

## Dealing With Unproductive Employees

Under the Civil Service Reform Act, management's hand will be strengthened in dealing with employees whose output is marginal or worse.

An agency will be able to demote or remove an employee for "unacceptable performance" (failure to meet established standards in one or more critical elements of the job). To do this, an agency must give the employee written notice at least 30 days before the proposed action, identifying what part of the job has been found unacceptable and the level of performance expected.

As an employee, you are entitled to be represented by an attorney or other representative; to provide an oral or written answer within a reasonable time; and be given a written decision (agreed to by a higher level supervisor than the one who proposed the action) which states the reason for the action. The agency's final decision will then be provided in writing within 30 days of the end of the "notice" period.

You can, of course, appeal the action to the Merit Sys-

tems Protection Board, or, if in a bargaining unit, you may use the grievance arbitration procedures.

New standards of evidence for reduction in grade or removal have been developed under the Reform Act too. Instead of the previous standard of "preponderance of evidence" providing that the action was "for such cause as will improve the efficiency of the service," the agency must establish only that there was "substantial" evidence of poor performance in at least one critical element of the job. The standard for disciplining an employee in matters not related to performance (i.e. misconduct) has not been changed and will still require the agency to show that its action is supported by a "preponderance" of evidence. For both kinds of actions, an agency's decision will be upheld when the agency has proven its case, unless the employee can show that the decision was based on harmful procedural errors, on any prohibited personnel practice, or was unlawful.

## New "Open" Promotion Policy

### Agencies encouraged to seek top candidates

The Office of Personnel Management (OPM) has issued a new merit promotion policy giving Federal agencies broad flexibility to develop and negotiate their own promotion programs. The revision was made in accordance with a key feature of the Civil Service Reform Act ensuring management's right to promote from within an agency or select from outside applicants.

OPM Director Alan K. Campbell said: "This action is a vital step in our efforts to give Federal agencies more authority and responsibility to better manage their personnel programs."

The new policy eliminates extensive and detailed regulations in favor of five broad provisions requiring that:

1) promotion be based on merit;

2) evaluation methods be valid and job related;

3) the search for candidates must be wide enough to ensure high quality competitors;

4) management retains its right to select from any appropriate source; and

5) agencies must keep records and provide necessary information to employees and the public.

Until now, agencies have had to operate their promotion programs under more specifically detailed instructions. The new guidelines should open the way for more innovative, effective approaches to promotions, and solve some of the problems and delays in the past.

(editorial)

## Performance Evaluation: An 'Audience Participation' Event

The Civil Service Reform Act links pay to performance. In so doing, it gives managers and supervisors a job they never had before—the meaningful evaluation of their employees' performance. True, there have been evaluation systems in the past, but they were mostly routine, and about 99 percent of the employees were rated "satisfactory."

Now, supervisors will be asked to rate employees based on a true appraisal of their performance. These ratings will be especially important since they will serve as the basis for promotion, training,

transfer, and even retention in government service.

The Office of Personnel Management is planning extensive training to help supervisors do a good job of rating the people who work for them. But, like most other aspects of Civil Service Reform, performance evaluation will be an "audience participation" event. Workers will meet with their supervisors and agree on performance standards for their jobs.

How well these standards are met will determine the employees' rating.

Good workers should welcome the new appraisal system, as it will give them a chance to share in the rewards for good performance. For supervisors, it is an opportunity to identify more clearly the goals of the organization and those of the people who work in it.

As long as managers and employees recognize their mutual advantages in the new approach to appraisals, everyone will win.

### One Serves 100

There were 2,168,000 Federal civilian employees in the Executive Branch at the end of 1978, about 1 per 100 Americans. Counting the Postal Service, and the Legislative and Judicial Branches, there were 2,875,000 employees, with a payroll of \$3.4 billion a month.

Employees By Agency	
Treasury	123,000
State	30,000
Defense	981,000
Justice	56,000
Interior	79,000
Agriculture	124,000
Commerce	41,000
Labor	24,000
HEW	161,000
HUD	18,000
Transportation	74,000
Energy	20,000
Postal Service	654,000
Veterans Administration	229,000
All Other Executive Branch Agencies	208,000

### New High for Savings Bonds

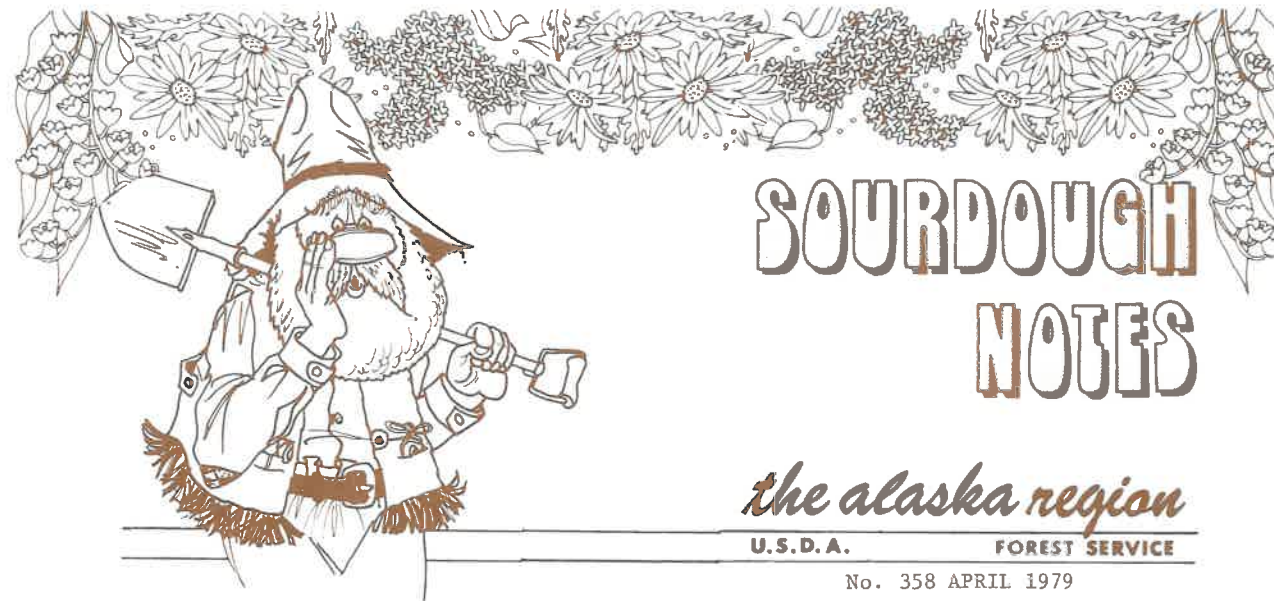
Americans bought almost \$8 billion in U.S. Savings Bonds during 1978. More than 2.7 million signed up as new or increased savers on the payroll savings plan during the year, and holdings of savings bonds hit a new high of \$81 billion.

### Minimum Wage \$2.90

The Federal minimum wage rate for 1979 was increased from \$2.65 to \$2.90 per hour, effective January 1.

### Sourdough Notes

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## Bob Burke, Stikine, Has \$1500 Blown His Way

It's an ill wind that blows no good. Just ask Bob Burke, Logging Systems Specialist for the Stikine Area, who is \$1500 richer because he knows which way the wind blows.

Burke pondered the problems of blowdown trees on the Tongass National Forest and researched wind damage to forests in the lower 48, then arrived at a method of placing boundaries of cutting units whereby windthrow is minimized. The idea won him \$1500 through the U.S. Department of Agriculture employee suggestion program.

Burke's method uses windthrow hazard overlays on maps of logging units to show the wind patterns, which leads the way to the solution. Cutting units are placed so that as many boundaries as possible are adjacent



Bob Burke

to areas of no or medium hazard. Areas of no or little hazard include water, muskeg areas, patches of regeneration with trees less than 45 feet tall, patches of alder, and other similar areas. Medium hazard areas feature short trees and other timbered areas that are somewhat windfirm or protected from the wind. High hazard areas include areas of tall timber that are exposed to storm winds. Windthrow can be expected when the leeward cutting line is not parallel to the storm winds, which on the Stikine Area are predominantly from the southeast and east and follow the valleys.

Burke's suggestion has been adopted by the regional office in Alaska for regionwide use. A handbook supplement is being prepared with guidelines and standards. Training on windthrow hazard will be incorporated in logging system schools. (Firebaugh-Stikine)

## Shipping Of Logs To Pacific NW Continues

To date, seven barge loads of hemlock logs, measuring 15" and smaller on the small end, have been shipped to mills in the Pacific Northwest for processing into timber on an experimental basis.

An estimated 6 million board feet (MM bf) have been shipped with an additional 3M ready for shipment. The logs are being shipped by Louisiana-Pacific Corp., Ketchikan Division,

(See Shipping p. 2)

## Mole Harbor To Mitchell Bay Trail Set For Rehabilitation

YACC enrollees will begin a major rehabilitation of the 10.4 mile Admiralty Lakes Trail System from Mole Harbor to Mitchell Bay this summer. The project should begin June 1.

Work will include trail brushing, improving tread surfaces, installing trail signs and beach markers, and repairing existing trail

### ...Shipping

as part of an experiment to establish recovery and cost data that may lead to better utilization for this segment of the timber resource. The Forest Service permit expiration date for the project is April 1.

FS policy in Alaska has restricted the out-of-state shipment of unprocessed national forest timber since the late 1920s. Exceptions to the policy have been the shipping of Alaska cedar and western redcedar. The timber being shipped to Tacoma mills previously was manufactured into pulp and low value cant material for exportation to Japan. When requesting the permit, LPK maintained that a higher and better use than pulping would be possible, and that the logs would be manufactured into studs and other dimensional lumber products. Cants from logs under 15" in diameter are not marketable in Japan, and existing mills in southeast Alaska are not geared to efficiently manufacture cants profitably for the U.S. or overseas market from smaller logs.

Objectives for the experiment are (1) to determine the volume and lumber grade recovery for the resource when sawn for studs and for random length dimension lumber, (2) to test and analyze the effectiveness of the present scaling system and cubic scaling for predicting product recovery, (3) to determine theoretical and actual chip yield associated with each system, (4) to determine volume, bulk density, and moisture content of log fuel developed, (5) to provide a system to assess the total value of all products for both sawing methods, and (6) to test for difference in total product potential between the two major soil types represented in the sampling area.

The experiment should provide data to determine how to utilize national forest logs to their highest and best use to maintain the continued existence of adequate wood processing capacity in Alaska. It will also provide data that can be used to assess the feasibility of installing a small log sawmill in southeast Alaska.

(Jim Watson-Ketchikan)

shelters. Increased use of the trails during recent years has caused extensive deterioration, making them unsafe for public use. The trail system originally was constructed during the thirties by the Civilian Conservation Corps.

Now that Admiralty Island is a national monument, it is anticipated that recreation use of the trails will increase.

An environmental analysis report on the project is available for public review at the Forest Supervisor's office in Sitka, the City of Angoon Municipal Building, or Room 137 of the Federal Building, Juneau.

Persons wishing to discuss any aspect of the project are urged to contact Ken Mitchell at 586-7151, Juneau, or stop by the Juneau Work Center in the Federal Building. (Ferrell, Juneau Work Center)

### Confusion Exists Between "Parameter," "Perimeter"

"Parameter" is being increasingly used in Government writing, but it is generally misused! "When the word 'parameter' is used in a statistical sense, it has a very precise meaning—a fixed constant which is a characteristic of the entire population. When speaking of characteristics which vary from one individual to another within that population ('level of ability of the editor, the standards of the publishing institution...'), one should use the work 'variable,' "according to Willard Urban, Jr. NH Asst. Ag. Expt. Station Director.

"Parameter has become a general 'salt and pepper' word sprinkled liberally into the scientific soup, and I have only faint hope of reversing the trend," he says. Urban's definition of "parameter" is: "Pa-ram-e-ter. In math, a quantity to which the operator may assign arbitrary values, as distinguished from a variable which can assume only those values that the form of the function makes possible."

"Parameter" has been loosely used by many to mean "boundary." Others try substituting it for "information" or "data." In general, "parameter" should be reserved for use in mathematical discussions. (OI)

## The New Merit Pay System

### How Does It Work?

The Civil Service Reform Act links pay to performance for managers and supervisors in grades GS-13 through -15. It does away with automatic step increases and replaces them with a merit pay system under which raises can be larger and come faster.

### Bank on Us

You can save yourself a lot of time, worry, and aggravation each payday by having your paycheck sent directly to the bank of your choice. The Bank on Us Program allows you to have your paycheck automatically credited to your personal account every pay period. No more having to wait for the checks to be distributed, no more worry about whether your check will be lost or stolen before you get it deposited, no more having to battle long lines at the bank each payday—the Bank on Us Program can make life a lot simpler and safer for all Federal employees. And, if you are out of town, whether on vacation or business, you can rest easy knowing that your pay will be deposited for you automatically.

To sign up for the Bank on Us Program, check with your personnel or payroll office. It will not only make things easier for you, but will help the Government ensure that your check gets safely delivered to you.

### Ethics Law Signed

The Ethics in Government Act of 1978 was signed by the President on October 26. It requires senior government officials (GS-16 and up) to file detailed financial statements that will be open to public inspection. The Act also: increases restrictions on what employees in certain sensitive jobs may do after they leave Government; puts a 15-percent-of-salary limit on outside earned income for senior Presidential appointees; and creates an Office of Government Ethics, in the Office of Personnel Management.

Employees below GS-16 required to file financial statements under current regulations must continue to do so, but their reports are not subject to public inspection.

Merit pay will not cost any more, but will merely distribute the money differently than under the present system.

When the annual comparability increase for white-collar workers is announced, all managers and supervisors will get at least half the authorized percentage. If the comparability increase is six percent, for example, GS-13 to -15 supervisors would get at least three percent. The part of the increase not paid to supervisors would be placed in a "merit pay pool." Funds normally earmarked for within-grade and quality step increases would also go into the pool. The pool then would be divided among deserving managers and supervisors in the form of merit raises based on performance.

The merit pay system will not go into effect at the same time in all agencies. Some agencies could start using the system as early as October 1979, but all must be using it by October, 1981. Since it will be based on performance, a key to when agencies can begin to use merit pay will be how fast they can develop new performance appraisal systems to accurately measure performance.

Merit raises would be part of basic pay, and would thus increase retirement and other fringe benefits. Supervisors would be eligible for merit pay consideration each year, and would not have the two or three year wait required for some within-grade raises under the present system.

The Civil Service Reform Act also provides lump sum cash awards, both for supervisors and for supervisors to give to their employees, in recognition of good ideas or jobs well done. The head of an agency may grant an award up to \$10,000. With approval of the OPM, awards up to \$25,000 will be possible in exceptional circumstances.

At present, the merit pay system is only authorized for supervisors in grades GS-13 to -15, but if it proves successful, it might eventually be extended to include many more white-collar workers.

## Keeping Health Care Costs Down: You Can Help

(editorial)

You as an individual can play an important role in keeping the cost of Federal employee health benefit premiums down. Health care costs have increased greatly in the past few years, and it is up to everyone to keep them from rising still further.

One of the first things you can do is ask questions about the kinds of health care your doctor orders for you and your family—and make sure your doctor understands that your health benefits plan doesn't cover everything. Just because a doctor orders some type of health care does not necessarily mean your health benefits plan will pay for it.

In one way or another, you pay a large share of your own health care bill—through your share of the premium, deductibles and coinsurance features of your plan, or because your

### Industry Lends a Hand

Government is drawing on the best experience of private industry to design agency bonus systems for the Senior Executive Service and merit pay for GS-13 to -15 managers and supervisors.

A compensation conference, sponsored by the U.S. Civil Service Commission (now the office of Personnel Management) with the help of the Business Roundtable, brought together the top compensation experts in industry and their counterparts in Federal agencies. Industry representatives came from such companies as Honeywell Corporation; Ford Motor Company; Pfizer, Inc.; R.J. Reynolds Industries, Inc.; American Telephone and Telegraph Company; Control Data Corporation; and Metropolitan Life Insurance Company. Following a day-long conference that included workshops, some 65 industry compensation experts made individual visits to the Federal agency with which they had been "matched" for consultation.

Objective of the conference was to build a bridge of cooperation between the Federal officials with compensation responsibility and their counterparts in private industry who have the knowledge and experience to help make the Federal programs successful.

claims are denied. So don't be afraid to ask questions of your doctor; he or she should be glad you're interested in your health care.

If your doctor says you need certain tests or X-rays and wants you to go into a hospital as a bedpatient, ask why it can't be done in the hospital outpatient department. Likewise, if your doctor prescribes a hospital stay for minor surgery (tonsillectomy, D&C, removal of impacted teeth, for example), ask why the surgery can't be done in the hospital outpatient department or an "in-and-out" surgery facility if there is one in your community. These facilities are fully equipped to handle surgery, administer general anesthesia, and handle emergency situations that may arise. If the doctor wants you to go into a hospital for a physical therapy regime or for traction, ask why you can't have the therapy done as an outpatient or why you can't rent traction equipment for home use. These are a few examples of services that usually don't require you to take up a hospital bed.

Some of the health care plans (including Blue Cross-Blue Shield and Aetna) don't pay benefits for hospital room and board expenses when the confinement is primarily for diagnostic tests or other care (including surgery) that could be done in a less expensive setting. It probably will take some new-found courage on your part to start asking such questions of your doctors, but with the cost of medical care what it is today, you really can't afford not to ask them.

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### Women in Top Jobs

Although increases in the number of women in "super-grade" jobs (GS-16 to -18 or equivalent) may seem small in CSC's semiannual reports, they do add up. While each report might show only a fraction of a percentage point gain, the percent has doubled since 1974, from 2.1 to 4.2 percent. And, while women hold only 2.6 percent of competitive jobs in those grades, they hold 14 percent of the noncareer supergrade positions.



Pictured above are some of the new professionals to the Forest Service who attended orientation sessions in Juneau during the latter part of February. Another orientation session for professionals is scheduled April 23-27.

## **New Professionals Learn What FS Is About**

What's the Forest Service and Region 10 all about? The purpose of the Professional Orientation session, February 26-March 2 was to answer that question for new professionals in the Region.

The orientation included presentation by directors from all the regional staff units concerning their units' function and interaction with their Washington office and forest/area counterparts. Regional Forester John Sandor and Deputy Regional Forester Bob Tracy participated in the session throughout the week.

The new professionals and "old professionals" enjoyed getting acquainted at a social mixer on Monday evening at the Baranof Hotel and a dinner on Wednesday evening at the home of Mr. and Mrs. Sandor.

The Mendenhall Glacier Visitor Center was the site of a Career/Life Planning and Motivation session presented by Carol Denmark, a consultant with Programs in Communications, Boulder, Colorado.

At the wrap-up, suggestions were made by the participants to make minor changes to the session format to improve the next Professional Orientation which is set for April 23-27, 1979.

The participants expressed appreciation for the involvement of the Region's top management team of Regional Forester, Deputy Regional Forester, Forest Supervisors and Directors. (Pat Lynch, PM)

## **PEOPLE**

### **New Employees**

HELEN BAXTER, Secretary, RF; JOHN COSSICK, Boat Operator, Stikine; ALAN CLINE, Computer Specialist, Chatham; GREGORY FOX, Cartographic Technician, E&AM; JULIE COX, Clerk-Typist, TM; STEPHEN ROHLF, Forester, Stikine; JEFFREY GUSS, Supervisory Civil Engineer, Stikine; TINA REVELS, Clerk-Typist, AS; JACQUELINE BROWN, Clerk-Typist, MS; DUANE HILL, Electronic Technician, MS; JOHN WISMAN, Forester, Stikine.

### **Promotions**

MARK COOPER, III, Forester, Stikine from Northwest Forest Experiment Station; MARY BERNARD, Personnel Management Specialist, Stikine, from Custer N.F., R-1; JOHN BUTRILLE, Forester Administration, Stikine, from PP&B; JAN QUAM, Forester, Chatham from Ketchikan; STEVEN HUBBARD, Supervisory Civil Engineering Tech., Stikine; RUTH ALLERDING, Cook (Leader), Stikine; WILBUR COLE, Carpenter, Stikine; WILLIAM KLOSTER, Work Programs Coordinator, Stikine; CHARLES THRIFT, Wooden Sign Maker, Stikine.

### **Reassignments**

KAYE J. METCALF, Outdoor Recreation Planner, Chatham from PP&B; ADELA BACKIEL, Soil Scientist, RS&W from Stikine; WANDA HELMICK, Personnel Clerk (typing), Stikine; BENNY MITCHELL, Civil Engineer, Chatham from E&AM; DOREEN ADAIR, Supervisory Accounting Technician, F&AM; HECTOR GANDARA, Equal Opportunity Specialist, CR&HR; STEPHEN AMBROSE, Forester, Ketchikan, from Coronado N.F., R-3.

### **Resignations**

KYM BILBREY, Information Receptionist, OI; CAROLYN MENA, Clerk (DMT), MS; JULIE WILSON, Personnel Clerk (typing), PM; EDWARD CHURCHILL, Warehouseman, Stikine; WILLIAM EASTAUGH, Laborer, Stikine; ROBERT MCCAFFREE, Supervisory Warehouseman, Stikine; WILMA STOKES, Supervisory Group Leader, Stikine; CINDY DIVERTY, Cook, Stikine; WILMA BARR, Clerk (typing) F&AM transferring to Coast Guard.

## **Rambling Reminiscences, Events Of The Past Relived By Retired Forester**

*EDITOR'S NOTE--The following article was sent to the Sourdough Notes by Harold E. Smith, who was a forester for the South Tongass National Forest from 1919 until his retirement in 1946. This is the first of two parts.*

*Mr. Smith was interviewed by Dr. Lawrence Rakestraw, who is writing a "History of the Forest Service in Alaska," planned for publication this year or next. Dr. Rakestraw's manuscript covers the story of the Forest Service in the Alaska Region from the turn of the century through the tenure of Regional Forester Howard Johnson in 1970. The Alaska Historical Commission has expressed an interest in the project and has asked Professor Rakestraw to write additional sections to include historical events through the present.*

*Regional Forester John Sandor encourages any FS personnel who might have items of potential historical interest, including photographs and personal reminiscences, to send them to Dr. Lawrence Rakestraw, Professor of History and Forestry, c/o Forestry Department, Michigan Technological University, Houghton, Michigan 49931.*

By Harold E. Smith

The every day life of a forester may seem dull and events seem trivial when taken one at a time. Yet, collectively they might add up to some good reading in after years. Fire suppression in the Alaska rainbelt was considered of little importance when I joined the Tongass work crew in 1919. Yet, we did anticipate the need and prepared to meet the situation if and when the emergency arose. Since we did not have a detection system of our own, I arranged with cannery operators and other forest users to report any fires they might see. Most canneries were equipped with wireless systems. With their boats constantly on the move during the fire season, my detection system worked quite well.

The Reedout Fire which occurred in 1924 or 1925 was the largest fire I had on the Tongass. I spotted the smoke from Sitka, alerted George Petersen, my skipper, and we departed for the Goddard Hot Springs, about 16 miles south of Sitka, on Baranof Island. Arriving at the Goddard resort 2 hours later, we found the main force of the fire had already passed the Goddard buildings and was headed north toward Reedout Lake. Win Goddard, his father and three women had

successfully protected the resort buildings, but were still reinforcing their fire lines when we arrived. The fire, driven by a brisk south wind, was crowning in the scrub Alaska cedars. A direct attack, under such conditions, was futile so George and I joined the Goddards in making the buildings secure. Investigating the cause of the fire, I found that a homesiter, living a short distance south of the Goddard holdings, had been burning trash from his garden and had allowed the flames to spread to the adjacent dry grass and from there into the green timber. I found the old man at home still mopping up around his cabin. I told him to continue the mop-up but to appear in Sitka the next morning and face Commissioner DeArmond on a charge of criminal negligence. This he agreed to do. As evening approached and the wind abated, the fire died of its own accord.

Back in Sitka that evening, I talked to the U.S. Commissioner and arranged for a hearing the next morning. I told Commissioner DeArmond that I would like to have him give the man a suspended sentence and put him on probation for at least six months. The Commissioner was cooperative and completely in accord with my plan. So I wired the regional office of the proposed procedure. Before bed time I got a reply from Juneau saying to drop the proceedings. I met the old man at the float the next morning and told him he could return home, that the charges had been dropped.

I never made an accurate survey of the Reedout Fire. I estimated it covered an area a quarter of a mile wide and six miles long, roughly 1000 acres. Quite a substantial amount of scrub hemlock and Alaska cedar was killed but it had very little market value at that time.

#### **THE POINT AUSUSTA FIRE**

This fire was named because of its location on the eastern shore of Chichagof Island, a short distance south of Point Augusta. The fire should have been measured by cubic feet rather than by the surface method. It was smoldering in duff to a depth of about 5 feet. The location was near the shore end of a fish trap that extended out into Chatham Straits. I sluiced the fire out with water pressure from a portable pump then went out to the trap to interview the watchman. I went out to the pot and shinned up the ladder to the living quarters on top of the trap. He denied any knowledge of how the fire had started and there was no evidence to

(See Reminiscences p. 8)



## "Arch" Archbold's History With Forest Service Told

The following is an account of the late Chester M. (Arch) Archbold's career with the Forest Service. Mr. Archbold died in Santa Barbara, Calif. on October 9 after a lengthy illness. He is survived by his widow, Honorah (Honey) Archbold of Santa Barbara.

After receiving a degree in forestry from Michigan State University in 1925, Archbold became a Forest Service employee at Jackson Hole, Wyo. A few years later he transferred to the Alaska region as district ranger at Petersburg. It was in Petersburg that he met and married the former Honorah Kelly.

At Petersburg Archbold was kept busy checking on the logging and fur farming (fox and mink) that were thriving industries at the time. This meant long periods away from home (2-3 weeks at a time), living aboard a ranger boat.

In 1931 Archbold was sent to Ketchikan as Ketchikan District Supervisor. Shortly after, the Civilian Conservation Corps was organized, and Archbold was placed in charge of several hundred men who were employed in

( See Archbold p. 5 )

*Pictured at top with reconstructed totems are, left to right, "Arch" Archbold, Bob McFarland, Jerry Monahan, and D.M. McFarland. This photograph was taken in 1945 when Archbold was supervising totem reconstruction work by the CCC. The two pictures shown bottom, left, are of totems which were moved from Old Tuxekan Village. Archbold is shown standing in the foreground of the bottom picture. The photograph below shows CCC workers moving one of the totems to Saxman during the 1930s.*



## You've Come A Long Way-Baby - I think...

Kristi Kantola, Environmental Education Specialist, has provided Sourdough Notes with an unusual collection of satire published in 1919 that perhaps proves relevant today in light of the controversy over passage of the Equal Rights Amendment.

Here is a sampling of some of the rhymes in "Are Women People?" by suffragette, Alice Duer Miller, spoofing men and their reasons for not wanting women to be allowed to vote. Please read with tongue in cheek, as it must have been written.

### Our Own 12 Antisuffragist Reasons

1. Because no woman will leave her domestic duties to vote.
2. Because no woman who may vote will attend to her domestic duties.
3. Because it will cause dissension between husband and wife.
4. Because every woman will vote as her husband tells her to.
5. Because bad women will corrupt politics.
6. Because bad politics will corrupt women.
7. Because women have no power of organization.
8. Because women will form a solid party and outvote men.
9. Because men and women are so different that they must stick to different duties.
10. Because men and women are so much alike that men, with one vote each, can represent their own views and ours, too.
11. Because women cannot use force.
12. Because the militants did use force.

### Why We Oppose Pockets for Women

- ...Because pockets are not a natural right.
- ...Because the great majority of women do not want pockets. If they did, they would have them.
- ...Because women are required to carry enough things as it is, without the additional burden of pockets.
- ...Because it would cause dissension between husband and wife as to whose pockets were to be filled.

...Because men are men, and women are women. We must not fly in the face of nature.

...Because pockets have been used by men to carry tobacco, pipes, whiskey flasks, chewing gum, and compromising letters. We see no reason to suppose that women would use them more wisely.

### Why We Oppose Votes for Men

- ...Because man's place is in the armory.
- ...Because no really manly man wants to settle any question otherwise than by fighting about it.
- ...Because, if men should adopt peaceable methods, women will no longer look up to them.
- ...Because men will lose their charm if they step out of their natural sphere and interest themselves in other matters than feats of arms, uniforms, and drums.
- ...Because men are too emotional to vote. Their conduct at baseball games and political conventions shows this, and their innate tendency to appeal to force renders them peculiarly unfit for the task of government. (OI)

## Dispatch Office Remodeled

The Stikine Area dispatch office was completely renovated this last winter. The radio-electronic equipment is now conveniently arranged in a new console designed for maximum operational efficiency. Also, new equipment has increased communication capability.

This communication center, a vital focal point between the Supervisor's Office and widespread area operations, is a particularly busy place during the summer. It is a good place to get the feel of what's happening in the field at a given time.

Stikine Area dispatcher Gayle Herrick's chief duties are monitoring all radio transmissions of three radio systems and maintaining a radio log of travel and check-in's. Flight following is an important safety practice that tracks the location of traveling FS personnel on charter planes, helicopters, and boats. The dispatcher also arranges for charter flights, relays messages and performs a host of other duties that are a part of the total effort contributing to the completion of field projects. (Firebaugh-Stikine)

## ...Reminiscences

indicate that he was lying. As I was preparing to leave, he asked if I would like a drink. Not wishing to offend the man by rejecting his offer of hospitality, and being a bit weary from fighting the fire, I said yes. Prohibition was in full swing at the time but so was the flow of whiskey from Canada. Thinking that the man had acquired a bottle of Canadian Club from one of the numerous bootleggers that served the area, I expected him to haul out a fifth of drinkable whiskey. Instead of that he stripped a mattress from the top of a wooden keg and attacked the contents with a tin dipper. He pushed the dipper down through a seething mass of prunes, dried apples, raisins and heaven only knows what else, and came up with a dipper full of brown liquid in a gesture of true Alaskan hospitality. The stuff didn't look good, neither did it smell good. However I took a tiny nip and pushed the dipper back into his hands. My eyes watered and I coughed while my throat burned. Then he asked if I would have another one. As soon as I could get my breath I said, "No, thank you. One is enough." So I shinnied back down the ladder and headed for Point Retreat.

When the sale was finished and I would return for the final inspection, I would find everything in order, the job well done, and not a stick of timber wasted. Thus, with some slight adjustments on both sides, friendly relations as well as business matters between Oscar and me were gradually improving. Then came my transfer to Cordova in 1931, and Charley Burdick took over the Juneau district. Burdick and Oscar found many areas of disagreement. The logger thought Burdick too strict, and Burdick thought Oscar was too lax. So they got along like a couple of tom cats facing each other in the back yard on a cold, moonlit night.

The Presbyterian minister at Hoonah was another man who didn't see eye to eye with Oscar. The minister's objections arose not from his business dealings, but from his social attitude toward the women of the village. Oscar paid no attention to the minister's protests and went quietly about his own business. Well, comparatively quiet, that is.

One of the incidents that the minister objected to had to do with a love affair between Oscar and one of the Indian maidens of Hoonah. It seems that the girl had a feeling that the romance was heading toward the rocks, but she cherished a hope that it might be patched up and restored to its former status. Thus, she launched a skiff

and rowed out to Oscar's wanigan which was anchored in front of the village. Oscar, so it appears, was not in a conciliatory mood, so he picked up a 50pound anvil and dropped it through the bottom of the skiff, then walked calmly into his shack. It was incidents like this that the minister classified as acts unbecoming a gentleman.

(Continued next issue)

## Forest Service Studies Blown-Down Salvage

Forest Supervisor, John Butruille, announced the approval of a study plan to develop a proposed timber harvest plan for salvaging the blown-down timber in the Petersburg watershed. The logging plan must be compatible with other resource values and will maintain an acceptable standard of water quality. The study plan was developed by a Forest Service interdisciplinary team (IDT), composed of Everett Kissinger, soil scientist (team leader), Bob Burke, logging systems specialist, Phil Mullen, Resource Management Assistant, Mike McCorison, hydrologist, Dave Riemer, landscape architect, Dennis Murphy, silviculturist, and Gene Smith, transportation planner (Engineering). Petersburg city personnel, meeting with the Forest Service IDT, reviewed the plan in its formative stage.

The blown-down timber is the result of the violent November 1st windstorm which swept over the Stikine Area leveling approximately 188 acres in the Petersburg watershed, containing 5.6 million board feet of timber. The Forest Service objective is to retrieve this timber without impairing water quality in the watershed. The IDT will present alternatives consistent with the decision criteria established in the study plan.

The study plan schedule calls for the completion of field inventories by July 1. A public review of the alternatives will be offered at this time.

"The Forest Service will continue to coordinate closely with Petersburg city officials throughout this project," Butruille stated, "and we invite local citizens to contact our office if they wish further information." (Firebaugh-Stikine)



"GIVE A HOOT... DON'T POLLUTE!"

## ...Archbold

building roads and trails. It is because of the work done by Archbold and the CCC that many of the original totem poles are still standing. Under Archbold's direction, the original poles were taken from deserted Indian villages and carried to Saxman where they were restored. It was during this time that Saxman Park was established and the restored totem poles were placed there permanently. After his work at Saxman, Archbold supervised the building of the Community House at Refuge Cove.

Just before World War II, hundreds of CCC men were brought in to clear the Annette Island field under Archbold's supervision. During World War II Archbold spent a year at Edna Bay in charge of the Alaska Spruce Log Program.

In June 1944 Archbold set up timber cruising parties to prepare maps and reports to be used for a large timber sale on Prince of Wales Island, and in 1945 he was active in gathering information regarding the feasibility of establishing a pulp mill at Ketchikan. The study emphasized the heavy financial requirements of the undertaking and the importance of an assured market for a major part of the plant's output. A few years later American Viscose Corp. joined with Puget Sound Pulp and Timber Co. to form the Ketchikan Pulp Co., which Archbold helped plan.

Before retiring from the Forest Service in 1956, Archbold started the Mineral Claims with Howard Banta as his assistant. Banta currently heads this department in Washington, D.C.

Following his retirement, Archbold worked as forester for the Ketchikan spruce mills. The Archbolds left Ketchikan in 1964 to make their home in California. (OI)



## Your Alma Mater Is Looking For You!

The old Sourdough has received a request from the University of Michigan asking for current locations of their graduates who are employed by the Forest Service in order that they can update their alumni directory. All of you "roaming" FS employees might want to contact your alma maters and let them know where you are. (OI)



## Alaska Chapter Of AFS Elects Howse As President

Norm Howse, Planning Officer for Chatham Area, has been selected president of the Alaska Chapter of the American Fisheries Society. Howse, who served as president-elect of the organization in 1978, assumed his duties of the 300 member group at the annual meeting in February.

The American Fisheries Society is an international organization of approximately 7,000 fisheries and aquatic science professional, lay, and student members. It is dedicated to the advancement of fisheries science and conservation of renewable aquatic resources.

Howse has resided in Sitka for 2 years. Prior to his arrival, he worked as a Fisheries Biologist and as Fish and Wildlife Program Manager on the Chugach National Forest. (Elaine Mann, Chatham)

## "Alaska Trees & Shrubs" Reprinted

Sourdough Notes has received work from C.T. Dyrness, program leader for the Institute of Northern Forestry, Fairbanks, that the book, "Alaska Trees and Shrubs," published by Viereck and Little, has been reprinted and is available for \$7.

The PNW Station will have a limited number to distribute to cooperators and those needing the book in their work.

Dyrness encourages the sale of the book in FS visitor centers and at the FS information booths on the Alaska ferries. In the past the book was sold at the National Park Service visitor centers at Glacier Bay and McKinley Park. He feels that the book could be used to promote an interest in Alaska forest by the Alaska public and visitors, as well as giving positive publicity to FS activities in Alaska. (OI)

## Demand For Small Lots Of Timber Doubles

The demand for free use timber and small commercial timber sales from national forest lands on the Stikine Area has doubled in the past year according to Bud Tomlinson, small sales Forester in the Petersburg office. People in the Stikine Area are taking advantage of the opportunity that Forest Service policy provides for Alaskans; they are entitled to 10,000 board feet of timber per year from the national forests for private use (a condition that does not hold for the Lower 48). Timber is principally for house logs and saw timber for construction, but includes other personal uses.

Forty-nine free use permits were issued during 1978, representing 190,000 board feet of timber with a stumpage value of \$2,000. Stumpage value reflects the worth of the tree in the woods before it is transported or manufactured into lumber.

Forest Service policy also provides for local inhabitants to gather up to 25 cords of firewood without charge for their personal consumption. This use is confined to dead wood only, whether standing or down, and does not include green blowdown trees that can be utilized for saw timber. Wood gatherers do not require a permit on the Tongass National Forest, but people are asked to clean up limbs and slash and not to fell trees on the highway.

Small timber sales, another available service, are designed to supplement the local markets with timber products. The typical purchaser of such a sale is a small independent operator who may own a portable sawmill. Ranging in size from 10,000 to 100,000 board feet, small sales are characteristically composed of individually selected trees. The criteria for selection usually is based upon the condition of the tree; that is, trees that are diseased, damaged or dead contribute most of the volume to a small timber sale. This method insures the greatest utilization of the timber resource while responding to the local need.

Small commercial sales fall into two categories, advertised and negotiated. On the Stikine Area both small sales are made. The difference between the sale types is in the procedure for establishing the stumpage rate to be charged. Advertised sales are open to competitive bidding, and the sale value is determined through the bidding process. When two or more individuals are interested in purchasing the same sale, the Forest Service is required to advertise. Negotiated sales are usually restricted to sales with a value of \$500 or less. Sales of

this size may be sold at a predetermined appraised value called standard rates. These rates are annually reviewed and subject to revision.

Tomlinson noted that a number of people are unfamiliar with the procedure used in acquiring negotiated small sales. He briefly outlined the steps. First, the prospective buyer locates the area containing the desired timber. After formulating an operating plan for the sale, the prospective purchaser presents his proposal to the Forest Service. If the project is approved, then the sale area is designated on the ground by Forest Service personnel. A sale contract or permit is processed after completing these steps.

During 1978, the Stikine Area processed 19 small sales for residents of Kake, Wrangell, and Petersburg, totalling about 600,000 board feet of timber. There are presently five ongoing small timber sales supporting the three portable mills on Mitkof Island.

For further information regarding small sales or free use timber contact your nearest Forest Service office.  
(Firebaugh-Stikine)

## Falls Are Major Cause Of Accidents At Home

According to an article taken from "Safety Bulletin," more deaths occurring in homes can be attributed to falls than from fire, poisoning, suffocation, or firearms.

Last year 18,000 people died from accidental falls, and every year more than 12-½ million people are injured by falls. Although no one expects to fall, there are two things you can expect. (1) the older you are, the more dangerous the fall, and (2) you don't have to fall far to be seriously injured. According to the article, two out of three falls occur at floor level, and one out of three happens from a ladder or off a roof.

(Joe Albayalde-TM)

## 10-Percent Increase Expected In Food Prices

Economic experts are anticipating that food prices will rise as much as 10 percent in 1979, exceeding the overall rate of inflation. Contributing to this will be the drop in beef supplies and inflationary pressures from the costs of processing and marketing. Another year of uncooperative weather would also keep the costs up. (OI)

## Petersburg Residents Show Local Concern For Swans

Harmony prevailed at a recent meeting in Petersburg between Forest Service biologists and winter recreationists concerning trumpeter swans wintering in the Blind Slough area 15 miles south of Petersburg. The meeting drew 16 local citizens involved in snowmobiling, skiing, snowshoeing, and skating. It was occasioned by an increasing conflict between winter sports enthusiasts using the slough, especially snowmobilers, and a flock of 47 trumpeter swans spending the winter there.

The swans use the open water at the mouth of Crystal Creek, sit on the ice by the "floating rocks," and are found from the foot of the falls on out to saltwater. There appears to be limited winter forage available here, so the big birds are slowly losing weight and will continue to do so until spring. Therefore, it is important that they be allowed to conserve their energies and not be alarmed.

This flock has traditionally wintered here with little conflict with local citizens. However, this year the State is maintaining the road only to the slough, forcing snowmobilers to unload their machines there instead of driving on out to the Three Lakes Road. As a result, some operators are riding in the area of the slough, and the noise and speed of the machines are proving very disturbing to the swans. In an initial effort to alleviate the situation the Forest Service is requesting the State to maintain the highway at least to the end of the Three Lakes Road.

After the problem was presented by Forest Service biologist Jeff Hughes, attendees became involved in open discussion and came up with measures to protect the swans without jeopardizing winter recreation. It was agreed that the area northwest of the Blind Slough bridge out to saltwater and from the Mitkof Highway across the slough to the 100-foot altitude contour be closed to all motorized vehicles from February 1 to April 1. The Blind Slough picnic area will still be open, as will the area "upstream" from the bridge. In future years, the area will be closed from October 1 to April 1 and may be extended to include the area now closed to waterfowl hunting southeast of the bridge, depending on the State's maintaining the road to Olsen's log dump again.  
(Firebaugh-Stikine)



## From Around The Nation...

According to an article in the St. Paul (Minn.) Dispatch, Secretary of Agriculture Bergland enthusiastically supports President Carter's reorganization plans. Secretary Bergland has said that the FS is the best land management agency in the business and can run well wherever it is. Bergland says that offering services to the public is more important than where the agency providing the service is located.

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Alaskans, along with the rest of the nation, may be faced with fuel oil rationing unless voluntary energy conservation measures offset the loss of Iranian oil, according to an article in the Washington Post. If the oil shortage does not improve in the months ahead, and if Iran does not increase oil production, President Carter warns that "strenuous action" may be necessary. Such action could include oil allocations and mandatory conservation measures, such as closing of gasoline stations on Sunday, restrictions on commuter parking and bans on decorative gas lighting and some lighted advertising. Conceivably, states would be allotted oil on the basis of consumption during the previous year. (OI)

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FS employees reviewed the 1979-80 Smokey Bear campaign at the annual Smokey Bear Work Session held in February. The campaign slogan will be "Only you can prevent forest fires. We can't." The "We can't" refers to Smokey's animal friends. Five television commercials and 16 radio commercials have been prepared for distribution. The campaign also will include messages through books, stickers, stamps, and general magazine ads.

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J.H. "Jim" Williams was sworn into office as Deputy Secretary of Agriculture on March 5. Williams formerly served as Lt. Governor of Florida, state senator, and Secretary of the Florida Department of Administration. He replaces John White, who resigned to become chairman of the Democratic National Committee. (OI)

## Americans Demand Larger Houses

Smaller family sizes have not had a visible effect on the housing market. In fact, the average size home has increased from 1,590 square feet in 1972 to 1,610 square feet in 1977. (OI)