><td>6.8</td><td>-</td><td>6.8</td><td>-</td></tr> <tr> <td></td><td>7,603.1</td><td>272</td><td>10,899.6</td><td>390</td></tr> <tr> <td>Less cars reported by mill as released Sunday, billed Monday</td><td></td><td>-</td><td></td><td>32</td></tr> <tr> <td>Mill report of cars on hand</td><td></td><td>272</td><td></td><td>358</td></tr> </tbody> </table>		September 3		August 27			Tons	Cars	Tons	Cars	Millinocket	2,346.9	83	3,508.8	126	East Millinocket	5,249.4	189	7,384.0	264	Searsport, etc.	6.8	-	6.8	-		7,603.1	272	10,899.6	390	Less cars reported by mill as released Sunday, billed Monday		-		32	Mill report of cars on hand		272		358																																																				
		September 3		August 27																																																																																									
		Tons	Cars	Tons	Cars																																																																																								
	Millinocket	2,346.9	83	3,508.8	126																																																																																								
	East Millinocket	5,249.4	189	7,384.0	264																																																																																								
	Searsport, etc.	6.8	-	6.8	-																																																																																								
		7,603.1	272	10,899.6	390																																																																																								
	Less cars reported by mill as released Sunday, billed Monday		-		32																																																																																								
	Mill report of cars on hand		272		358																																																																																								
	ADVERTISING VOLUME OFF	<p>First half 1961. Printers' Ink national advertising index shows no change from the first half 1960 in the total amount of money invested in national advertising. A 15% increase in network television balanced off losses for all other major components: newspapers - 6%; magazines - 4%; radio - 5%; business papers - 6%; outdoor - 13%.</p> <p>First seven months. Newspaper lineage in 52 cities as compiled by Editor &amp; Publisher shows a dip of 6.5% over the first seven months of 1960. This is a slight improvement over results for the first half as retail advertising climbed in July. The Bangor Daily News is doing much better than the national average checking in with a 1% loss for the first seven months.</p> <p>First eight months. Magazine ad pages are off 9.3% from the comparable 1960 period. The month of August slumped to -10.6% after July had shown promises of a possible upturn. The professional books, a relatively minor group, is the only category to register a cumulative eight-month gain over a year ago.</p>																																																																																											
DATE MAILED		SIGNED																																																																																											
FORM 17																																																																																													

## WEEKLY NEWS LETTER

FOR WEEK ENDING

19

FROM

LETTER NO.

SUBJECT

DETAIL

WORLD  
NEWSPRINT  
IN FOCUS

Total worldwide newsprint production is not known but the lion's share is accounted for by the 11 countries listed below which produced over 13 million tons in the year 1960. Canada, the top producer, turned out 3.3 times as much as USA in second position. Finland's newsprint mills account for 40% of that country's total paper and paperboard production. Finland exported 89% of its newsprint in 1960. Twenty-three years ago its newsprint production was 463,000 tons and 422,000, or 91%, was exported.

	Newsprint Production			'60 News Prod. as % Total Paper & Board	News Exported	
	(000 Short Tons)		23-Year Change		1960	% News
	1960	1937			(000T)	Prod.
Austria	152	70	+117%	23%	79	52
Canada	6,739	3,998	+69	78	6,266*	93
Finland	860	463	+86	40	762	89
France	492	Not Available		17	-	
Italy	286	83	+244	18	N/A	
Japan	807	(507 in 1955)		16	N/A	
Norway	N/A	N/A			192	
Sweden	641	303	+111	27	436	67
United Kingdom	831	897	-7	18	52	6
United States	2,038	976	+109	6	77	4
West Germany	254	(140 in 1949)		7	-	

\* Of this total, 5,260 or 78% of total production was exported to USA.

DATE MAILED

September 12, 1961

SIGNED

Robert S. Hagne

## WEEKLY NEWS LETTER

FOR WEEK ENDING August 14, 1961

19 FROM For Supervisors

LETTER NO Vol. 1 No. 8

SUBJECT	DETAIL
<b>HALF MILLION SAFE HOURS BY EAST MILLI- NOCKET ELEC- TRICIANS</b>	<p>At 8:00 A.M. Wednesday, August 16, the Electrical Department at the East Millinocket Mill completed 500,000 hours with no disabling injuries.</p> <p>This record has been achieved over a five year period beginning August 6, 1956 by a crew averaging 45 in number, who work under the most hazardous conditions and many times in the very worst weather conditions.</p> <p>Suitable recognition of this outstanding achievement will be made in the near future, and the congratulations of the Great Northern management is extended to each of these individuals, whose teamwork and adherence to safety procedures has made this fine record.</p>
<b>CENTRAL SAFETY POLICY COMMIT- TEE</b>	<p>At a meeting of this important committee held August 17, and attended by Mr. Arthur Allen of the Employers Assurance Corporation, a comprehensive discussion of the safety situation in the mills took place.</p> <p>As a result of this meeting, an intensive program is to begin immediately to get safety back into every action of every employee.</p> <p>We can all be on the lookout for an intensive program in both mills sparked by the members of this committee and the Safety Supervisors - the object, better attitude toward SAFETY on the part of everybody.</p>
<b>PROGRESS OF PROJECTS</b>	<p>Pulpwood by-pass flume is now in operation. Pulpwood started moving from Ferguson Pond to Millinocket Stream through the new by-pass flume on Thursday, August 3. It is hoped that 1,300 cords per day can be moved so that 115,000 rough cords will be moved from Ferguson to East Millinocket wood storage by freeze-up.</p> <p>Engineering and Research Building - At the present time construction appears to be about three weeks ahead of schedule. Ideal weather conditions have been a big factor. There are currently 91 men employed on this job who are pushing hard to finish the second floor so that brick masons can be brought in next week to start the brickwork on the outside walls. The crew next week will probably number 115. Peak production will not come until October when the big push will be underway to get the building closed in. The roof is slated to be started about October 15 and completed about a month later.</p> <p>A contract has been signed with Acme Supply Co., Inc. of Bangor for the construction of a new garage at Millinocket mill. The all steel structure will be 140 feet long and 60 feet wide at its widest points and will be erected at an agreed price of \$69,092. Heating and lighting will be installed by GNPCo. The contract calls for construction to be completed by November 15.</p> <p>The pipeline is approximately 45% in the ground with 16,320 feet of pipe laid. The Millinocket Stream cross-over is being readied for work. The East Millinocket river crossing has already been started. The Millinocket Mill dredging is underway, and all stainless steel piping has been welded.</p>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	August 14, 1961	19	For Supervisors	LETTER NO. Vol. 1 No. 8
SUBJECT	DETAIL			
MR. POLLARD SET FOR EURO- PEAN VISIT	<p>Although his itinerary is not yet complete, plans have been formulated by Dave Pollard to leave on September 8th for a visit to Finland under the sponsorship of the Madden Corporation. He will also visit other countries in Europe.</p> <p>While away he will visit newsprint mills in Finland, on invitation of the Finnish Newsprint Industry, and will study sulphite pulping processes in Sweden and Chris Anker's groundwood mill at Risor, Norway.</p> <p>In England Mr. Pollard will visit one or two of the Bowater's mills and also the St. Anne's mill, where the new inverformer is in operation.</p>			
WELDON DAM DEDICATED	<p>The formal dedication of Weldon Station took place Wednesday, August 16 with appropriate ceremony.</p> <p>In attendance were Mr. Weldon, immediate members of his family, and Great Northern personnel, who have been closely associated with Mr. Weldon.</p> <p>Mr. McDonald, President of the Company, briefly reviewed the accomplishments of Mr. Weldon and his contribution to Great Northern over the years. A plaque was unveiled which reads:</p> <p style="text-align: center;">GREAT NORTHERN PAPER COMPANY ROY V. WELDON STATION MATTACEUNK HYDRO DEVELOPMENT ERECTED OCTOBER 1937 - APRIL 1940</p> <p>Mr. Weldon has regained a good measure of health and the occasion was a happy one for him.</p>			
STATE BILLED FOR FOREST FIRES	<p>Except for a portion of labor, the cost of labor, supplies and equipment used to extinguish forest fires are billed to the State rather than absorbed by the Company. In the case of labor, the Company absorbs the difference between the wage rates paid by the State and what the man would have earned at Company rates had he remained on his own job.</p>			
DID YOU KNOW?	<p>To convert a peeled cord of standing timber to a ton of finished paper, \$50 is paid in salary and wages by GNPCo. to Maine people.</p>			
KEEP MAINE GREEN WEEK	<p>The week beginning August 13 has been designated by Governor Reed and Forest Commissioner Wilkins as Keep Maine Green Week.</p> <p>With their livelihood depending on the forests, the people of this vicinity should not need a special proclamation to instil in their minds the importance of this slogan. Every week is Keep Maine Green Week around here.</p> <p>This is an appropriate time for the Governor's message, as the danger signs are quickly appearing throughout the State. Several critical areas are already posted.</p>			
DATE MAILED	SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING August 14, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 8

SUBJECT	DETAIL				
PAPER SHIPMENTS	Shipments to customers in the first 32 weeks of the year:				
		Tons Shipped			
	<u>Newsprint</u>	<u>1961</u>	<u>1960</u>		<u>% Change</u>
	Contract Domestic	192,732	209,088		-7.8
	Contract Export	2,836	4,272		-33.6
	Transient Domestic	9,903	4,231		+134.1
	Transient Export	30,190	12,324		+145.0
	Total News	235,661	229,915		+2.5
	<u>Specialty</u>				
	<u>Domestic</u>				
	Pub Printing	14,074	17,257		-18.4
	Novel News	9,259	6,670		+38.8
	Jet Printing	29,153	25,917		+12.5
	Lightweight	16,532	12,357		+33.8
	Other	3,557	4,918		-27.7
	Total	72,575	67,119		+8.1
	<u>Export</u>				
	Pub Printing	4,878	54		+8933.3
	Lightweight	4,957	5,929		-16.4
	Other	209	13		+1507.7
	Total	10,044	5,996		+67.5
	<u>Wrapper</u>	691	827		-16.4
	Total Shipments	318,971	303,857		+5.0
PAPER PRODUCTION AND SHIPMENTS	Thirty-two Weeks				
		<u>1961</u>	<u>1960</u>		
		Daily			
	Production:	<u>Tons</u>	<u>Avg.</u>	<u>Tons</u>	<u>Avg.</u>
	East Millinocket	183,748.3	820.3	176,786.9	789.2
	Millinocket	142,767.9	637.4	130,693.4	583.5
		326,516.2	1,457.7	307,480.3	1,372.7
	Shipments, excluding wrapper sales	318,280.9	1,420.9	303,012.0	1,352.7
	Forecast of shipments	333,692.8	1,489.7		
					1961 Increase
PAPER ON TRACKS AND IN STORAGE	August 13				
		<u>Tons</u>	<u>Cars</u>	<u>August 6</u>	
	Millinocket	2,675.4	98	2,415.5	89
	East Millinocket	5,557.9	208	4,984.0	178
	Searsport, etc.	3,600.1	-	3,600.1	-
		11,833.4	306	10,999.6	267
	Less cars reported by mill as released Sunday, billed Monday		46		49
	Mill report of cars on hand		260		218
DATE MAILED		SIGNED			



## WEEKLY NEWS LETTER

FOR WEEK ENDING August 14, 1961

19 FROM For Supervisors

LETTER NO. Vol. 1 No. 8

SUBJECT	DETAIL																																																																																																							
NEW CUSTOMERS FOR GNP	<p>Listed below are 28 new customers that have been added to our account during the first 7 months of this year. Shipments to these new customers have amounted to 7,206 tons, or 71% of our increase in total shipments. (Total shipments for the first 7 months of this year have increased by 10,156 tons.) Three of these customers have signed contracts as follows:</p> <p>Princeton Publishing Co. 135 tons Newsprint thru 12/31/66  The Sun Bulletin 500 tons Newsprint thru 12/31/61  Valley Publishing 80 tons Newsprint thru 12/31/63</p> <p>The Utica Observer Dispatch is a part of the Frank Gannett chain of newspapers with whom we have a 16,500-ton per year contract.</p> <p style="text-align: center;"><u>Shipments - Tons</u></p> <table> <tbody> <tr> <td>Airline Pa. Stock Co.</td> <td>9 spec.</td> <td>Wholesaler</td> </tr> <tr> <td>Birmingham &amp; Prosser Co.</td> <td>61 "</td> <td>Wholesaler</td> </tr> <tr> <td>Boy Scouts of America</td> <td>221 "</td> <td>Publishers, Scout books, etc.</td> </tr> <tr> <td>Canfield Paper Co.</td> <td>18 "</td> <td>Wholesaler</td> </tr> <tr> <td>Capital City Pub.</td> <td>26 news</td> <td></td> </tr> <tr> <td>Clement Color Type, Inc.</td> <td>426 spec.</td> <td>Printers-catalogs, Magazines</td> </tr> <tr> <td>Courier Citizen Co.</td> <td>1,051 "</td> <td>Printers-telephone directory</td> </tr> <tr> <td>Coy-Hunt &amp; Co.</td> <td>306</td> <td>Merchant</td> </tr> <tr> <td>Cuneo Press (Milwaukee)</td> <td>105</td> <td>Printing-books, Magazines</td> </tr> <tr> <td>Eagle Printing Co.</td> <td>29 news</td> <td>Daily paper</td> </tr> <tr> <td>Ente Nazionale Cell. E Carte</td> <td>3,856 "</td> <td>Export customer</td> </tr> <tr> <td>Epes-Fitzgerald Paper Co.</td> <td>14 spec.</td> <td>Wholesaler</td> </tr> <tr> <td>Guthrie Bros. Prtg. &amp; Litho</td> <td>1 "</td> <td>Commercial Prtg. &amp; litho</td> </tr> <tr> <td>Home State Farm Pub.</td> <td>101 "</td> <td>Publishers farm magazines</td> </tr> <tr> <td>Lane Paper Corp.</td> <td>118 news &amp; spec.</td> <td>Merchant</td> </tr> <tr> <td>Lott-Merlin</td> <td>3 news</td> <td></td> </tr> <tr> <td>Otterbein Press</td> <td>54</td> <td>Printer-church publications</td> </tr> <tr> <td>Pacific Stars &amp; Stripes</td> <td>50 spec.</td> <td>Service Publications</td> </tr> <tr> <td>Photopress, Inc.</td> <td>87 News &amp; Spec.</td> <td>Printers</td> </tr> <tr> <td>Princeton Publishing Co.</td> <td>29 news</td> <td>Daily paper</td> </tr> <tr> <td>Rourke-Eno Paper Co.</td> <td>6 spec.</td> <td>Wholesaler</td> </tr> <tr> <td>Safran Printing Co.</td> <td>2 "</td> <td>Printers-catalogs</td> </tr> <tr> <td>Southwest Printing Co.</td> <td>18</td> <td>Printers</td> </tr> <tr> <td>The Sun Bulletin</td> <td>192 news</td> <td>Daily paper</td> </tr> <tr> <td>Valley Publishing Corp.</td> <td>33 "</td> <td>Daily paper</td> </tr> <tr> <td>Vermont Kaolin Co.</td> <td>1 wrapper</td> <td>Sheathing paper</td> </tr> <tr> <td>Utica Observer Dispatch</td> <td>386 news</td> <td>Daily paper</td> </tr> <tr> <td>Wyomissing Paper Products</td> <td>3 wrapper</td> <td>Mfg. labels, box tops, etc.</td> </tr> <tr> <td></td> <td><u>7,206</u></td> <td></td> </tr> </tbody> </table> <p>In addition, the following eight new customers have been added to our account for shipments starting in August:</p> <table> <tbody> <tr> <td>Army Times Pub. Co., Inc.</td> <td>Service publications</td> </tr> <tr> <td>Abdullahai Fidaalli</td> <td>Export customer</td> </tr> <tr> <td>MacFadden Publications, Inc.</td> <td>Publishers-magazines</td> </tr> <tr> <td>Prime Printing Co., Inc.</td> <td>Printers</td> </tr> <tr> <td>Rowland Paper Co.</td> <td>Wholesaler</td> </tr> <tr> <td>Spaulding-Moss Co.</td> <td>Commercial printers &amp; litho</td> </tr> <tr> <td>State Trading Corp. of India</td> <td>Export customer</td> </tr> <tr> <td>Ware Brothers Printing Co.</td> <td>Printers</td> </tr> </tbody> </table>	Airline Pa. Stock Co.	9 spec.	Wholesaler	Birmingham & Prosser Co.	61 "	Wholesaler	Boy Scouts of America	221 "	Publishers, Scout books, etc.	Canfield Paper Co.	18 "	Wholesaler	Capital City Pub.	26 news		Clement Color Type, Inc.	426 spec.	Printers-catalogs, Magazines	Courier Citizen Co.	1,051 "	Printers-telephone directory	Coy-Hunt & Co.	306	Merchant	Cuneo Press (Milwaukee)	105	Printing-books, Magazines	Eagle Printing Co.	29 news	Daily paper	Ente Nazionale Cell. E Carte	3,856 "	Export customer	Epes-Fitzgerald Paper Co.	14 spec.	Wholesaler	Guthrie Bros. Prtg. & Litho	1 "	Commercial Prtg. & litho	Home State Farm Pub.	101 "	Publishers farm magazines	Lane Paper Corp.	118 news & spec.	Merchant	Lott-Merlin	3 news		Otterbein Press	54	Printer-church publications	Pacific Stars & Stripes	50 spec.	Service Publications	Photopress, Inc.	87 News & Spec.	Printers	Princeton Publishing Co.	29 news	Daily paper	Rourke-Eno Paper Co.	6 spec.	Wholesaler	Safran Printing Co.	2 "	Printers-catalogs	Southwest Printing Co.	18	Printers	The Sun Bulletin	192 news	Daily paper	Valley Publishing Corp.	33 "	Daily paper	Vermont Kaolin Co.	1 wrapper	Sheathing paper	Utica Observer Dispatch	386 news	Daily paper	Wyomissing Paper Products	3 wrapper	Mfg. labels, box tops, etc.		<u>7,206</u>		Army Times Pub. Co., Inc.	Service publications	Abdullahai Fidaalli	Export customer	MacFadden Publications, Inc.	Publishers-magazines	Prime Printing Co., Inc.	Printers	Rowland Paper Co.	Wholesaler	Spaulding-Moss Co.	Commercial printers & litho	State Trading Corp. of India	Export customer	Ware Brothers Printing Co.	Printers
Airline Pa. Stock Co.	9 spec.	Wholesaler																																																																																																						
Birmingham & Prosser Co.	61 "	Wholesaler																																																																																																						
Boy Scouts of America	221 "	Publishers, Scout books, etc.																																																																																																						
Canfield Paper Co.	18 "	Wholesaler																																																																																																						
Capital City Pub.	26 news																																																																																																							
Clement Color Type, Inc.	426 spec.	Printers-catalogs, Magazines																																																																																																						
Courier Citizen Co.	1,051 "	Printers-telephone directory																																																																																																						
Coy-Hunt & Co.	306	Merchant																																																																																																						
Cuneo Press (Milwaukee)	105	Printing-books, Magazines																																																																																																						
Eagle Printing Co.	29 news	Daily paper																																																																																																						
Ente Nazionale Cell. E Carte	3,856 "	Export customer																																																																																																						
Epes-Fitzgerald Paper Co.	14 spec.	Wholesaler																																																																																																						
Guthrie Bros. Prtg. & Litho	1 "	Commercial Prtg. & litho																																																																																																						
Home State Farm Pub.	101 "	Publishers farm magazines																																																																																																						
Lane Paper Corp.	118 news & spec.	Merchant																																																																																																						
Lott-Merlin	3 news																																																																																																							
Otterbein Press	54	Printer-church publications																																																																																																						
Pacific Stars & Stripes	50 spec.	Service Publications																																																																																																						
Photopress, Inc.	87 News & Spec.	Printers																																																																																																						
Princeton Publishing Co.	29 news	Daily paper																																																																																																						
Rourke-Eno Paper Co.	6 spec.	Wholesaler																																																																																																						
Safran Printing Co.	2 "	Printers-catalogs																																																																																																						
Southwest Printing Co.	18	Printers																																																																																																						
The Sun Bulletin	192 news	Daily paper																																																																																																						
Valley Publishing Corp.	33 "	Daily paper																																																																																																						
Vermont Kaolin Co.	1 wrapper	Sheathing paper																																																																																																						
Utica Observer Dispatch	386 news	Daily paper																																																																																																						
Wyomissing Paper Products	3 wrapper	Mfg. labels, box tops, etc.																																																																																																						
	<u>7,206</u>																																																																																																							
Army Times Pub. Co., Inc.	Service publications																																																																																																							
Abdullahai Fidaalli	Export customer																																																																																																							
MacFadden Publications, Inc.	Publishers-magazines																																																																																																							
Prime Printing Co., Inc.	Printers																																																																																																							
Rowland Paper Co.	Wholesaler																																																																																																							
Spaulding-Moss Co.	Commercial printers & litho																																																																																																							
State Trading Corp. of India	Export customer																																																																																																							
Ware Brothers Printing Co.	Printers																																																																																																							
DATE MAILED	SIGNED																																																																																																							

## WEEKLY NEWS LETTER

FOR WEEK ENDING	August 14, 1961	19	FROM	For Supervisors	LETTER NO.	Vol. 1 No. 8
SUBJECT	DETAIL					
MR. POLLARD GIVES TALK AT UNIVERSITY OF MAINE	<p>Mr. D. F. Pollard, Manager of Manufacturer and Mr. M. L. Boinest, Superintendent of Halifax Paper Company in Roanoke Rapids, North Carolina gave a very well-accepted lecture on "Fourdrinier Operation" at the University of Maine Pulp &amp; Paper Technology Seminar on August 7, 1961. They were assisted in their discussion period by Mr. Jack Coppens, Paper Mill Consultant.</p> <p>People attending the lecture, 68 in number, were from all segments of the paper industry and from many varied companies throughout the United States and Canada.</p> <p>Included in this group was Waldo Preble of our own Company who attended the Pulp &amp; Paper Summer Institute this year.</p>					
LIGHTNING CAUSES SHUT- DOWN	<p>Heavy lightning storm in the Millinocket area on Friday, August 11, 1961 at about 4:20 PM damaged 16 insulators on the East Millinocket line between Millinocket and Shad Pond. The resulting disturbance shut down both mills.</p>					
TRAINING SEMI- NAR ATTENDED BY WALLY ADAMS	<p>Wally Adams, Training Supervisor, attended the New York State School of Industrial and Labor Relations Seminar at Cornell University, August 7-11. The seminar "Industrial Training Techniques" was based upon the educational concepts and practical training methods used within industry to train both employees and supervisors.</p> <p>The techniques promoted at this seminar will be very helpful in the training programs in both mills.</p>					
AS OTHERS SEE US	<p>Mr. Tom Barry recently received a letter from one of the men who recently visited the East Millinocket Mill with the U. of M. Technology Summer Institute group.</p> <p>We believe it is worthy of being quoted in its entirety:</p> <p>"I was recently privileged to visit your mill as a member of the Second Pulp Technology Summer Institute course at the University of Maine. This mill trip was to me a highlight of the course. I was most impressed with the care your engineers had taken to prepare such a complete descriptive booklet of the layout and process flos, and the excellent facilities we enjoyed in the way of good briefings, competent guides, and the helpful attitude of everyone in the mill. In particular, I would like to thank Eckert con Streit who was my guide for the day.</p> <p>I think it is no exaggeration to state that I derived more benefit from this than any other mill visit I have ever had.</p> <p>Many thanks for a most enjoyable and informative day."</p> <p>R. E. Claude, P. Eng. Division Engineer-Forest Products</p>					
DATE MAILED	August 18, 1961		SIGNED	Robert E. Claude		

## WEEKLY NEWS LETTER

FOR WEEK ENDING

August 7, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 7

SUBJECT	DETAIL
MILLINOCKET PERSONNEL AND PAYROLL DEPARTMENTS HAVE NEW QUARTERS	<p>The staff of the Millinocket Personnel Supervisor and the Payroll unit are getting set up in the new offices newly-built for them in the basement of the Electrical Building.</p> <p>These quarters have been planned to give greater facilities for the many functions of these departments.</p> <p>Entrance will be from the new parking lot which will be appreciated by all who have faced the icy blasts of winter between the mill and the old check office.</p> <p>The Personnel Department will have expanded office space including a separate office for the Personnel Supervisor and Personnel Assistant. The Safety Supervisor will also have an office of his own. A large guard room with facilities for visitors, a waiting room, connected by intercom with the Personnel Department and a new office for the Payroll Department are also included.</p> <p>A new set of time clocks and card racks has been installed and a conference and interview and testing room is a feature of the new installation.</p>
NORTHEAST ORDERED TO RESUME MILLINOCKET ON SCHEDULE	<p>The Bangor Daily News Washington Bureau advised its readers on Wednesday that the C.A.B. hearing examiner has recommended that Northeast be required to resume service to Millinocket within 30 days. This would be a service that the area has lacked since 1953.</p> <p>If this recommendation is carried out, Company personnel and others will be relieved of much inconvenience in making the sometimes uncomfortable and time consuming trip to and from Bangor.</p> <p>A protest on the part of Northeast Airlines may be entered within 10 days.</p>
PAYROLL TAXES UP AGAIN	<p>Effective July 1, 1961, the Company's Maine Employment Security Tax rate took a jump upward of three-tenths of 1% on the first \$3,000 of each employee's yearly earnings. By making a timely cash contribution to the fund this increase will be reduced to two-tenths of 1% giving us a new merit rating of 1%. Although the reserve fund has been drained heavily, taxpayers are still rated individually. The maximum rate is 2.7%.</p> <p>On January 1, 1962, the Federal Insurance Contribution Act (FICA) tax rate will increase another 1/4 percent. This increase will be shared equally by both employee and employer on the first \$4,800 of each employee's yearly earnings.</p> <p>In total, the Company's yearly cost of these taxes will increase by \$12 per employee, bringing the total yearly cost up to \$180 per individual earning \$4,800 or more a year.</p>

DATE MAILED	SIGNED
-------------	--------

## WEEKLY NEWS LETTER

FOR WEEK ENDING August 7, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 7

SUBJECT	DETAIL																																																																																												
<b>PAPER SHIPMENTS</b>	<p>Shipments to customers in the first 31 weeks of the year:</p> <table border="1"> <thead> <tr> <th></th><th colspan="2">Tons Shipped</th><th>% Change</th></tr> <tr> <th></th><th>1961</th><th>1960</th><th></th></tr> </thead> <tbody> <tr> <td><u>Newsprint</u></td><td></td><td></td><td></td></tr> <tr> <td>Contract Domestic</td><td>186,106</td><td>201,998</td><td>-7.9</td></tr> <tr> <td>Contract Export</td><td>2,596</td><td>4,272</td><td>-39.2</td></tr> <tr> <td>Transient Domestic</td><td>9,604</td><td>4,151</td><td>+131.4</td></tr> <tr> <td>Transient Export</td><td>29,419</td><td>11,777</td><td>+149.8</td></tr> <tr> <td>Total News</td><td><u>227,725</u></td><td><u>222,198</u></td><td>+2.5</td></tr> <tr> <td><u>Specialty</u></td><td></td><td></td><td></td></tr> <tr> <td>Domestic</td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>13,630</td><td>16,919</td><td>-19.4</td></tr> <tr> <td>Novel News</td><td>8,563</td><td>6,204</td><td>+38.0</td></tr> <tr> <td>Jet Printing</td><td>28,598</td><td>25,408</td><td>+12.6</td></tr> <tr> <td>Lightweight</td><td>16,202</td><td>11,826</td><td>+37.0</td></tr> <tr> <td>Other</td><td>3,557</td><td>4,890</td><td>-27.3</td></tr> <tr> <td>Total</td><td><u>70,550</u></td><td><u>65,247</u></td><td>+8.1</td></tr> <tr> <td><u>Export</u></td><td></td><td></td><td></td></tr> <tr> <td>Pub Printing</td><td>4,878</td><td>54</td><td>+8933.3</td></tr> <tr> <td>Lightweight</td><td>4,957</td><td>5,895</td><td>-15.9</td></tr> <tr> <td>Other</td><td>121</td><td>13</td><td>+830.8</td></tr> <tr> <td>Total</td><td><u>9,956</u></td><td><u>5,962</u></td><td>+67.0</td></tr> <tr> <td><u>Wrapper</u></td><td><u>691</u></td><td><u>809</u></td><td>-14.6</td></tr> <tr> <td>Total Shipments</td><td><u>308,922</u></td><td><u>294,216</u></td><td>+5.0</td></tr> </tbody> </table>		Tons Shipped		% Change		1961	1960		<u>Newsprint</u>				Contract Domestic	186,106	201,998	-7.9	Contract Export	2,596	4,272	-39.2	Transient Domestic	9,604	4,151	+131.4	Transient Export	29,419	11,777	+149.8	Total News	<u>227,725</u>	<u>222,198</u>	+2.5	<u>Specialty</u>				Domestic				Pub Printing	13,630	16,919	-19.4	Novel News	8,563	6,204	+38.0	Jet Printing	28,598	25,408	+12.6	Lightweight	16,202	11,826	+37.0	Other	3,557	4,890	-27.3	Total	<u>70,550</u>	<u>65,247</u>	+8.1	<u>Export</u>				Pub Printing	4,878	54	+8933.3	Lightweight	4,957	5,895	-15.9	Other	121	13	+830.8	Total	<u>9,956</u>	<u>5,962</u>	+67.0	<u>Wrapper</u>	<u>691</u>	<u>809</u>	-14.6	Total Shipments	<u>308,922</u>	<u>294,216</u>	+5.0
	Tons Shipped		% Change																																																																																										
	1961	1960																																																																																											
<u>Newsprint</u>																																																																																													
Contract Domestic	186,106	201,998	-7.9																																																																																										
Contract Export	2,596	4,272	-39.2																																																																																										
Transient Domestic	9,604	4,151	+131.4																																																																																										
Transient Export	29,419	11,777	+149.8																																																																																										
Total News	<u>227,725</u>	<u>222,198</u>	+2.5																																																																																										
<u>Specialty</u>																																																																																													
Domestic																																																																																													
Pub Printing	13,630	16,919	-19.4																																																																																										
Novel News	8,563	6,204	+38.0																																																																																										
Jet Printing	28,598	25,408	+12.6																																																																																										
Lightweight	16,202	11,826	+37.0																																																																																										
Other	3,557	4,890	-27.3																																																																																										
Total	<u>70,550</u>	<u>65,247</u>	+8.1																																																																																										
<u>Export</u>																																																																																													
Pub Printing	4,878	54	+8933.3																																																																																										
Lightweight	4,957	5,895	-15.9																																																																																										
Other	121	13	+830.8																																																																																										
Total	<u>9,956</u>	<u>5,962</u>	+67.0																																																																																										
<u>Wrapper</u>	<u>691</u>	<u>809</u>	-14.6																																																																																										
Total Shipments	<u>308,922</u>	<u>294,216</u>	+5.0																																																																																										
<b>PAPER PRODUCTION</b>	<table border="1"> <thead> <tr> <th></th><th colspan="4">Thirty-one Weeks</th><th></th></tr> <tr> <th></th><th colspan="2">1961</th><th colspan="2">1960</th><th></th></tr> <tr> <th></th><th>Tons</th><th>Daily Avg.</th><th>Tons</th><th>Daily Avg.</th><th>1961 Increase</th></tr> </thead> <tbody> <tr> <td>Production:</td><td></td><td></td><td></td><td></td><td></td></tr> <tr> <td>East Millinocket</td><td>177,445.2</td><td>817.7</td><td>170,818.3</td><td>787.2</td><td>3.9%</td></tr> <tr> <td>Millinocket</td><td>138,183.3</td><td>636.8</td><td>126,319.6</td><td>582.1</td><td>9.4</td></tr> <tr> <td></td><td><u>315,628.5</u></td><td><u>1,454.5</u></td><td><u>297,137.9</u></td><td><u>1,369.3</u></td><td>6.2</td></tr> </tbody> </table>		Thirty-one Weeks						1961		1960				Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase	Production:						East Millinocket	177,445.2	817.7	170,818.3	787.2	3.9%	Millinocket	138,183.3	636.8	126,319.6	582.1	9.4		<u>315,628.5</u>	<u>1,454.5</u>	<u>297,137.9</u>	<u>1,369.3</u>	6.2																																																		
	Thirty-one Weeks																																																																																												
	1961		1960																																																																																										
	Tons	Daily Avg.	Tons	Daily Avg.	1961 Increase																																																																																								
Production:																																																																																													
East Millinocket	177,445.2	817.7	170,818.3	787.2	3.9%																																																																																								
Millinocket	138,183.3	636.8	126,319.6	582.1	9.4																																																																																								
	<u>315,628.5</u>	<u>1,454.5</u>	<u>297,137.9</u>	<u>1,369.3</u>	6.2																																																																																								
<b>PAPER ON TRACKS AND IN STORAGE</b>	<table border="1"> <thead> <tr> <th></th><th colspan="2">August 6</th><th colspan="2">July 30</th></tr> <tr> <th></th><th>Tons</th><th>Cars</th><th>Tons</th><th>Cars</th></tr> </thead> <tbody> <tr> <td>Millinocket</td><td>2,415.5</td><td>89</td><td>3,382.3</td><td>121</td></tr> <tr> <td>East Millinocket</td><td>4,984.0</td><td>178</td><td>4,196.4</td><td>150</td></tr> <tr> <td>Searsport, etc.</td><td>3,600.1</td><td>-</td><td>4,668.2</td><td>-</td></tr> <tr> <td></td><td><u>10,999.6</u></td><td><u>267</u></td><td><u>12,246.9</u></td><td><u>271</u></td></tr> <tr> <td>Less cars reported by mill as released Sunday, Aug. 6, billed Monday, Aug. 7</td><td></td><td></td><td></td><td></td></tr> <tr> <td>Mill report of cars on hand</td><td></td><td><u>49</u></td><td></td><td><u>12</u></td></tr> <tr> <td></td><td></td><td><u>218</u></td><td></td><td><u>259</u></td></tr> </tbody> </table>		August 6		July 30			Tons	Cars	Tons	Cars	Millinocket	2,415.5	89	3,382.3	121	East Millinocket	4,984.0	178	4,196.4	150	Searsport, etc.	3,600.1	-	4,668.2	-		<u>10,999.6</u>	<u>267</u>	<u>12,246.9</u>	<u>271</u>	Less cars reported by mill as released Sunday, Aug. 6, billed Monday, Aug. 7					Mill report of cars on hand		<u>49</u>		<u>12</u>			<u>218</u>		<u>259</u>																																															
	August 6		July 30																																																																																										
	Tons	Cars	Tons	Cars																																																																																									
Millinocket	2,415.5	89	3,382.3	121																																																																																									
East Millinocket	4,984.0	178	4,196.4	150																																																																																									
Searsport, etc.	3,600.1	-	4,668.2	-																																																																																									
	<u>10,999.6</u>	<u>267</u>	<u>12,246.9</u>	<u>271</u>																																																																																									
Less cars reported by mill as released Sunday, Aug. 6, billed Monday, Aug. 7																																																																																													
Mill report of cars on hand		<u>49</u>		<u>12</u>																																																																																									
		<u>218</u>		<u>259</u>																																																																																									
DATE MAILED	SIGNED																																																																																												

## WEEKLY NEWS LETTER

FOR WEEK ENDING		August 7, 1961	19	For Supervisors	LETTER NO.	Vol. 1 No. 7
SUBJECT		DETAIL				
NEW PROTECTIVE BOX CAR TO BE TRIED OUT AT EAST MILKT.		<p>A new type box car is to arrive at East Millinocket before the end of this week and will be used by Great Northern to test the damage resistant features which are built into it.</p> <p>The car has a 30 inch long hydraulic curbing device at each end and has an impact recorder inside and outside. Built and owned by Pullman-Standard, a division of Pullman Incorporated, it will be delivering paper from East Millinocket until November 30th of this year. Value of the car is \$13,000.</p> <p>It is hoped that this car and others proposed by various railroads and manufacturers of railroad rolling stock will succeed in reducing news-print damage, which amounted to \$2,069,000 last year.</p>				
BILL HOUSER A PATIENT IN CONNECTICUT HOSPITAL		<p>While on a business trip to Derby-Ansonia, Connecticut last week-end, Bill Houser, Senior Area Engineer at the Millinocket Mill suffered a heart attack and is presently a patient at the Grace-New Haven Community Hospital, New Haven, Connecticut.</p> <p>Bill is progressing favorably and will be in the hospital about three weeks. He is receiving some visitors. Cards from his fellow-workers and friends may be sent to him at the above address.</p>				
WOODLANDS INSURANCE REFUND		<p>Woodlands overhead will receive a welcome break with the refund of approximately \$19,100 in fire insurance premiums. The refund stems in part from the annual audit which develops a return premium of \$4,600 resulting from values reported, and the balance of \$14,500 is a return premium resulting from a retrospective premium adjustment, both on the Woodlands first 3-year package policy which expired on May 1, 1961. Our experience earned us the maximum credit obtainable.</p>				
SUNDAY SUPPLEMENTS SLUMP		<p>The Big 3 in the Sunday supplement field have had a poor first half. Advertising revenues of American Weekly were 38% less than a year ago, Parade fell 11% and This Week was off 10%. All predict improvement in the last half.</p> <p>American Weekly, a division of Hearst Publishing, until recent years, held a position of complete predominance in this field. Of late, however, it has run into rough seas (1960's ad revenues were only 44% of 1957's) and as a result is slashing the payroll and concentrating solely on papers in major cities. The Houston Chronicle with a circulation of 231,922 as of 9-30-60 is dropping American Weekly and picking up Parade next January.</p> <p>We have shipped only two cars of paper to Parade in the first half of 1961. This Week's first-half tonnage in 1961 was 2,083, down 14% from 1960. We have shipped 84 tons Jet thru June to Hearst for American Weekly.</p>				
DATE MAILED			SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING

August 7, 1961

19

FROM

For Supervisors

LETTER NO.

Vol. 1 No. 7

SUBJECT	DETAIL
GLOSS CALENDER	<p>Production trials have been made on #1 paper machine at Millinocket to evaluate operating problems and factors affecting paper quality. A partial list of these factors includes level of clay in sheet, moisture content, path of sheet through the gloss calender, and operating in series with a partial standard calender stack. Paper to be developed from these trials is to be equivalent to present grades of news or pub printing with a higher gloss.</p> <p>Beloit has reviewed the problems and made suggestions on alterations required. No conclusive results are available at this time.</p> <p>While not being used for development trials, No. 1 paper machine manufactures regular news and pub printing. This is accomplished by by-passing the gloss calender and using a standard calender stack.</p>
CENTRAL SAFETY POLICY MEETING	<p>On Thursday, August 17, an important meeting of the Company's Central Safety Policy Committee is scheduled.</p> <p>This Committee, composed of D. F. Pollard, R. P. Gagne, T. M. Barry, P. M. Schaffrath and E. M. Bruce will also have Mr. Arthur Allen of the Employers Assurance Corporation in attendance.</p> <p>The safety situation in the mills will be thoroughly explored at this meeting and a policy set up, which is hoped will curtail the present upward trend on our accident frequency and severity. This policy, when formulated will be publicized so that all concerned with safety will know what is expected of them.</p>

DATE MAILED

August 11, 1961

SIGNED

*Robert B. Gagne*

## WEEKLY NEWS LETTER

FOR WEEK ENDING

July 24, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 6

## SUBJECT

## DETAIL

COMPANY'S EARN-  
INGS UP SOME IN  
FIRST HALF OF  
'61

Net sales for the twenty-four weeks ended June 18, 1961 were \$29,630,983 compared with \$27,874,252 for the first twenty-four weeks of 1960, an increase of 6.3%. Net income after taxes amounted to \$1,330,508 or \$1.28 a share compared with \$1,222,231 or \$1.18 a share a year ago, an increase of 8.9%.

Newsprint tonnage in 1961 was 3.8% ahead of last year's, and the increase in specialty papers was 13.8%.

GREAT NORTHERN PAPER COMPANY  
STATEMENTS OF INCOME AND SURPLUS

		FOR THE TWENTY-FOUR WEEKS ENDED	
		June 18, 1961	June 19, 1960
Net sales . . . . .		\$29,630,983	\$27,874,252
Cost of sales (including \$2,873,259 depreciation in 1961 and \$2,699,973 in 1960) . . . .		25,403,464	24,211,248
Gross porfit . . . . .		\$ 4,227,519	\$ 3,663,004
Selling, administrative and general expenses . . . . .		1,332,486	1,205,662
Profit from operations . . . . .		\$ 2,905,033	\$ 2,457,342
Other income:			
Stumpage sales . . . . .		219,190	303,140
Interest, dividends, etc. . . . .		201,843	271,354
		\$ 3,326,066	\$ 3,031,836
Other charges:			
Interest on notes . . . . .	\$	770,422	\$ 833,896
Miscellaneous . . . . .		4,136	22,709
	\$	774,558	\$ 856,605
Income before provision for Federal taxes on income . . . . .	\$	2,551,508	\$ 2,175,231
Provision for Federal taxes on income . . . .		1,221,000	953,000
Net income for the period . . . . .	\$	1,330,508	\$ 1,222,231
Earned surplus, beginning of period . . . .		35,659,677	33,482,088
		\$36,990,185	\$34,704,319
Deduct:			
Cash dividends paid - 50¢ in 1961 and 40¢ in 1960 . . . . .		519,796	
Earned surplus, end of period . . . . .		\$36,470,389	\$34,288,522

Subject to adjustment and audit at end of fiscal year

DATE MAILED

SIGNED

GREAT NORTHERN PAPER COMPANY

## WEEKLY NEWS LETTER

FOR WEEK ENDING July 24, 1961		19	FROM For Supervisors	LETTER NO. Vol. 1 No. 6
SUBJECT	DETAIL			
SAFETY SLUMP- ING	<p>Recent figures submitted by the Insurance Department show Great Northern's costs on compensable injury cases at a high peak. The record shows a steady increase in injuries and a substantial rise in severity.</p> <p>Although cost is but one factor in the program for safety in the plants, it is a good indication of its success.</p> <p>Immediate steps are to be taken to correct the situation and get Great Northern up again where it belongs safety-wise.</p>			
GREAT NORTHERN DISPLAYS	<p>The Company has recently been before the public in conjunction with promotional endeavors of the Millinocket Chamber of Commerce and the Maine Central Railroad.</p> <p>At Kittery the Millinocket Chamber of Commerce used materials supplied by the Woodlands Department and Central Personnel from July 1 to July 15. This display was visited by many out of state visitors entering Maine at that point, and for many it served as an introduction to Great Northern.</p> <p>The model paper machine, set against a background of samples of the Company's paper, and photographs of activities throughout its mills and woodlands, was an especial attraction for many at Bangor and Portland as they were displayed in the Maine Central Railroad's new car, which that company had set up for public inspection at these points.</p>			
SEBOOMOOK CAMP- GROUND OPENED BY COMPANY	<p>The Woodlands Department has sent us a copy of its brochure introducing to the public its Seboomook Campground.</p> <p>This campground for which the site and equipment has been furnished by the Great Northern Paper Company is leased and operated by Arthur Bessey of Rockwood, and is situated on the northern tip of Moosehead Lake.</p> <p>Seboomook Campground offers facilities for fishing, boating, swimming, hiking and all other forms of outdoors recreation. It supplies shelters, tables, fireplaces, tenting space, trailer space, well water, and sanitary toilets. The rates are exceptionally moderate.</p> <p>This is another unit in the Great Northern's ever expanding program for public use of the Company's forests for recreational purposes.</p>			
VERMONT CUS- TOMER LIKES GREAT NORTHERN NEWSPRINT	<p>A recent editorial in the Brattleboro, Vermont Reformer quotes from a well-known metropolitan newspaper, which evidently thinks highly of the imported paper on which it is printed. The "Reformer" editor then expresses his paper's thanks and appreciation to Great Northern for the fine quality of newsprint supplied his paper by out strictly American Company.</p>			
PIPE LINE PRO- GRESS	<p>Central Engineering reports that the pipe is over 20% in the ground. It is hoped to finish the line, excepting for terminals, in mid-September.</p>			
DATE MAILED July 26, 1961		SIGNED <i>Robert B. Hagne</i>		



## WEEKLY NEWS LETTER

FOR WEEK ENDING July 10, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 5

SUBJECT	DETAIL
LABOR AGREE- MENT SIGNED	<p>The formal signing of the 1961 Labor Agreement took place on Monday, July 10 at the Guest House. In attendance were all labor-management representatives who took part in the recent negotiations at Bangor.</p> <p>This formal signing is the first in Great Northern's history. It reflects the present excellent relations in both mills. As a matter of fact, at the time of the signing, no grievance was pending at either mill.</p> <p>Explanatory meetings on Seniority and Insurance are scheduled for the near future.</p>
RECENT PRO- MOTIONS	<p><b>NEW TOUR FOREMEN</b></p> <p>Mr. Durrell Connick has recently joined the supervisory group at the Millinocket Mill as Tour Foreman - Sulphite Department.</p> <p>Mr. Connick has been a member of the Great Northern organization since May 16, 1955. All his experience has been in the Sulphite Department.</p> <p>He is a native of St. Stephen, N. B. and received his education in the schools of that city and at Dalhousie University, Halifax, N. S.</p> <p>Mr. Connick was a member of Great Britain's famed Commandoes for 14 years, rising to the important rank of Major. He is married and has no children.</p> <p>At East Millinocket Mr. Harold A. Lyons an employee of 24 years service in that mill has been named Tour Foreman in the Papermill Department.</p> <p>Mr. Lyons began his continuous service on June 9, 1937 as a Sulphite Handler. He transferred to the Papermill as a fifth hand in 1938 and moved up through all categories of the trade to Machine Tender, which position he has held for the past six and one-half years. He is married and has two children.</p> <p><b>FRANK PERRY UPPED AT MILLINOCKET</b></p> <p>Mr. Frank M. Perry, who has been Tour Foreman at Millinocket since July 1, 1960 has been promoted to Day Foreman - Paper Room as of July 10, 1961.</p> <p>Mr. Perry's entire service, to date, has been in that department, and dates from November 10, 1934 with time out for military service.</p>
SAFETY RECORD OUTSTANDING AT EAST MILLINOCKET MILL OVER 4TH OF JULY	<p>With all the sadness over the 4th of July, due to accidental deaths and injuries, we have a ray of sunshine in the record compiled at the East Millinocket mill during the accelerated maintenance program over the shut-down period. At this mill not a single accident was reported from shut-down on Monday to start up on Thursday. Congratulations to all concerned.</p>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	July 10, 1961	19	For Supervisors	LETTER NO. Vol. 1 No. 5
SUBJECT	DETAIL			
PIPE LINE PROGRESS	<p>This important project is moving along at a good pace. Road work is complete to the river at the Rice Farm. Site preparation is 75% completed. 1900 feet of pipe has been laid between Millinocket mill and Rice Farm, and 244 feet laid between Rice Farm and East Millinocket mill.</p>			
INTERESTING VISITOR HELPS OBTAIN OVERSEAS ORDER	<p>Both mills received a visit last Friday and Saturday from a leading citizen of Bombay, India. Mr. Abdullabhai Fidaalli arrived on Thursday evening in the company of Mr. Joseph Carena, newly appointed Export Sales Manager.</p> <p>Mr. Fidaalli is a business man in Bombay, and heads his own company in the Fidaalli Building in Bombay.</p> <p>In addition to such diversified interests as printing, generating of electricity by diesel power plants for municipal lighting, and manufacture of perfume, Mr. Fidaalli is also interested in the import business.</p> <p>Of especial interest to Great Northern people, is the fact that Mr. Fidaalli has been influential in obtaining for Great Northern a substantial order to be manufactured at East Millinocket during the next few weeks.</p> <p>Jim McLean represented the Company in extending the courtesies due the visitor while he was with us.</p>			
REGGIE WITHAM PASSES	<p>His colleagues in the Millinocket Mill were shocked to learn of the tragic death of Reggie Witham on July 7th.</p> <p>Mr. Witham would have completed 35 years of service with the Company on July 12th, thirty-one of these in a supervisory capacity in the Sulphite Department.</p> <p>He was one of the most popular men in the mill and his passing has brought universal regret throughout the organization.</p> <p>The sympathy of all his fellow workers, and of the Company, is extended to his widow and son and daughter.</p>			
COMPANY REPRESENTED AT COLBY SAFETY COURSE	<p>Great Northern was well represented at the Accident Prevention Methods Institute recently held at Colby College.</p> <p>Oswald Pound, Area Foreman Maintenance Department; Carroll Freeman, Groundwood Foreman; and George Bears, Assistant Superintendent Construction Department; attended from Millinocket, and Marcel Dyer, Assistant Foreman Finishing Department went from the East Millinocket Mill.</p> <p>All returned to their positions in the mills very enthusiastic regarding the techniques used to broaden their knowledge of accident prevention. Their concept of the importance of safety has increased tremendously. They also report from their observation of other representatives present that Great Northern appears to be further advanced in its safety program than most others in Maine.</p>			
DATE MAILED	SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING		19		For Supervisors		LETTER NO.																															
July 10, 1961						Vol. 1 No. 5																															
SUBJECT		DETAIL																																			
LIGHT-WEIGHT NEWSPRINT IN THE NEWS		<p>A couple of recent items regarding the use of light-weight newsprint are of interest.</p> <p>Editor and Publisher says:</p> <p>"Charles R. Buxton, business manager of the Denver (Colorado) Post, reports on the success his paper is having with 30 pound newsprint instead of standard 32 pound newsprint. The strike-through problem, he said, could be solved by use of different ink, and stuffing problems could be solved by making proper adjustments on the stuffing machinery. Mr. Buxton also noted that use of lighter newsprint resulted in the net saving of \$1.00 a ton plus an additional \$1.00 a ton for handling charges, not to mention earnings on postage and distribution costs."</p> <p>On the same subject, Printers Ink reports: "Faced with the possibility of increased second-class mailing rates, daily and weekly newspaper publishers are watching with more than detached interest, experiments by the Denver Post to use a lighter-weight newsprint. Early reports indicate that in its efforts to print with a paper light enough to hold down mailing costs, the Post has had no insurmountable difficulties, with either ink show-through on color reproduction."</p>																																			
READ IT AND WEEP		<p>A lot has been written and spoken pro and con on the subject of the cost to employers for unemployed labor.</p> <p>The following figures, taken from Great Northern records should be of interest to all of us and perhaps a shock to most.</p> <p>For the first five months of 1961, the Great Northern has been charged under its experience rating this unbelievable figure.</p> <table border="1"> <tbody> <tr> <td>January</td> <td>\$ 5,263.00</td> <td>\$ 9,256.00</td> <td>\$ 240.00</td> <td>\$ 14,759.00</td> </tr> <tr> <td>February</td> <td>4,322.00</td> <td>13,108.00</td> <td>252.00</td> <td>17,682.00</td> </tr> <tr> <td>March</td> <td>10,157.00</td> <td>12,139.00</td> <td>601.00</td> <td>22,897.00</td> </tr> <tr> <td>April</td> <td>12,268.00</td> <td>9,760.00</td> <td>392.00</td> <td>22,420.00</td> </tr> <tr> <td>May</td> <td><u>10,612.00</u></td> <td><u>11,318.00</u></td> <td><u>820.00</u></td> <td><u>22,750.00</u></td> </tr> <tr> <td></td> <td>\$42,622.00</td> <td>\$55,581.00</td> <td>\$2,305.00</td> <td>\$100,508.00</td> </tr> </tbody> </table> <p>Some of that money would sure help out on a cost center target.</p>						January	\$ 5,263.00	\$ 9,256.00	\$ 240.00	\$ 14,759.00	February	4,322.00	13,108.00	252.00	17,682.00	March	10,157.00	12,139.00	601.00	22,897.00	April	12,268.00	9,760.00	392.00	22,420.00	May	<u>10,612.00</u>	<u>11,318.00</u>	<u>820.00</u>	<u>22,750.00</u>		\$42,622.00	\$55,581.00	\$2,305.00	\$100,508.00
January	\$ 5,263.00	\$ 9,256.00	\$ 240.00	\$ 14,759.00																																	
February	4,322.00	13,108.00	252.00	17,682.00																																	
March	10,157.00	12,139.00	601.00	22,897.00																																	
April	12,268.00	9,760.00	392.00	22,420.00																																	
May	<u>10,612.00</u>	<u>11,318.00</u>	<u>820.00</u>	<u>22,750.00</u>																																	
	\$42,622.00	\$55,581.00	\$2,305.00	\$100,508.00																																	
EXCHANGE ON MONEY MAKES A DIFFERENCE IN PRICES		<p>To the ordinary person, the exchange on Canadian money is just another nuisance for the traveling public to contend with, but to us in the paper industry it means another price squeeze to contend with.</p> <p>Being paid in United States funds for paper shipped from Canada, the Canadian mills a year ago were receiving only 95 cents for every dollar on their United States orders. Today they are receiving \$1.03 in Canadian funds as the United States money is worth 3% more than Canadian. Consequently this change in money values has the effect of increasing the price received by Canadian Paper Companies by 8% over last year.</p>																																			
DATE MAILED		SIGNED <i>Robert B. Hogue</i>																																			

## WEEKLY NEWS LETTER

FOR WEEK ENDING July 3, 1961

19

For Supervisors

LETTER NO Vol. 1 No. 4

SUBJECT	DETAIL
REFLECTIONS ON THE EXPLANATORY MEETING.	<p>Complaints of lack of communications surely must have been greatly reduced in number after the meeting last Wednesday. If getting information directly from the man who knows is the best method of getting facts, everybody should be well-informed. As proof of the success of this method is the small number of questions asked during and after the run-down of the agenda items.</p> <p>Jim Adams did a first rate job of reporting the proceedings at Bangor and, with the assistance of the other management representatives, the story was told factually and thoroughly. Considering that the story of two weeks of meetings was told in a couple of hours, and with explanations on all items, congratulations are due these gentlemen for a job well done.</p> <p>Mr. Heuer's remarks were both pertinent and enlightening to all present, and surely praised the value of this method of communications. Nobody can say that the first news of specific Great Northern plans in the instances mentioned did not come primarily to supervisors rather than to others.</p> <p>The bouquets tossed to the Personnel Department are humbly accepted by all concerned as is the challenge of greater responsibilities outlined by Mr. Heuer.</p>
SIGNING OF THE CONTRACT.	<p>Although all local unions have ratified the Labor Agreement, and it is presently in effect, the formal signing will not take place until Monday, July 10.</p>
GREAT NORTHERN SAFETY PROGRAM NOTICED.	<p>After some frustrating experiences in the last few weeks, the Safety people at both mills have had a good boost to their morale during the week just passed.</p> <p>It seems that one of the Johns-Manville officials, here on the pipe-line project, was so impressed with Great Northern's safety program, that he reported it to his Company. As a result, last week Mr. K. J. Whalen, Production Engineer, Pipe Division of that Company, visited both mills and studied our approach to accident prevention. After all, it is nice to know that our accident experience, although to us is not good enough, to others is something to strive for.</p>
GREAT NORTHERN TELLS IT'S STORY	<p>Recent issues of Editor and Publisher, have carried a Great Northern Paper Company advertisement which tells the Company's story in a very interesting and concise manner. Somebody did a fine job.</p> <p>Eliminating certain art work, the ad reads:</p> <p style="text-align: center;">ONE-WAY TICKET TO PROGRESS: \$100,000,000</p> <p style="text-align: center;">DYNAMIC INVESTMENT PROGRAM CONTINUES GREAT NORTHERN LEADERSHIP IN DOMESTIC NEWSPRINT INDUSTRY</p>

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING

July 3, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 4

SUBJECT

DETAIL

Papermaking calls for one of the largest capital investments of any industry, both per employee and per dollar of sales. This is especially true of the capital investment for newsprint mills and the demands on them to meet the growing needs of America's newspaper industry.

In the past 10 years alone Great Northern has spent \$100,000,000 in plant expansion and modernization. New power systems, new giant paper machines, the new major chemi-groundwood plant for the successful use of hardwoods -- these are dramatic highlights of a program of dynamic improvement which makes Great Northern's mills among the most modern in North America.

Great Northern has two goals. One is to continue Great Northern's leadership as the largest and most efficient newsprint producer in the United States. The other is to assure you, the newspaper publisher, of a dependable and growing supply of newsprint, of good quality at a fair price.

From timber harvesting to paper shipment, new methods are characteristic of Great Northern's operation. New woodyard for the year-round delivery of fresh wood to the mill...new research and engineering facilities for better papers and better ways to make them -- these and other developments are typical of Great Northern's continuing investment program on which some \$6 million is being spent in 1961.

**G**REAT **N**ORTHERN PAPER COMPANY  
OOD EWSPRINT FOR 61 YEARS

## HOUSING DEVELOPMENTS.

To date, in 1961, the Company has furnished the following for the cooperative housing project in both towns:

## MILLINOCKET EAST MILLINOCKET

Foundations Staked for Excavation	16	9
Foundations Excavated	15	7
Batter Boards Set	10	
Foundations Poured	4	1
Concrete Block Foundations Erected		1

## EMPLOYEES RETIRED ON JULY 1 WITH AN AVERAGE EMPLOYMENT OF 44½ YEARS

On July 1, three employees of the mills retired with a combined total of 138 years of continuous service. All three carry their years lightly. After so many years as good, efficient employees their leisure is well-deserved. They carry with them the well wishes of everybody in Great Northern.

Mr. Clyde H. Folsom has worked 46 years at Millinocket and retires with an outstanding reputation as a Machinist.

Mr. George Laurusonis leaves the Company with over 44 years of service. At the time of retirement, he was Head Grinderman.

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	July 3, 1961	19 FROM	For Supervisors	LETTER NO.	Vol. 1 No. 4
SUBJECT	DETAIL				
	<p>At East Millinocket, Lawrence M. (CoCo) Surette, Machine Tender, with over 48 years of service in the Yard and the papermill, retires with an unblemished mill accident record since going to the papermill 41 years ago. Suitable recognition was made of this fact by a presentation of a plaque by the Safety Department.</p> <p>In addition to the three mill employees, a former employee of the Auditing Department under Mr. Seelye, was retired at the Woodlands Greenville Office. Mr. Lowell Arey has been a clerk at that location since the early twenties. Mr. Arey had over 40 years continuous service with the Company.</p> <p>All these employees, retiring on pension received their gold retirement pins with suitable ceremony.</p>				
PERSONNEL ON HAND FOR SUMMER VISITORS	<p>As in previous years, the Personnel Department has engaged extra help to take care of visitors to the Company's plants.</p> <p>As Guides, Mr. David Pound is employed at Millinocket, and Mr. Emmett Stevens is at East Millinocket. Mr. Angelo Tsika is Chauffeur.</p>				
CUSTOMER-GUESTS ENJOYING RAINBOW LAKE CAMPS	<p>The seasonal influx of guests to Rainbow is in full swing and many guests are enjoying to the full traditional Great Northern hospitality.</p> <p>The physical comfort of everyone, who comes, is well taken care of by the camp personnel, headed by Herb Hanson, Camp Manager.</p> <p>Others employed for the 1961 season are Ralph Bailey, Guide; Sam Lemay, Cook; Dennis Pellerin, Cooke; Mrs. Bonners, Cabins and Mrs. Hutton, Dining Room.</p> <p>Transportation and arrangements are handled by Pat LeGassey of Central Personnel, who very early on the job was dubbed "Miss Rainbow".</p>				
GREAT NORTHERN TO DISPLAY PRODUCTS IN CONJUNCTION WITH MAINE CENTRAL	<p>To introduce their new freight cars to the public, the Maine Central Railroad will display one of them to the public in Bangor on July 11.</p> <p>Great Northern has been invited to cooperate in the project and, at present, Bill Praught, Bob Montgomery, and Bob Preble are engaged in obtaining material which will properly show Great Northern's products to the public.</p>				
DATE MAILED	July 5, 1961	SIGNED	Robert E. Bagnall		

## WEEKLY NEWS LETTER

FOR WEEK ENDING June 26, 1961

19

For Supervisors

LETTER NO Vol. 1 No. 3

SUBJECT	DETAIL
<p>LABOR AGREE- MENT SIGNED AWAITING RATI- FICATION</p>	<p>After a series of comparatively harmonious labor-management meetings, a two year agreement was signed at Bangor last Friday, June 23. This agreement, subject to local union ratification, includes the following changes in the present agreement:</p> <ol style="list-style-type: none"> <li>1. The contract shall be extended to June 30, 1963.</li> <li>2. The Wage Rates shall be increased as follows: Effective July 1, 1961 increase all rates 6¢ per hour. Effective July 1, 1962 increase all rates 2½%, with a 6¢ minimum.</li> <li>3. Effective October 1, 1961 (for 3-year period) change group insurance plan for employees, dependents and pensioners to that proposed at the Bangor Conference.</li> <li>4. For the vacation year beginning May 1, 1961 employees with 22 years of continuous service will be eligible for 4 weeks vacation. For the 1962 vacation year, this will be reduced to 20 years.</li> <li>5. A separate memorandum on the construction department was agreed to.</li> <li>6. Changes in the Seniority Rules affecting Section 99 and spare workers were agreed to. These will be incorporated in a new edition of the Rules.</li> <li>7. A Committee of the Unions and Management will meet within 30 days to discuss food and drink machines in the mills.</li> <li>8. The Funeral Clause will be changed so that the three days can include the date of death.</li> <li>9. A Committee of the Unions and Management will meet within 60 days to discuss revision of the Seniority Rules.</li> <li>10. Maintenance Crews working at the other mill will work the hours in effect at the other mill, but will report at their own mill 15 minutes before starting time at the other mill. They will leave the other mill 15 minutes before that mill's quitting time. They will be paid for 8 hours and transported by the Company.</li> <li>11. Certain adjustments were agreed upon (effective on Monday, July 3, 1961).</li> </ol> <p style="text-align: center;"><u>INSURANCE</u></p> <p style="text-align: center;"><u>COMPANY'S OFFER - MILL EMPLOYEES</u></p> <p>Company will agree to the following (subject to a three-year agreement on insurance) <u>effective October 1, 1961:</u></p> <ol style="list-style-type: none"> <li>1. Replace present limited Daily Hospital Benefit and Surgical insurance, with a Comprehensive Medical Expense coverage:             <ol style="list-style-type: none"> <li>(a) 100% of first \$300. in any calendar year of In-Patient Hospital Expense (billed by hospital). 80% of Excess over \$300. <u>Room Limit</u> - Hospital's Average Semi-Private Room Rate.</li> <li>(b) Other Covered Medical Expense, including surgeons, doctors and nurses, hospital out-patient expense, and prescription drugs outside of hospital, with: \$50. Calendar Year deductible per person, and 80% of balance.</li> <li>(c) \$7500. Maximum Benefit (Reinstatable)</li> </ol> </li> </ol>
DATE MAILED	SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING	June 26, 1961	19	FROM	For Supervisors	LETTER NO	Vol. 1 No. 3
SUBJECT	DETAIL					
INSURANCE (CONT'D)	<p>(d) <u>Maternity Benefit for Dependents</u></p> <p>\$180 Normal Delivery 230 Caesarean 155 Miscarriage</p> <p>2. No other changes in present Group Insurance coverages will be made during three-year agreement.</p> <p>3. Company will pay entire cost of employee's group insurance coverages -- Life, Accidental Death &amp; Dismemberment, Weekly Sick Benefit (for same amounts now in effect), <u>including</u> the cost of the <u>employee's</u> Comprehensive Medical insurance. The employee will assume the cost of his own dependent's insurance. The insurance company will experience rate the dependents' coverage annually; if a return of premium has been earned, a premium waiver would be granted. If experience is poor, and an increase in rate is necessary, employees will pay such increase.</p> <p>4. <u>Cost to Employee</u> For his own insurances - nothing. For his dependents' insurance - \$3.00 per week.</p>					
SUPERVISORS MEET WEDNESDAY JUNE 28. NEW AGREEMENT WILL BE EXPLAINED	<p>An explanatory meeting for all supervisors will be held at the Municipal Additorium in Millinocket, Wednesday, June 28 at 7:00 P.M. As all supervisory people are vitally interested in the efficient administration of the Contract, attendance is mandatory from all who are available.</p>					
SAFETY IN RHYME	<p><u>A HOLIDAY CAROL</u></p> <p>It's the season of Vacation - a great time at home. But many are stirring...In cars they will roam Throughout this glad season for business and pleasure. May they carry <u>care</u> with them, and may they all measure Their minutes with watchfulness, miles with safe rules, And use caution, though others may be reckless fools. So, let us with reason enjoy these good days-- And as through the season we go on our ways, Let's drive with the spirit of honest good will, And never take chances for hurry or thrill. Let's remember that life in all seasons is dear, And <u>keep</u> giving courtesy all through the year. It's a wonderful time...and a good time to pause... And resolve to believe in the Safety Cause!</p>					
DON FINNEGAN RESIGNS	<p>Don Finnegan, Tour Foreman on #5 &amp; #6 paper machines at East Millinocket mill since August 1, 1957 has submitted his resignation to go with The Garden State Paper Company as Paper Mill Superintendent.</p> <p>Mr. Finnegan first came with Great Northern as an apprentice in 1952. In 1954 he left to take employment with Bowaters at Calhoun, Tennessee. He returned to Great Northern in 1955.</p> <p>The Garden State mill is rated a 150 ton per day plant. The major fibre component used is supplied from waste news.</p>					
DATE MAILED	June 27, 1961	SIGNED <i>Robert B. Hagne</i>				



## WEEKLY NEWS LETTER

FOR WEEK ENDING

June 19, 1961

19

FROM

For Supervisors

LETTER NO

Vol. 1 No. 2

SUBJECT

DETAIL

## THE WAGE CONFERENCE UP TO NOW

Reversing previous procedure, the Unions requested that adjustments, mill rules and jurisdictional problems be discussed before monetary items on the agenda. This change in procedure was responsible for a wide latitude in discussions of these items.

Much time was taken up with problems supposed to have been resolved during the past year, but which were resurrected at these meetings, and generated discussion by about everybody on the Union side of the Conference table.

The Company, having already stated its position on such items, and having complied with the agreements entered into during the year, reaffirmed its position, and expressed opposition to any changes at this time on any prior agreements.

There was clarification made on such items as Double Call, Seniority pertaining to lay-off, Change of Shift Overtime, Holiday Work, Schedule Changes, and Spare Workers.

An important change in the administration of the Spare Board is agreed on. Future assignment to base jobs will not be subject to refusal by a spare worker.

Another point stressed by the Company was the responsibility of men to work when called in.

A fourth week of vacation after 22 years of Company service instead of the present 23 years was offered to the Unions.

A Comprehensive Medical Plan similar to the Supervisors' Plan was offered by the Company with a \$100.00 deductible and \$7,500.00 maximum benefit was also offered. The Unions presented a counter proposal, but the Company advised them that no plan to cost more than the plan offered by it would be considered.

Other subjects such as vending machines were discussed and arrangements made for future improvement.

On Saturday, several questions regarding the insurance program were asked by the Union delegates and answered apparently to their satisfaction.

However, the Company was informed that the Construction Crew Agreement, the procedure of men from one mill going to another mill to work in Capital jobs and Major repairs, and the Insurance Program, would call for a decision of the Union membership.

At this point, the Company advised that no monetary issues would be discussed pending this Union decision. The negotiations were then adjourned until Thursday, June 22nd.

It has been attempted to bring a concise report of each day's proceedings to Supervisory people at both mills. This report has of necessity been

DATE MAILED

SIGNED

## WEEKLY NEWS LETTER

FOR WEEK ENDING		June 19, 1961	19	For Supervisors	LETTER NO. Vol. 1 No. 2
SUBJECT		DETAIL			
THE WAGE CONFERENCE UP TO NOW (CONT'D)		<p>brief and perhaps not as explanatory as expected, but as the meat of such discussions is not arrived at until several days of explanatory talks, nothing tangible is reportable until several days have past.</p> <p>This year, a general Supervisory meeting will be held at the end of the negotiations. At that time a detailed report of the meetings will be given for the information of all concerned.</p>			
WHAT HAPPENED TO SAFETY?		<p>A couple of serious accidents have occurred recently to mar a mounting good safety record at both mills, but more important, they have spoiled the enjoyment of life for three good employees for some time to come.</p> <p>On June 6, Ernest J. Coolong, Head Mechanic in the garage at East Millinocket was removing a boom from a paper truck, with falls, and was standing in front of the boom while operating the falls. The boom fell and badly crushed his right foot. He was hospitalized but has since been released to report to First Aid daily.</p> <p>At Millinocket, on June 9, Gerald Leavitt, Backtender, received injuries to his left leg, necessitating amputation of the limb just below the knee. The accident reportedly was caused by a roll dropping from the machine after the journals holding it let go.</p> <p>The roll, in falling, crushed Mr. Leavitt's leg and its momentum almost carried him with it to the basement.</p> <p>Also at Millinocket Woodroom sub-station, John Swanson, Electrician, was injured while changing a combination magnetic switch. He did not replace the fibre barrier over the hot terminals. His screwdriver hit the hot terminal, causing a flash-over with resultant burns of face, head, arms, hands and fingers. This accident, painful as it was, could have had more serious consequences, particularly to the employee's eyes.</p>			
BONDS TO BEST STUDENTS		<p>At the commencement exercises of each of the local high schools, four outstanding pupils were presented savings bonds by the Company.</p> <p>At the Stearns graduation on June 15, Mr. Warren F. Daniell represented the Company in presenting a fifty dollar bond to Marion Hale for her outstanding record in Mathematics and Science, and a fifty dollar bond to Francis Dolan for the greatest improvement in these subjects.</p> <p>He also presented Herbert Pottle with a twenty-five dollar bond for second greatest improvement in Mathematics and Science, and a fifty dollar bond to Fred Stevens, Jr. for outstanding work in the Vocational Shop Course.</p> <p>At Schenck High, the next evening, Mr. T.M. Barry, presented savings bonds to pupils of that school, on behalf of Great Northern.</p> <p>Julia Henderson received a fifty dollar bond for her outstanding record in Mathematics and Science, and Hugh Barry received a fifty dollar bond for greatest improvement in these subjects.</p>			
DATE MAILED		SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING	June 19, 1961	19	For Supervisors	LETTER NO. Vol. 1 No. 2
SUBJECT	DETAIL			
BONDS TO BEST STUDENTS (CONT'D)	<p>David Labun was presented a twenty-five dollar award for second greatest improvement, and Donald MacLeod a fifty dollar bond for his outstanding record in the Vocational Shop Course.</p> <p>Mr. Barry received a pleasant surprise, when after returning from Bangor to make the presentations, he discovered that one of the awards was for his son, Hugh.</p>			
EXCHANGE SUMMER APPRENTICE PLAN NEXT YEAR	<p>An agreement has just been arrived at between the Great Northern Paper Company and the Blandin Paper Company of Grand Rapids, Minnesota, whereby there will be an exchange of Summer Apprentices in the Technical group of both Companies, giving these young men an opportunity to work in the mill of a company not familiar to them.</p> <p>This program, to be in effect during the summer of 1962, will send young technical students, working in Great Northern mills this year, to work in the Blandin Company mills next year, and the Blandin Summer Apprentices will work in Millinocket and East Millinocket.</p> <p>This voluntary program will allow the participants to receive a more diversified practical training than if they spent all their vacations in the mills of only one company.</p> <p>Arrangements for this plan have been due to the interest in these employees by Mr. Heuer of our Company and Mr. Myles W. Reif of the Blandin Company.</p>			
WOODLANDS LAUNCHES THE HILTON	<p>Many from Millinocket and East Millinocket attended the launching ceremonies of the William Hilton at Chesuncook on Saturday, June 17.</p> <p>This new addition to the Woodlands inland fleet is an 80 foot boat. It will be used in towing pulpwood between the head of Chesuncook and Ripogenus Dam.</p> <p>The launching ceremonies were a tribute to Mr. William Hilton, Manager of Woodlands from 1929 to January 1, 1960 and an employee for 47 years. Affectionately known as Bill Hilton to thousands of Maine people, and held in particular high regard by all who have worked for him, Mr. Hilton's day at Chesuncook gave an opportunity for many to get to the launching to pay tribute to this outstanding gentleman, as well as to admire the modern boat which symbolizes the progress in all departments of Great Northern.</p>			
RETIRED EMPLOYEES DECEASED	<p>Two employees retired on pension from the Millinocket mill, have been stricken from the rolls through death recently.</p> <p>Mr. Alfred N. Reed, who was employed from 1919 to 1941, in the Woodroom, passed away in Fitchburg, Massachusetts on June 7th. He was buried at Dyer Brook, Maine on June 10.</p> <p>Mr. Gilman Labby, who retired on account of illness on December 1, 1959 had 38 years service with the Company also in the Woodroom.</p>			
DATE MAILED	SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING	June 19, 1961	19	For Supervisors	LETTER NO. Vol. 1 No. 2
SUBJECT	DETAIL			
RETIRED EMPLOYEES DECEASED (CONT'D)	Both of these gentlemen were well-known to many of the supervisors in Millinocket. Mr. Reed, although residing in Massachusetts since his retirement, is still remembered among the oldtimers.			
EAST MILLINOCKET MILL MAKES ANOTHER RECORD	On top of the daily production record reported in our June 5th letter, the East Millinocket mill showed a weekly production record of 6397.3 tons for the week ending June 12th. The previous record for this mill was 6336.3 tons attained during the week ending January 23, 1961. Congratulations are again in order to all who contributed to this achievement.			
HOLIDAY SHUTDOWN JULY 4TH	<p>Mills will shutdown over the holiday as follows:</p> <p>Millinocket - Shutdown July 3rd at 8:00 A.M. Startup July 6th at 4:00 P.M.</p> <p>East Millinocket - Shutdown July 3rd at 8:00 A.M. Startup July 6th at 8:00 A.M.</p>			
<div>DATE MAILED June 21, 1961</div> <div>SIGNED Robert C. Gagne</div>				

## WEEKLY NEWS LETTER

FOR WEEK ENDING June 5, 1961

19

For Supervisors

LETTER NO. Vol. 1 No. 1

SUBJECT	DETAIL																		
WE MAKE OUR BOW.	<p>Although various News Letters and Reports are issued throughout the Company, they are intended only for the information of certain segments of the organization. Many supervisory employees do not have access to this medium of news dissemination.</p> <p>To bridge this gap in our communications, the Personnel Department is, with this letter, instituting a News Letter which we hope will bring items of news of interest to all supervisory employees in the Manufacturing Department.</p> <p>To properly serve its purpose, the cooperation of everyone in sending to the Central Personnel Office any and all news of happenings within the Company is earnestly solicited.</p>																		
EAST MILLI- NOCKET MILL BREAKS DAILY PRODUCTION RECORD.	<p>Congratulations are in order for the personnel of the East Millinocket Mill on their attaining a daily production of 1000.9 tons on June 1.</p> <p>Although the Papermill employees especially deserve a well-earned pat on the back, this outstanding performance could not be possible without the teamwork and efficiency which is characteristic of all the people in this mill.</p> <p>This is a breakdown of the production on the big day:</p> <table border="0"> <tbody> <tr> <td>No. 1 Machine</td> <td>94.0 Tons</td> <td>32# News</td> </tr> <tr> <td>No. 3 Machine</td> <td>93.4 "</td> <td>114# WD Manilla News</td> </tr> <tr> <td>No. 4 Machine</td> <td>96.0 "</td> <td>32# News</td> </tr> <tr> <td>No. 5 Machine</td> <td>352.5 "</td> <td>" "</td> </tr> <tr> <td>No. 6 Machine</td> <td>365.0 "</td> <td>" "</td> </tr> <tr> <td>TOTAL</td> <td>1,000.9</td> <td></td> </tr> </tbody> </table>	No. 1 Machine	94.0 Tons	32# News	No. 3 Machine	93.4 "	114# WD Manilla News	No. 4 Machine	96.0 "	32# News	No. 5 Machine	352.5 "	" "	No. 6 Machine	365.0 "	" "	TOTAL	1,000.9	
No. 1 Machine	94.0 Tons	32# News																	
No. 3 Machine	93.4 "	114# WD Manilla News																	
No. 4 Machine	96.0 "	32# News																	
No. 5 Machine	352.5 "	" "																	
No. 6 Machine	365.0 "	" "																	
TOTAL	1,000.9																		
SAFETY PAYS.	<p>Hanging in the lobby of the East Millinocket Mill is a hard hat which one of the Area Foremen can thank for saving him from serious injury when a ladder dropped on his cranium.</p> <p>The dent in the hat is hard to see, but it is easy to see what would have happened to his skull if the hat hadn't been right where it belonged <u>ON HIS HEAD</u>.</p>																		
WAGE CONFER- ENCE DATE SET	<p>A tentative date of June 13 has been set for negotiating the labor agreement for the coming year. The Company representatives will convene in Bangor on June 12.</p> <p>As in previous years, Mr. Heuer will head up the Company's delegation, which will include Messrs. D. F. Pollard, T. M. Barry, P. M. Schaffrath, R. P. Gagne, J. R. Adams, R. E. Crossley, R. J. Shinnars, T. M. Knight, J. C. Preble and R. E. Montgomery.</p> <p>The union delegates are Messrs. James Thibodeau, Dudley Carter, Carmen Brigalli, George Martin, Clement D'Angelo, Vaughn Powers, Angelo Manzo, Wilbur Gray, Donald Morrison, Jr., Leslie Johnson, John McCann, Wilmot Robinson, Richard Angotti, William Brown, William McLeod, Arthur Boss, Jr.</p>																		
DATE MAILED	SIGNED																		

## WEEKLY NEWS LETTER

FOR WEEK ENDING		June 5, 1961	19	For Supervisors	LETTER NO. Vol.1 No. 1
SUBJECT		DETAIL			
WAGE CONFER- ENCE DATE SET CONT'D		<p>John Curley, Mike Provenzano, Edwin Pasanen, Roland Deschene, Robert Hamm, Arnold Cox, Kenneth Cook, Alton Stanley, Ross York (Alternate) Carl Hamilton, Clifford Collinsworth, Harold Murray.</p> <p>So that all may be kept current on the progress of the meetings, arrangements are to be made so that each day's proceedings will be available to the supervisory people at both mills.</p>			
SUPERVISOR'S MANUAL		<p>It is intended, in the near future, to supply each supervisor with a complete series of Executive Orders for inclusion in their Supervisor's Manual. When the meetings resume in the fall, a discussion of this material will be on the agenda.</p>			
AND THE WATERS CAME UP		<p>A lot of water has gone over the dams since the West Branch was first harnessed, but it never came so fast as in the past couple of weeks.</p> <p>On May 18 the elevation at Ripogenus was normal at 942.60, approximately 1½ feet below capacity.</p> <p>Then, as a result of two days of unseasonably hot days, which loosened winter's grasp on the lakes and streams swollen with the melting snow of the north country, a wall of water rushed toward the dam. In a 24 hour period the elevation of 944.00 was reached.</p> <p>All gates were opened, and the rush of water hit North Twin at a rate of 20,000 cubic feet a second, a record spill. At this time no flashboards were on at Stone, Dolby or East Millinocket Dams.</p> <p>As the flow of water receded during the week, flashboards were installed at all locations. However, over the weekend, with a precipitation of 2.95 inches at Rip and 3.95 at Millinocket added to both the West and East Branch, the lower areas of the river quickly became swollen again above their capacities. At one time a flow of 42,000 cubic feet a second was going over Weldon Dam.</p> <p>Some damage was done to upriver dams, and flashboards were carried away at Stone Dam, Dolby, East Millinocket and Weldon Station Dams. From present observation total damage is much less than could have been possible.</p> <p>As usual, the rumor mongers were busy. At one time they had a crack in Ripogenus Dam. These kind of people, we suppose, will always be with us.</p> <p>All concerned with the job of keeping operations as near normal as possible during this trying period, deserve to be complimented on a job well-done.</p>			
SULPHITE PIPE- LINE PROGRESS		<p>This coming week should see the Powersville Road suitable for the transportation of heavy equipment. Brush clearing is about completed.</p> <p>Mr. Daniell, while on vacation, combined business with pleasure by visiting the Johns-Manville plant at Dennison, Texas, where the pipe for the job is being manufactured.</p>			
DATE MAILED		SIGNED			

## WEEKLY NEWS LETTER

FOR WEEK ENDING		June 5, 1961	19	For Supervisors	LETTER NO.	Vol. 1 No. 1						
SUBJECT		DETAIL										
NEW CHECK OFFICE AND PERSONNEL QUARTERS AT MILLINOCKET		This job is going ahead rapidly now and should be ready for use about June 30. The men are complaining about the reduction in their parking area due to the present construction. A new parking area is to be available just as soon as possible. However, in the meantime, a temporary parking area will be available immediately.										
PERSONNEL HIR- ING TEAM VISITS SCHOOLS.		Representatives of the Personnel Department at both mills have visited the local high schools to take applications for summer employment. Necessary tests and indoctrination were given and the hiring procedures explained.										
WEEKLY PRODUCTION		Production for the week ending 8:00 A.M. June 5 was as follows:  <table> <tr> <td>Millinocket</td> <td>4793.8</td> </tr> <tr> <td>East Millinocket</td> <td><u>6065.4</u></td> </tr> <tr> <td>TOTAL</td> <td>10859.2</td> </tr> </table>					Millinocket	4793.8	East Millinocket	<u>6065.4</u>	TOTAL	10859.2
Millinocket	4793.8											
East Millinocket	<u>6065.4</u>											
TOTAL	10859.2											
DATE MAILED		June 6, 1961			SIGNED							