

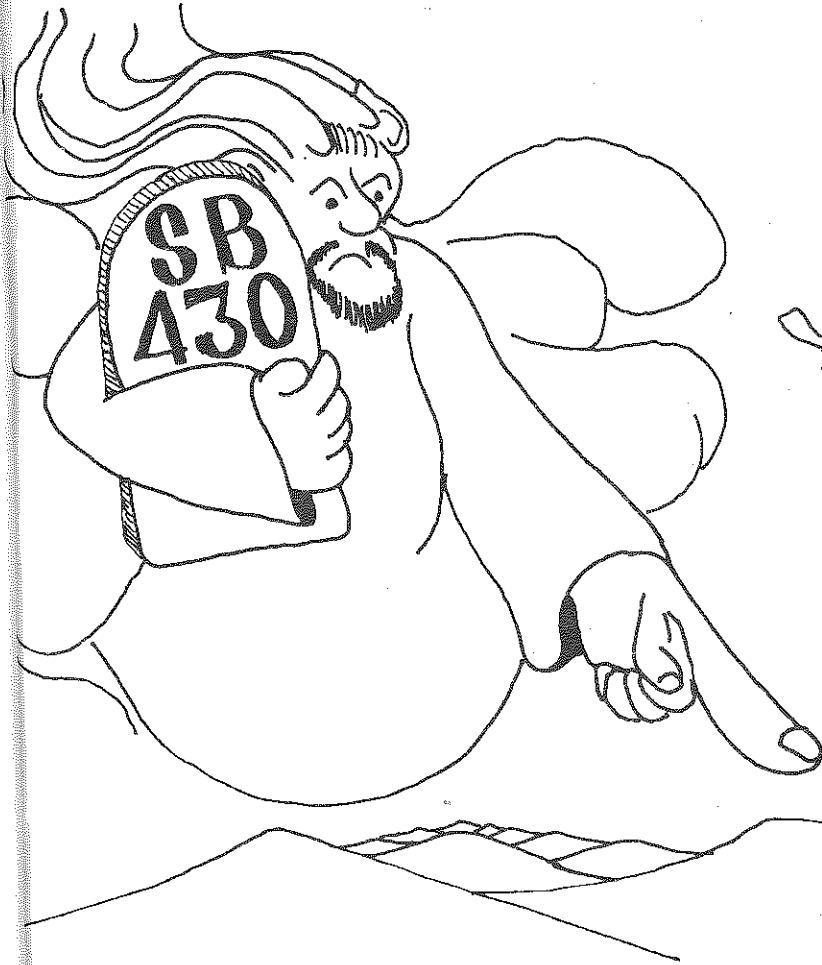
HOME GROWN * RED
STAR * POT LUCK
LOSSROLLERS * TNT
FULL MOON RISING
* MUD SHARKS * P.F.
FLYERS * THUMB
* CHEAP THRILLS
COUGAR MOUNTAIN
DIFFERENT STROKES
NATURAL WONDERS
CAR-TUNE-1979

HOLIDAYS
CO-OP, INC.

TOGETHER

SPRING

77



YOU ARE AN
EMPLOYEE

I wonder who
IS THE EMPLOYER?



TABLE OF CONTENTS



	page.
Harrassment + S.B. 430	3
Running for Office	8
Will the Real Hoedads Stand Up	9
Observations on Bidding	9
Insurance	10
Great Trees Grow When Grey Hairs Fall	11
Mandatory Insurance	12
Car-Tune - ists	13
To General Hoedad Membership	14
Wanted: Ernie Brodeur	15
Abortion	16
It's All Just Soup	17
Child Care Questionnaire	18
Lovely Lowell	20
Potluck Feast	21
The Salmon	22
Mind of the Fozoo	23
Summer Work with the Forest Service	24
Reforestation Manual	26
West End General Store	30
UNO	34
Resource Survey	34
Howie's Poems	35
Front Cover	•• Henry
Back Cover	•• Darlene

Production: Vicki, David, Debbie,
Fred, Ken, Val, Jenifer, Marty, Henry, Laurie

HARRASSMENT AND SB430 GLOSSARY

- ARC-----Association of Reforestation Contractors. (see 3 stooges). We were members till the Board of Directors (stooges) changed the membership rules to kick us out.
- ATTORNEY GENERAL-----see Jim Redden
- BID PROTEST-----Protest lodged by Foster, Thorin and others protesting award of specific contracts to Hoedads and GreensidesUp. Grounds were "nonconformance of Labor Standard Provisions on U.S. Government Service Contracts", meaning minimum wage, overtime, etc. (see Service Contract Act) We have won all such cases.
- CARL DAVIS-----Big lawyer for Workmen's Comp. Board in Salem. Nice guy.
- JIM EDWARDS-----see 3 stooges.
- EMPLOYER-EMPLOYEE RELATIONSHIP-----a relationship in which one "person" receives the right to direct and control the labor of another person. Employers must pay SAIF and Unemployment and Withhold taxes on employees' wages. Employees are entitled to workmen's comp and unemployment comp. Our whole status is hung up in legal decision whether Hoedads Co-op Inc. is an employer and we all are employees, which obviously we are not. Attorney General's ruling will come down within the month, and can be challenged by us in court.
- JOHN FOSTER-----see 3 stooges
- DICK GROENER-----Chairman, Senate Labor Committee, which is considering SB430. He wants us covered by the bill.
- BOB KENNEDY-----Oregon State President AFL-CIO. Big Honcho lobbyist in Salem. The man in Oregon behind SB430, tho it comes down from above him.
- LABOR, US DEPT OF-----People who enforce and rule on the Services Contract Act.
- TOM McCREADY-----see 3 stooges
- JIM REDDEN-----Oregon Attorney General. His ruling is due this month on whether Hoedads has an employer-employee relationship.
- REVENUE, OREGON DEPT OF-----They take care of withholding tax for the state. If you are an employer, you have to withhold taxes for your employees. Based on preliminary advice from Attorney General office that we are an employer, they have ruled we must withhold. We're appealing, and everything hangs on attorney general's decision this month.
- SAIF-----State Accident Insurance Fund. This is the Oregon State body administering Workman's Compensation. Scams galore, bad investments. the fund is on the rocks. SB430 may^{not} keep it afloat.
- SB430-----The bill pushed by AFL-CIO, to make all self-employed people pay Workman's ~~COMP~~ All partnerships, sole proprietors, and officers of corporations who "work on a job site with the tools of a recognized trade, craft or industrial occupation" would have to pay. While it's unclear if this bill would apply to us, Groener has an amendment ready to make sure we will be under it.
- SERVICE CONTRACT ACT-----Federal Government Law about people like us who work federal gov't contracts. Provides all employees must receive a minimum wage, 8 paid holidays a year, and extra pay for overtime; supervisor (npf) must be paid more than workers; certain kinds of records must be kept. US Dept of Labor says it applies to us, we say it doesn't.
- THREE STOOGES- ----Foster (Forest Development, Inc.), McReady (Pacific Reforestation) and Edwards (Willamette Timber Systems). Three of the main guns behind ARC's attack on us. Foster and Edwards have received letters indicating they face defama tion suits from us.
- WITHHOLDING TAX- ----what employers must withhold from employees' wages. We're withholding it, but not turning it in pending appeal. See Revenue
- WORKMAN'S COMP.- ----accident & injury "insurance" for employees. Employees are covered for 2/3 of lost wages and all medical costs due to on the job accident or work-related injury only. Cost for treeplanters is \$28 per \$100--28%. Essentially, workmen's comp allows an employer to be free from lawsuits despite conditions which create a regular rate of injury. At the same time, it does protect a worker who is hurt. See SAIF.

HARASSMENT

430

SYNOPSIS →

Dec 1976:

9th--Eastman Reforestation threatens suit based on workmen's comp exemption, Labor standards (Fed. Wage & hours).

Workman's Comp Bd is being pressed to declare Hoedads an employer.

23rd--Umpqua N.F. receives bid protest from John Foster, Forest Development Inc.

Jan. 1977:

3rd--Siskiyou N.F. receives bid protest from John Foster, Forest Development

4th--Bid protests denied

9th--(US Rep) Jim Weaver's staff receiving pressure from Foster, Edwards, etc.

13th--Contact from Small Business Administration--we have to fill out forms to check our qualification (you must be a Small Business to bid most treeplant contracts)

14th--Bonding company asks for response to ARC'S (Association of Reforestation Contractors--Foster, Edwards, etc.) letter protesting against Hoedads "unfair" advantage

19th--Oregon Bureau of Labor informs us that we are subject to Farm Labor Contractor's Act. We must get licence

22nd--Hoedads thrown out of ARC

25th--Hoedads submits application for Farm Labor Contractor License. \$20 fee and must post \$5000 bond

31st--Letter from Dept. of Revenue requiring Hoedads to pay withholding tax. Hoedads said to have employer--employee relationship.

Workmen's Comp Board receives further pressure by Forest Development, Watson Eastman Reforestation, Pacific Reforestation. Carl Davis (big lawyer for State Workman's Comp) denies we are subject--told that Senator Groener will request official opinion from Attorney Generals office (Senator Groener is Chairman of Senate Labor Committee, which is considering SB 430 to put self-employed people and maybe us under Workman's Comp)

Feb 1977

3rd--Hoedads go to Salem--Rick, Gerrie Mackie, David Straton, Joe E rp, Laurie E rp. Meet with Senator Groener and many others in Salem. Find out about ARC interest in SB 430 and Groener's

request to Atty Gen's office about Hoedads Workman's Comp status

8th--Hoedads determined to be Small Business (eligible to work) under SBA laws

9th--Letter to State Department of Revenue asking for Hoedad audience with John Lobdell about Withholding tax.

15th--Meeting with AFL-CIO president Bob Kennedy (AFL-CIO is sponsor and author of SB 430) and State Atty Genl Jim Redden in Salem. We're way into SB 430 by now and Jim Redden's office waffles. Not clear what status in relation to Workmen's Compensation under present law (before 430) for Hoedads

16th--Conversation with US Dept. of Labor in Portland. They have determined that it is necessary for us to comply with the Services Contract Act re minimum wage, recordkeeping, and overtime pay. They will begin investigating us soon--three pronged investigation:

- 1) Insure future compliance
- 2) Point out how to comply now
- 3) Determine wages owed for past non-compliance

Investigator is in hospital and will be out soon

23rd--S.B. 430 comes to Senate Labor Committee for 1st time--Hoedads testify with about 25-30 Hoedads in audience. Senator Groener instructs Senator Wyers to work on amendment with Hoedads. No next committee hearing of 430 is set.

25th--2nd letter to John Lobdell, Dept. of Revenue, about State withholding tax

Same day, Lobdell's office refuses to meet us and postpone the withholding. Expects the compliance.

28th--now through March 7, lobbying in Salem and developing amendments to SB 430.

March 1977

7th--Hoedad Council approves an appeal, requesting a Declaratory Ruling on Withholding tax status

So we appeal withholding, fight SB 430 and wait for minimum wage to investigate

SB 430 has taken the Hoedads to Salem more than anytime in the past. I have been there many times and have never quite understood the full meaning of my interactions with the Senators and Rep-

resentatives that I have met with. They speak with caution and reserve and you are never quite sure what forces are at play in their minds. We blow through, mostly candid and up front and meet little direct opposition.

The AFL-CIO president, who is the leading proponent of SB 430, listens, but dances to different music than what we play for him. He works people over every day, speaking with the power of "Big Labor" behind him. He has a loose leaf notebook the size of our harassment file, full of bills that he is lobbying for. Each bill has a section full of material that he is collecting and distributing to legislators in an effort to help them have the necessary information to speak intelligently on the bills that they need to, to maintain the vote of "Big Labor". He and the Vice President and the Secretary-Treasurer of the AFL-CIO live in Salem during the 6 month session. They divide the task of lobbying up between them--the President got the Workman's Compensation legislation.

Senator Groener is the Chairman of the Labor Committee and Bob Kennedy, the President of the AFL-CIO, is welcome in his office at any hour.

Bob Davis used to be Governor McCall's right hand man, and when McCall took up broadcasting and gave up government work Davis went to work with a lobbying firm. He is generally regarded as a heavy-weight. His firm has been retained by the ARC, and he in particular has got the assignment. We have not yet seen his act although we are most anxious to sit down and chat with Bob.

We are told that the Insurance Companies have an interest in this bill--it could mean much money for them. However, they are primarily battling to hold on to what they have now. There is a bill which would change the Oregon Workman's Compensation from a 3-way system to a 2-way system--eliminating the private carriers and that would sting them. They are mostly focused in that arena.

Management--the Association of General Contractors, AGC, would 430

because they think it would reduce the rates across the board. Since management (the employer) pays SAIF--well, they would have more money in their pockets. They are not being real vocal here though because a management--big labor agreement would look bad to the pure theorists.

Mostly, the legislative process happens without direct input from citizens. Senators and Representatives get elected by local constituencies who expect them to vote in their interests. Most come to Salem with that spirit. But Salem is a long way from Burns, Hood River, Medford or Coos Bay. And Salem probably houses more lobbyists than Senators, Aides, and Administrative staffs combined. It's tough for working people to come to Salem to speak with their representatives so they don't. But we have and are continuing to do so.

It is very difficult to estimate the chances SB 430 has to pass, to fail or to be amended. Sometimes it seems as though it can not fail to pass. Other times a sneaky feeling tells you that it will not pass.

I think we are learning a great deal about the Oregon Legislature and about workman's compensation. I think that we can help create better legislation which will benefit a larger number of people. These are the amendments which the Hoedads believe will make SB 430 a bill which will improve the worker's compensation laws:

1) There needs to be some legislation which will help to eliminate the phony partnerships and coops. These are really employer-employee situations and as such the employee is not covered by Worker's Comp. and should be. The owner has set up a phony structure to avoid paying insurance premiums and thereby increase his profit. We believe with the State of Oregon that the employer should pay for the protection of this employee.

2) Members of a worker producer cooperative should be listed as a legitimate non-subject worker. We are self-employed people

3) Members of a worker producer cooperative should be able to choose to be covered by SAIF if they want.

Stay in tune Next pg
5

4) Each industry should have 2 rates --one for employer-employee situations and one for democratically organized situations. Each can be computed on their own accident cost.

5) the bond for self-insurance under the Worker's Comp. laws should be reduced to offer this program to more smaller companies.

We the Hoedads, who have worked out these positions, believe that these amendments would increase options, reflect reality, eliminate some dishonesty, induce worker protection and generally improve the system.

There is a lot more detail but somebody said to try to be to the point because frugality can be fun.

--Rick

SUPPOSITION I

ATTORNEY GENERAL DECLARES HOEDADS AN EMPLOYER UNDER THE CURRENT LAW

* S.B. 430

JUST PHONIES

THIS AMENDMENT WOULD MEAN THAT LEGITIMATE PARTNERS, SOLE PROPRIETORS, AND CO-OPS WOULD NOT HAVE TO BE COVERED.

SPECIAL RATES

THIS AMENDMENT WOULD MEAN THAT DEMOCRATICALLY ORGANIZED WORK SITUATIONS WOULD HAVE THEIR OWN RATES. EMPLOYEE SITUATIONS WOULD HAVE PRESENT RATES.

UNAMENDED

WERE IN + WE CAN APPEAL. APPEAL WOULD TAKE 1 1/2 YEARS. WOULD NOT HAVE TO BE COVERED DURING APPEAL.

CO-OPS AMENDED OUT

CAN CHOOSE TO GET SAIF COVERAGE.

REGULAR RATES w/ SAIF

SELF INSURER

PRIVATE INSURANCE CO. COVERAGE APPROVED BY WORK. COMP. BD.

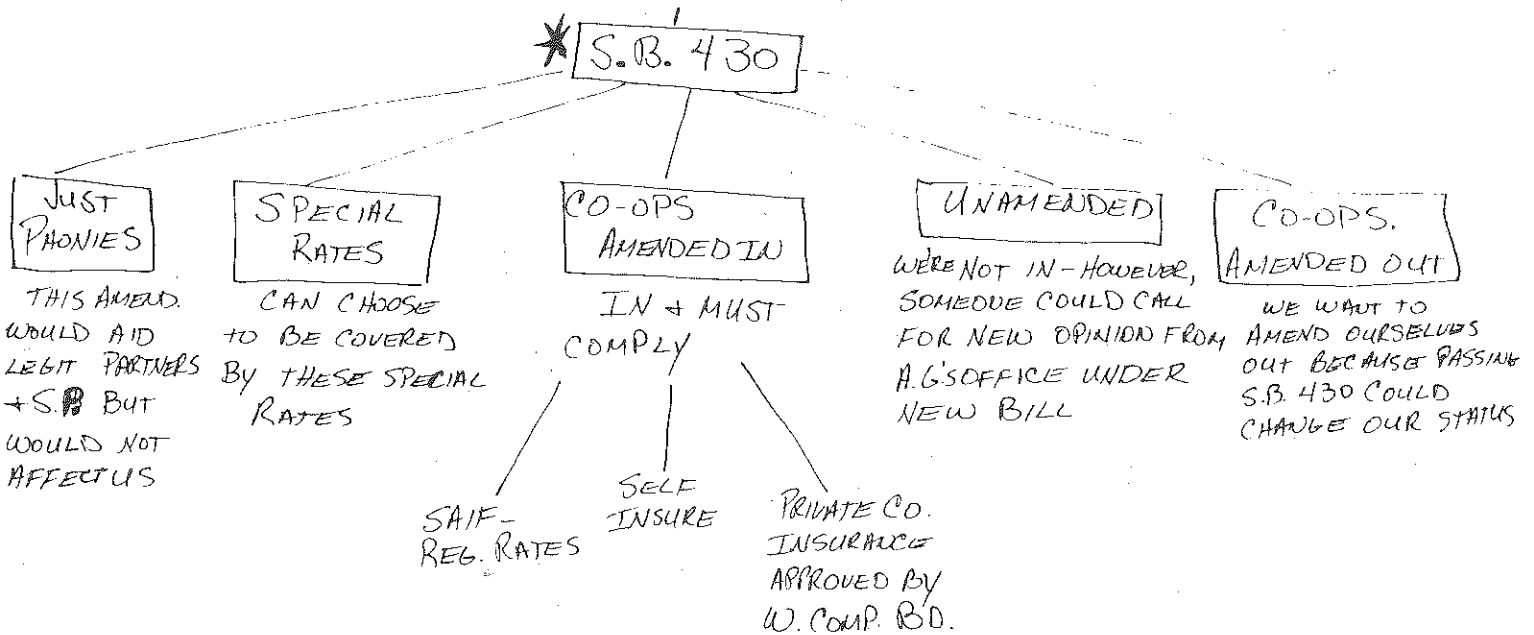
MARCH 1 - RIGHT NOW THERE APPEARS TO BE ENOUGH VOTES TO AMEND CO-OPS OUT - BUT CAN NOT BE SURE. THE OTHER AMENDMENTS NEED MUCH MORE "HEAT" TO MAKE THEM HAPPEN.

* IF BILL IS KILLED A.G.'S DECISION WILL STAND.

Workmen's Compensation is a misnomer. women do work and are covered by this insurance. To consistently, through language, exclude womens existence as persons and as workers is to deny reality. language begins to perpetuate a lie by the way it is used. 33% of Hoedads are women. If we continue to use the language the way it has been, we deny there are any Hoedads who are women. Most contracts are written as if men were the only contractors. It's past time for all of us to be conscious of the way language is used and to speak against sexist terminology, whether used by individuals or by the State. fred

SUPPOSITION II

A.G. DECLARES HOEDAD'S NOT AN EMPLOYER UNDER CURRENT STATUTES

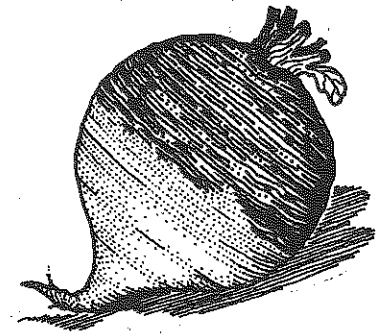


MARCH 1 - RIGHT NOW THERE APPEARS TO BE ENOUGH VOTES TO AMEND CO-OPS OUT - BUT CAN NEVER BE SURE. THE OTHER AMENDMENTS NEED MUCH MORE "HEAT" TO MAKE THEM HAPPEN.

* IF BILL IS KILLED A.G.'S DECISION WILL STAND

RUNNING

FOR



Dear Hoedads-

I would like to run for Hoedad Treasurer-It's kind of confusing this time since the last election was just a few months ago. I'd just like to see it thru the year and come out the other side. I envision that those involved now and others who become involved will be assuming more of the responsibilities so that by this time next year it will be shared more and I will be fading out.

Love,
Marcia

OFFICE

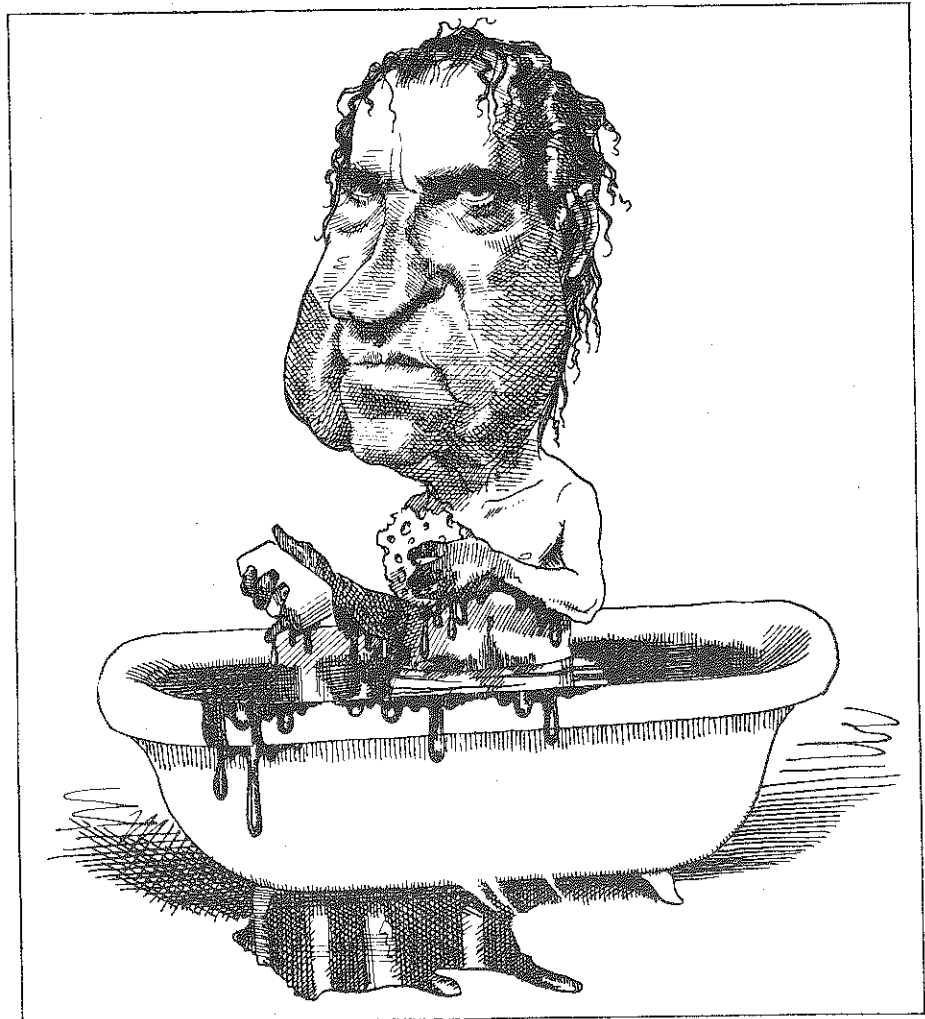
Don Diehl is running for the office of Secretary.

This is to announce my intention of running for Secretary of Hoedads. In this time of external threat to the co-op, internal communication between town and crews on far away contracts, and between crews on large contracts.

Part of the job involves research into new work possibilities, as well as follow up on new work we have begun. We have many opportunities for new work, which I want to explore.

Finally, it seems that a brief synopsis of Hoedad's past should be disseminated. The old-timers take their knowledge of the first years for granted, while newer members are much in the dark. Some issues which come before the council can be more understood from the perspective of a knowledge of the past.

Ed Farren



Will the Real Hoedad Please Stand Up?

Someone asked me the other day where I thought Hoedads was going and where it's at now, and after serious thought it hit me. Kind of like this: Womens Bathroom, Women Bid-Coordinators, Womens Crew, Hoedads are turning into a women. The thought scared me at first, but after careful consideration, I realized just part of Hoedads was really women,. Yes, Hoedads is really just a part of a lot of things, and becoming more all the time. Whew, women didn't scare me anymore. Why as a matter of fact while I pondered the idea, I realized Hoedads had just become mechanics and lawyers too.

Well, I looked at it this way, If Hoedads have become Women, Mechanics, and Lawyers in just the past few months, our rate of consumption was immense. Yes kind of like an immense Giant I thought,



Well, I figured this thought that just struck me needed some meditation. So I sat and stared and it started to Happen, the realization of what it's all about, and will be, hit me in Meditation, yes there it was, clear as a bell, a women, a mechanic, a lawyer, a treeplanter, a thinner, a slash piler, a firefighter, 15 crews, 300 people growing, pulsating, moving, screaming, moving, yes, turning into a Giant getting bigger and bigger and bigger until, in my vision of Happiness the Giant Exploded, yes friends I thought I had seen Hoedads grow, live, and die.

P.S. Alas, it just turned into a lot of little Hoedads growing, pulsating moving screaming, turning into Giants. I guess thats where Hoedads is at.

M.W.



OBSERVATIONS ON BIDDING HOWARD HOROWITZ

The democratic decision making process is nowhere more crucial and valuable than in bidding. The benefits of group wisdom far outweighs the perils of democratic mistakes. In order to maximize the Hoedads success in bidding, certain basic concepts as I see it, include-

- 1) a stable and informed bidding committee composed of committed representatives who become experienced bidders and keep crews informed about all aspects of work. Crews with more than one regular rep may seem cumbersome at times, but i each person is committed it is worth it. Logrollers for esample, with 3 fairly regular reps have contributed much energy and many winning bids this year.
- 2) a recognition of historical trends and physical geography. Our coop would be much wealthier right now if crews had chosen to work on the coast this winter instead of the cascades. Our semi-boycotts of the Siuslaw and the Willamette, in my opinion, were like cutting off our own nose to spite them. Those forests really are our bread and butter, and they are the way they are because of what we have been to them. In short they now see that high standards are possible, and they demand them. Of course some of their demands are obnoxious to us and silviculturally senseless, but I think more intelligent decisions and better bids.
- 3) it's been both rewarding and frustrating to work as a bidder for almost 2 years. We have made giant steps forward in bidding in that time, and it shows with better higher earnings for all of us. Three cheers and case of beers for the bidders, and GO FOR IT!

INSURANCE

History

The bidding committee submitted the following proposal to the General Meeting of September 19/20, 1976:

Short-term Phase

That the general membership temporarily adopt a mandatory comprehensive insurance policy which will at a minimum provide:

- 1) Potential work for Hoedads with private timber related industry
- 2) Adequate protection for Hoedads, Inc. against possible suits by individual members, relatives of members, or insurance company and private timber industry representatives
- 3) Adequate protection for Hoedads workers on a par with their inalienable rights

Long-term Phase

That the general membership initiates research in the following areas to provide either a more comprehensive yet cheaper insurance policy to avoid insurance altogether yet meet the criteria of the short-term phase:

- 1) investigate other areas of work which do not require such comprehensive coverage such as a government program subsidizing reforestation on private land or BLM non-thiram contracts.
- 2) Seek out alternative leftist insurance programs
- 3) for Hoedads to invest money for research of alternative comprehensive health programs
- 4) for Hoedads to seek to develop a large comprehensive insurance or health program with other member cooperatives of the Northwest Forestry Workers Assn. thus reducing our costs and increasing our coverage. The council will be the investigative body to carry out this proposal.

This was passed with 62 ayes, 27 nays and 25 abstentions or a total of 114 votes (which is less than 1/3 of the active membership in 1976.

At the General Meeting of December 12/13, 1976 a motion was voted on which read "that health, death, and long-term disability insurance be mandatory, and Hoedad self-insurance be optional." It is

recorded to have passed unanimously. Estimating from a straw vote count taken just before this vote this vote represents about 112 persons (again less than 1/3 of active Hoedads).

The insurance policy adopted by the council fails to meet the requirements of the bidding committee proposal.

1) It does not provide potential work with private timber related industry, rather it limits work to many who can not be full-time treeplanters.

2) It does not fully protect us from possible suits from ourselves especially for those for less than \$1,000 or less than 75-day disability or for suits over the liability. Who hasn't heard of a million dollar suit?

3) Protection on a par commensurate with a workers inalienable rights is an ambiguous phrase. I feel it is my inalienable right as a self-employed person to make many of my own decisions as possible. Protection is available--we all know that and should have the option of paying for it or not.

The Federal Government even seems to feel that some sorts of insurance could violate a persons right to believe what they want in that if you belong to certain religious sects you are exempt from paying social security. If the Feds admit that people could actually believe in not insuring themselves, maybe we could do as well.

The second decision (of the December meeting) was based on the assumption that the fact that we would have mandatory insurance was irreversible and concrete. It was either have both the C.A.R.E. policy which covers death, disability, and major medical and the Hoedad self-insurance, or just have the C.A.R.E. policy. Its pretty easy to see how the general membership would choose the lesser of these evils.

In both cases less than 1/3 of the active members were present to vote on the issue. The first and most important vote was passed by less than 20% of the people in the coop; 62 out of 300. I contend that this vote doesn't express the overall beliefs of all individuals involved and therefore is invalid. I asked for a referendum on these grounds in January and was denied by the council either by direct vote or apathy in find-

ing out what individuals really do believe in, one by one.

This, I think, is interesting because at the September General Meeting there was a discussion of quorums. The General Meeting minutes read "If decision (sic)

are made that are unpopular with the majority of people, they can try and change them by a referendum or at the next General Meeting." The decision could not be changed by referendum and our chance is now, at the General Meeting, to do so.

I have not signed an insurance form, tried to pull off a scam of enrolling in

a community college and getting school insurance, which some of my crew feels is not adequate, and so I have not worked for several weeks until this issue gets settled. I won't sign one or work until after the general meeting when there will be hopefully a more representative quorum voting on the appeal. I hope that I never have to sign one, but what I hope even more is that Hoedads can be a democratic process and everyone will vote on this issue.

--Pat Rowe-Hamilton
Thumbs

Great trees grow when grey hairs fall.

Full Moon Rising

Daylight in the Swamps

Bring it together, bring it together.

Rise and Shine

Our task has begun.

Welcome to a better day.

With the rising of the moon,

With the rising of the sun,

With the rising of us all,

Our task has begun.

Go for the Martians, Venus.

So we may all know peace.

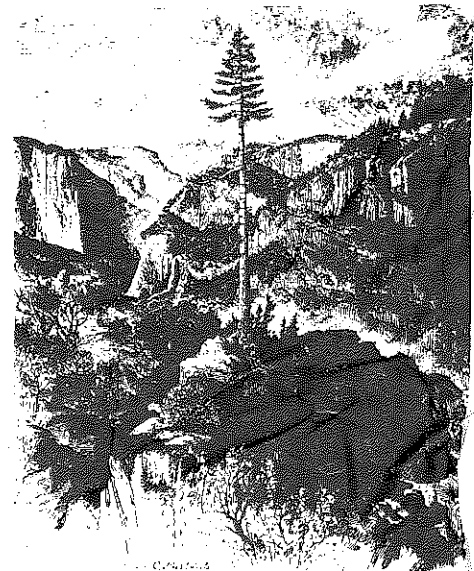
The scepter is ours.

Five grey hairs in five days of planting.

Three weeks later and three of them are gone.

Great trees grow when grey hairs fall.

*by
O.A. Ingebo
2/21
22/77*



mandatory insurance

At the last general meeting 3 reasons were stated for Hoedads acquiring mandatory insurance. The 1st was to allow us to work for private companies. The 2nd was to give ourselves lawsuit protections and the 3rd was to provide for personal needs.

As I look at these reasons I question the validity of being forced as self-employed individuals to have mandatory insurance. There have been precedents already of Hoedads working for private companies. Cougar Mountain contract with Roseboro Lumber Co. required no insurance. The Lebanon-Bless Stud contract also required no insurance. A third precedent was a Pope and Talbot contract; here, we were required to have insurance but it was totally unspecified as to what kind and how much. Many of us who worked this contract had only our own private medical coverage policy. No amount of disability or compensation was stipulated. Still, this type of coverage offers some kind of lawsuit protection. Certainly it is a kind of misconception to think that if one's beneficiary receives \$5000 or \$15,000 that Hoedads is more protected or less protected from lawsuit. "One can never sign a away the right to sue."

In the unlikely event that a Hoedad or Hoedad's associate should attempt to sue, Hoedads would be protected at several points. We are not employers responsible (liable) for employees. This is the opposite stance that the SAIF is stating. I see our present mandatory insurance program as supportive of the SAIF position and contradictory of our stand against SAIF.

As more and more external pressure bears down on us I see us becoming more and more STRAIGHT.

This policy was also supposed to protect and provide for personal needs. Unfortunately, this policy for many has worked against our personal needs. For many Hoedads, treeplanting is not full time work. Hoedads was formed as an alternative labor force. Now, by mandatory insurance, withholding taxes, central expenses, etc. workers are being forced to become full time laborers just to maintain expenses. Plus, the killer on the insurance is that it is "frowned upon" to drop and then take up the policy.

Furthermore, the mandatory insurance really does nil for medical expenses. Most slope accidents are well under \$1000. Also those over 35 years of age are charged additional fees. These facts do not bespeak our needs. Of course, there is the additional medical coverage for an additional fee, but most people haven't gone this route because of the expense.

Maybe this is part of the real push for mandatory insurance: to make the self-insurance work. Well it hasn't happened. Qualms have been voiced as to if it's a good idea for Hoedads to be in the insurance business.

This insurance represents a tremendous outflow of energy and money. At 350 members having insurance for a year, we give the very companies we symbolically do not support \$58,100. 275 people paying in means \$45,650, and if only 200 people pay for this insurance we give them only \$33,200 a year.

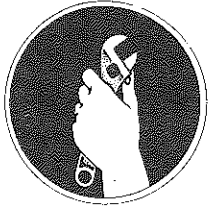
If we are so paranoid that we must have insurance, perhaps some alternative liability--legal fund could be set up with the equivalent amount of money. Like the membership fund it would be refundable upon leaving (a percentage would be refunded that equalled the percentage of the total amount of money put in by the whole coop less the amount paid out as dividends on claims).

Until alternatives are found I do not want to support an insurance fund that amounts to throwing my money away. I do not like feeling hopelessly railroaded by mysterious, false, or partially misleading reasons as to why I must have this policy. I believe, in the spirit of Hoedads, I would do what I'm able to keep us all strong in our united efforts as sisters and brothers. The mandatory insurance seems against those very things that we have been founded on: trust, independence, and being an alternative work force.

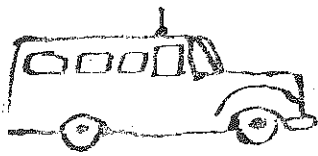
ds--Debbie Dypold
representing the Thumbs

P.S. One Thumb has accurately described insurance as burning dollar bills to the great god Security--and 60 grand a year is no joke.

--Pat Rowe, Thumb



Hoedad Car-Tune-ists - Garage



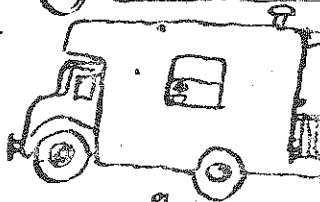
Re building
pairs
new
etc.



Services and Rates



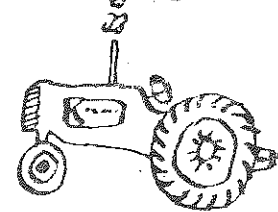
tune-ups
welding



Crummy Work \$6.50/hr
Hoedad personal rigs \$8.00/hr
Outside work \$10.00/hr



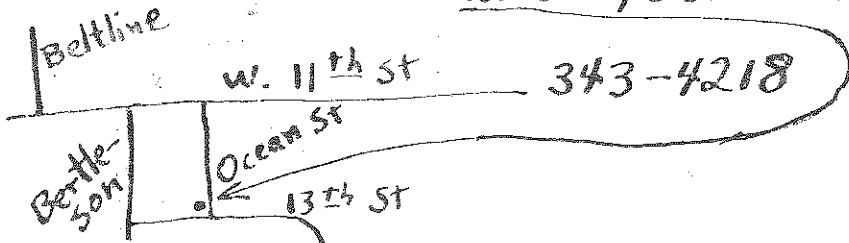
BIG JOBS
\$
little jobs



Rentals: Minimum \$2.00
Space Rental
(when \$2.00/day available)

call us at 343-4218

We are located at 1298 C, Ocean St



Tool Rental:
Arc and Gas Welder \$10.00/day
\$3.00/hr
& cost of gas or elect.
and welding rods

Hand tools: \$5.00/day
\$1.00/hr

Gear Pullers: \$2.00/day
\$0.50/hr

Axle Stands: \$1.00/day
minimum

These prices are tentative.
We also have other tools
available for rental, call
us about your needs and we'll
see if we can help you out.

We're now open and operating but it's still not completely together. Doing a garage is almost infinite in terms of collecting tools and providing services.

The work that we have done on crummies during our first month has had good feelings and a real cooperating spirit working with people from the crummy's crew. There have been a few happier, safer, and smoother running crummies that have passed through the shop including crummies from Red Star, TNT, Full Moon Fising and Natural Wonders. The personal Hoedad rigs that have come through the shop have been equally rewarding and satisfying. It's a good

feeling on our part to be able to fulfill the mechanical needs of the coop.

The operation is still quite rough. During our first month we were able to pay ourselves and cover part of our overhead from work that we have done. We work 10-15 hours per day in the shop sometimes and there is a feeling of working overtime and being paid for part time work.

The support has been very strong and hopefully support will increase and our ability to handle a greater volume of work will become more efficient.

To General Hoedad Membership,

I want to start this letter by thanking the office, and I think I speak for a lot of other folks too, that sure appreciate the minutes being sent out every week. For people like myself who live 60 miles out of Eugene, and not having the time or money to attend council meetings, the minutes are a relief and a joy to know whats coming down, when and where, and by who. Makes great reading for the throne.

Second, with the CARE consciousness that is going around, I got to thinking about our work habits as individuals. Let's face it, our work can be dangerous at times, be it planting, thinning, slash piling, or fighting fires. I think we've all had close calls one time or another. Some times too close, but there will always be injuries in our line of work, the trick is to minimize the chances and don't take chances. We probably all have ideas and safety tips to share with each other. Loose logs, and rocks, working rock units with caulks, planting above people, mud covered rock faces, chain saw safety, the list is endless. Let's bring some near misses out in the open, and maybe some tales of how it did happen. This is my second season as a tree planter, I've seen people get hurt, and have gotten a few bumps and bruises myself; some avoidable, had I thought it out awhile longer. "Gotta get that last bundle in!"

Last, I think the idea of Ranger Districts giving feedback on our planting survival, both high and low percentages, and their reasons why, would be great constructive inter relation communications between us and the gov't agencies (State, BLM, USFS). I think we can learn from them, as they did from us last spring in the Wall-owas', San Juan etc. We realize that any Ranger District that utilizes the clearcut method in their annual timber harvests, know the tree planting business pretty good. They know the trees before they are pilled, their bulk storage trip is together, on occasions, there are test trees mixed in, a "fairly competent inspection" is carried out at planting along with numerous climatic related tests being taken at the planting site. Everything is recorded in their diaries for later reference come survival inspection time. As a thought, should we be taking these same readings; our own personnel with our own instruments to be recorded daily so that we have a "check" to relate

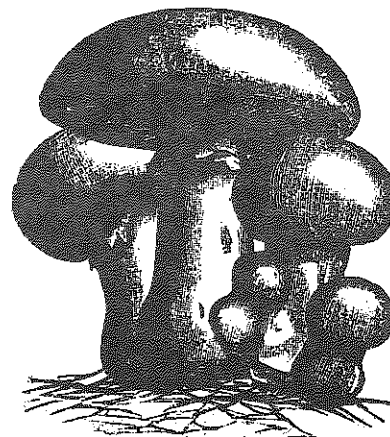
to of our own. Something that might lend itself of constructive criteria to make valid and precise arguments against their claims. Possibly designate a crew member or members from each crew to keep a tight diary of planting criteria such as:

1. wind velocity, 2. relative humidity
3. temperature, 4. bag temp. in inspectors truck, 5. south slope, 6. shade block.
7. heavy wildlife signs, i.e. deer, elk, boomers, 8. trees slurried, if so, with what, 9. if not general conditions of bags contents, 10. nurseries that supplied stock, 11. inspectors names, 12. our daily relation level with inspectors, 13. soil type, shallow, gravel, 14. herbicide treatment included in site preparation.

I think this process would add some "professionalism" to our job, besides providing a "check" of our own to stay covered if necessary in the future. After all, we are skilled laborers, we do competent work, and to tighten our act a little more wouldn't hurt.

respectfully yours,
jan zimmermann

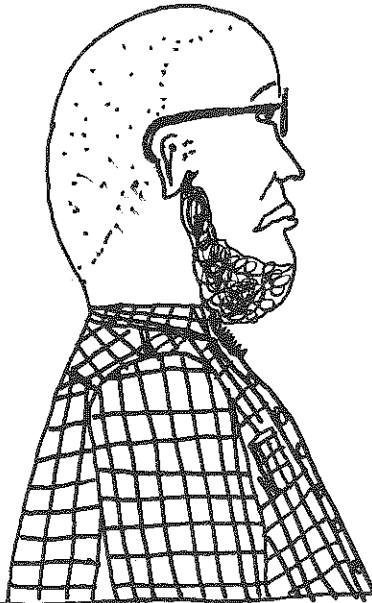
p.s. in regard to Greg Nagel's comment in last minutes about Red Star's sagging p.r., and ~~an~~ extending an invitation to other crew members to join them on the slopes after their return from the land of sunshine and mihr; I have just (and let me go on record as saying this) I have just returned from a 3 week engagement with Straton's raiders on the beautiful blue Alsea, wrapping up one of the most senuous experiences of my life, as I ran naked in the sun(except for caulks and tree bag, of course) daily, tossing happy 2-1's into the air, laughing and crying in wonderful work. When it was over, I felt complete.....to say the least.



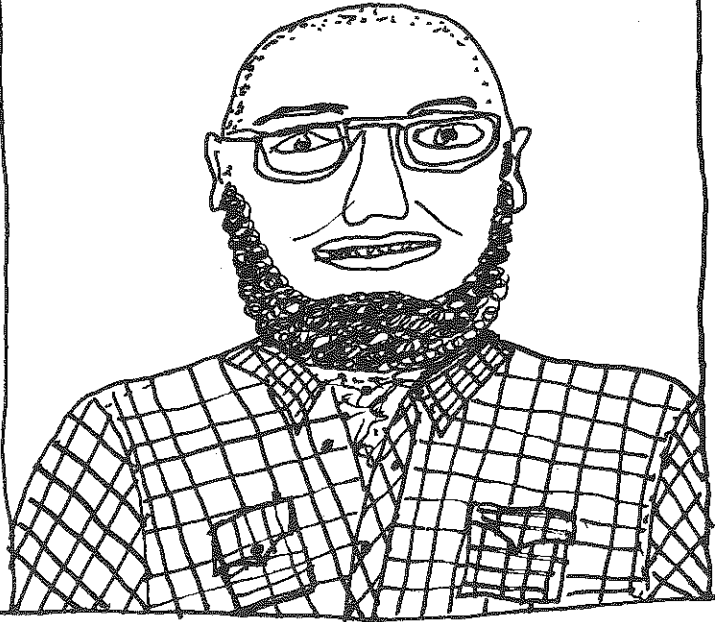
WANTED

ERNIE BRODOIR

84926



84926



As one of the unfortunates who has had the displeasure of doing business with a number one crooked pig (adequately names Ernie the Thug), I feel the need to address the company on this issue and attempt to clarify how we were set up. First off, on behalf of the Natural Wonders, let me express our gratitude to the members of Hoedads for fronting us our pay until we can collect from Ernie. A lot of us were very low on the bucks, and knowing that some pig in Scapoose was getting fat by stealing our labor filled our heads with some desparate ideas about how to make him pay.

We first met Ernie while working in Shelton. We finished our item in five days while he was still trying to keep up a 50 acre per day production rate on his two items. Interested in sub-contracting some of this, we went to his camp to haggle. That night Ernie moved in 40-45 Mexican laborers from the Hood River apple picking circuit, giving him a labor force of around 50. I'll bet every penny I made there that Ernie ripped off all his Mexican help.

We met and discussed subbing about 190 acres for which we would pay him 500 bucks. It might sound high, but for our part even

with a lower acreage price our average hourly wage was higher. We discussed payment upon completion. COR Dan Connet told us he could issue only one check, to go to Ernie. Ernie said he could get an assignment of claims and be able to pay us within a couple of weeks after receiving the invoice. An agreement was signed and witnessed; we worked our units and you know the rest. We have yet to see even one penny from that pig.

A law suit is presently under way that hopefully will force Ernie to pay up. At any rate a lesson has been learned. Never accept any subcontract without a written agreement from the Forest Service stating that you will receive an invoice for work you complete. If they refuse, don't accept the work. In general, avoid deals and be wary of any private contractor looking to sub your work. Exploitation for them is a way of life.

The Natural Wonders are unanimously in support of Hoedads' policy to refuse to cooperate in any way with ARC members.

--Bob Ottene

15

de-
ge
in
k-
ch-
s
eg-
st
e
of

Its All Just Soup

Just got the minutes to Jan 31st. Fred i think you do a good job. its just the second day of a loan given me in the person of our treasurer(god'll hold him blameless on that day) sun almost halfway across the water-bearer sign of APPROACH. moon gonna hit leo here in a few hours and if you think central is going thru changes imagine what's going on out here. my ol cedar tree hough he's, he's thirsty but he says don't worry just don't get burnt up. that's good advice but hard when you see the greedy men come and take your woods away. sometimes i think about the power we wield, our co-op. if we let the wrong people "take charge" how we would be logging in two or three years. logging corruptly. the way they do it now except we'd be doing it then and then would be now. and my ol cedar tells me we might've been so unfriendly to our watershed that we just chased our good warm rainforest rain away. might've. my ol cedar won't tell. he's been around the sun a few more times than me and a tree knows prediction is dangerous. i ask my tree if those trees and our watershed and our homegrown tribe are important, what with the Great Purification coming and all, or do we just make them important in our minds when we've stopped caring. my ol trees just chuckle at that one, a deep violin cedar chest sound like an old black man, mixed with the creek that's goin, but just tricklin.

this hangup like to break me. can't pee. simplest task of any of gods creatures and some. mental block or something locks whole lower torso rigid. is my soul on ice? is this business? are my lower organs a subject for discussion?

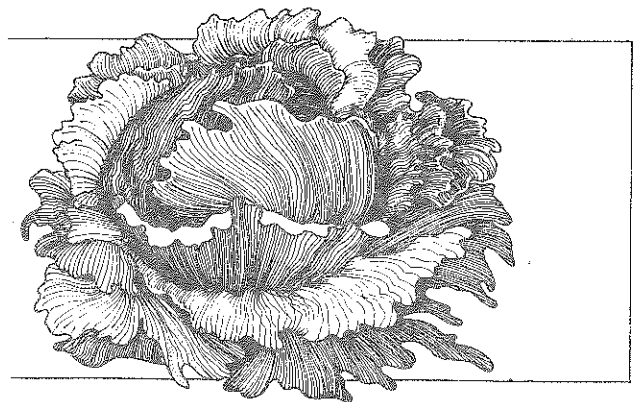
oh yean, solidarity with David Plotsky of the Thumbs. always read the fine print. you got more sense than most of my crew Dave. but that's on account of my crew ain't got much common sense. everyman's got to do his job. oop-s'cuse every woMan got to do thier duty. Competition is the law of the jungle cause everybody wants to be the boss. Cooperation is the Law of Civilization now is as good a time as any, isn't it. and anyway you got to try don't you. don't you? don't you.

i see myself as a Chino-doctrine Christian Communionist with a grassroots belief in the interaction of the yin and the yang. our revolution is not, i repeat, is not revolting. it is revolving with the seasons and growing on the mountains where we've plant-

ed our trees. and its more than trees its.. well its more than trees.

this business of taking a leak. i just went out and peed on the riverbank. it just takes me a little longer somehow its so much easier since i found out its not a sexual hangup. masturbation is not a crime. just nothing grows is all. nothing grows. and its an appetite that feeds itself and can never really be satisfied by itself. for that you need more than just love. and you need more than just you. but since i stopped masturbating two years ago and the condition persists i have come to realize the problem is not sexual and the relief of guilt is enormous. as i was peeing my penis, my sex determiner, my fluid waste eliminator, my potential babymaker, looked up and gave me a wink. i came back in the house and picked up my hoedad, i put a new handle on it the other day, changed all the bolts, got it cleaned up for a second, new white hickory handle, and i just sat there fondling my tool. revolution is in the heart where love is. god really grows trees. this hoedad is just a symbol of my task. plant your love and let it grow.

now doesn't it feel this here is inspired! it come right off my bic pen both sides of a notebook sheet with no mistakes in it. its a rap in response to everything and i want it in the minutes. that's Chino-doctrine Christian COMMUNIONIST. get it right. just sign me a homegrown hoedad my crew knows who i am.



①

Questionnaire for Hoedad Parents and Others

for use in determining the need and possible structure of a Child Care Crew; Responsibility Education concerning Impregnation and Care of Progeny or Abortion Inducement or Women Controlling Women's Bodies

These Women's Breasts are shrunk and flabby from two abortions. Ripped from the veins, the skin dies also. Once they could have given a lot of milk. How many Hoekids last year have been sent into Oblivion? Half as many as there are Hoedwomen. That is something like every four years one would have two abortions. Three times you're out with cancer of the breast and what else too? Lots. Spermicide doesn't only kill sperm and what about the mercury in it? Foreign devices, not of Women's Ways.

And then, What can a mind feel that ached and cried to stay in the anesthesia and go with the life in my womb. Or a heart think of the child so dearly wanted knowing I could not care for her/him and thereby death to it.

Shadow spirits of embryos follow us across the units. The little trees shudder and some of us Women will be with men no more

②

What would you like to do in a Child Care Crew?

	yes	may
Overnight facilities?		
Central house in town?		
Quiet, semi-private rooms for children?		
for adult workers?		
Live-in Workers?		
Trade off?		
Trading of Energies rather than money?		
Educational Structures?		
for nursery age?		
older children?		
tumbling?		
pottery?		
architecture?		
what?		

Take on non-Hoekids as Garage Crew Customists will do with outside vehicles?

Y	N
---	---

Full time Workers and part time time Workers who also plant trees and/or do other things?

Y	N
---	---

1 Is child care everyone's responsibility?

Y	N
---	---

2 Are you going to support the formation of a crew?

Y	N
---	---



The wise people quickly realized how manipulative and tricky the Big G was. Luckily they were aided by the Great Spirit, and the wise people became cunning, tactful and angry. The Big G was afraid of their power,

Once upon a time, in the far-off land of Lovely Lowell, lived a village of gypsy treeplanters.

They lived a wonderful, carefree life, working only when the inspectors showed up and whenever the weather permitted.

Their village was one of harmony and merriment. Folks from all over the village shared all they could; as wood was abundant, pot was plentiful, and beer flowed freely.

The Great Spirit smiled down upon them and their simple, happy lives.

Then one day, they finally had a chance to go to work. Their spirits were high and energy flowed amongst them, as work was rare in this neck of the woods.

Even the Baron, their inspector, was smiling, which is pretty unusual, as the Baron is a pretty shady character.

But alas, no matter how hard the treeplanters tried and how perfect their trees were planted, the Baron was unsatisfied. He continually called bad trees and gave them poor plots, making their percentage go lower and lower.

This made them sad.

Soon the frustration was felt even in the village, where harmony used to abound.

Neighbors and friends began pointing their fingers at each other for poor quality work.

This made them sadder.

Then one day while attending the bidding meeting, one of the villagers experienced an outraged accusation from a person who had listened to too much gossip.

This took the cake.

The villagers called a meeting, hoping to reconcile what was happening. They decided to send the village wise people to meet with the Big G for a showdown.



so the meeting ended, leaving the villagers smiling.

They returned to the village, and soon the news was spread throughout the village.

Many of the people apologized to their neighbors for making such hasty accusations.

The village soon became harmonious again as everyone forgot the war of the worlds.

But what will happen to our muddy heroes tomorrow, when once again, they meet the Big G, face to face on the slopes?!?!

Be sure not to miss the next exciting episode of A STORY

by elf

POTLUCK FEAST

Night is falling along with the pouring rain as a Baby Blue crummy lurches across the last few feet to the door of the Pot Luck yurt. It's Time To Eat! Right Now! Usually dinner is ready and waiting when we arrive, and this article is an attempt to go behind the scenes for a look at the communal food trip. Several crews have asked for this information, so here goes.

Most of Pot Luck eats together, with varying amounts of people attending breakfast, lunch, and dinner, in that order of popularity. There are a few people who do completely separate things but even they have been known to slip in at night for a Barb Craig Enchilada or a Bruce Maederer a ple pie. Yes indeed!

We store a lot of food in the white buckets available at most health food stores for a dollar, and do our cooking in the crew yurt on a propane stove which features four burners and a very efficient oven.

Our "food shares" usually work out to around \$2.00 per person per day, altho' this can be higher if we run out of everything just prior to beginning a contract, thereby necessitating a larger capitol outlay.

Food shares are divided into thirds, with each meal counting as a third. So a person who eats breakfast, lunch and dinner with the crew would claim three thirds for the day. If that person does a lot of munchin' around, he/she is supposed to claim four thirds every once and awhile.

We buy our food at various places, including waremart, 24hr. market, Grower's Market, and use Comunnity Store and Starflower a lot for bulk items. We make our own blackberry jam and jam it and lots of other things into the trailer which old timers are fond of wondering how we ever get along without.

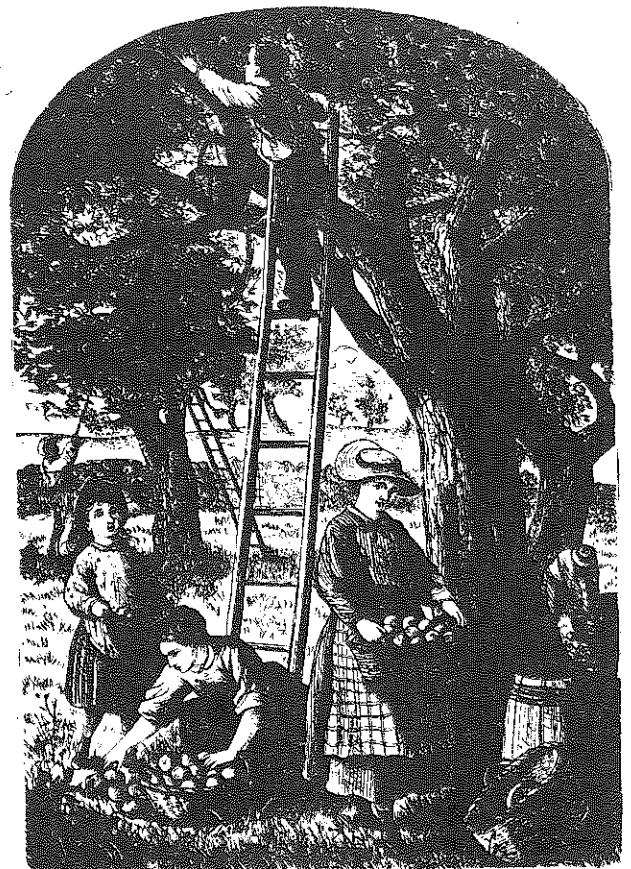
CAMPERSON

Also affectionately known as "camp slave", this is the person who prepares all of the aforementioned gastronomical delights. Camp person is a rotating job which pays one half the average day's wage on a given contract.

Camp day is not a breeze. duties start with doing the breakfast dishes, stride in to dinner for that night, stroll thru making the next day's lunches (usually sandwiches and fruit, altho' stuffed bell peppers have occasionally been served in the elegant french decor' of our crummy), wade thru dinner dishes, stagger into breakfast the next morning, including waking people up and starting a fire!

Sometimes two people will split a camp day in the time-honored tradition of cooperation on Pot Luck- the quiet crew

....by Hawk



The Salmon

For weeks we took turns standing on the dock, after work, on days off, sometimes early in the morning before the crummy left for work. We cast lures into the dark sea, hoping for fish. The lures would return with bare hooks, or a bit of sea-grass attached (and we would curse at the sea-grass). We would watch the billowing, transparent jelly-fish, search out with our eyes the eighteen-armed star-fish on the muddy bottom, or watch crabs walk hesitating in there side-step, across dead and empty clam shells.

There seemed to be no fish.

We talked to other fishermen. We carefully noted the clouds, the temperatures, the tide-book. We tied bits of red wool to our hooks and carried lucky charms. Once or twice one of us would spit into the dark water, and swear, and watch the water take our spit curse in every direction until it disappeared.

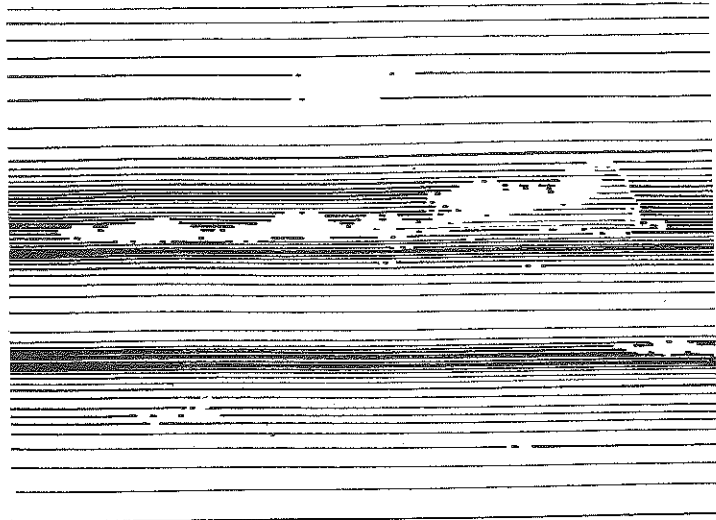
But there were no fish.

One day we drove home from work and one of us, while walking along the road to the cookhouse, saw a fish jump.

He rushed to tell the others.

There were fish.

During the next week we watched them swimming in large schools, so large they seemed like giant shadows moving beneath the water. We netted them, we snagged them we caught them on our lures. They jumped out of the water in high silvery leaps into our frying pans, our lunch buckets, and our stomachs.



The salmon had started in from the ocean into the bay, in their sleek and silvery beauty, responding to who knows what magical stimulus to return to their birthing places, to give birth in their own turn. By the time they had entered Edna Bay, they had begun to change- their jaws jutted forward slightly, their backs arched, when they arrived at Charlie Creek they were hump-backed, hook-jawed, grotesque. Their color had turned from silver to muddy green, their flesh from bright orange to a dull, used white. With each low tide they schooled at the mouth of Charlie Creek, leaping and displaying that amazing attribute of all schooling animals: movement as one. When frightened, they all started at once. A thousand fish, one movement, one soul.

At high tide they moved the creek, danced their last fertile dance of life on a shall-

We ate salmon for dinner. We ate salmon for lunch and for breakfast. salmon steaks, salmon fillets, baked salmon, fried salmon, salmon salad, salmon croquettes and smoked salmon. We came to the table and moaned "Oh, no! Salmon steak again?"

And then there were no fish. We fished and went hungry, and watched the tide-book and the weather. We gazed at the billowing jelly-fish and the eighteen-armed starfish

We spat our curses upon the water and watched small clouds of little silver flashes dart beneath our disappearing saliva.

There were fish.



MIND OF THE FAZOO

(a fazoo is an employee of the U.S. Dept. of Agriculture, forest service.)

ED FARREN

THE most physically demanding forest service jobs are held by the temporary employees. At Detroit, there are about 20 full time employees permanent, 20 part time employees permanent, and about 100 summer temporaries. The summer people pile slash, fight fires, mark trees, profile future timber sales, maintain trails and brush roads, clean the campgrounds and patrol the wilderness. The W.A.E. run the summer crews while the permanents sit around the office and drink coffee. The exception is in timber. There are some pretty active permanents in timber.

Many of the permanent fire control people have spent years dodging work. They only take up a tool when their supervisors are around. They've mastered the ability to look busy. When a fuck-up occurs, they can always come up with an excuse which shifts the blame, or at least clouds the issue. I have never heard a lifer accept responsibility for a fuck-up, even when it was clearly their fault. The blame usually land on the summer crews, who are often told that they are not paid to think. All the training that I experienced was completely inadequate and the relevant information obtained at the 5 day fire suppression school could have been disseminated in 8 hours, and did not prepare a person to fight fires. During 4 days of tree inspector training, I was never shown how to dig a root. Temporaries especially on fire crews are held in contempt by the lifers. They are the mindless grunts who must be constantly watched to get any work out of them at all. The lifers of course, are brilliant professionals who benevolently lead the ungrateful temporary employees in the fulfilment of multiple-use forestry. These are generalities, and there are exceptions.

Unfortunately, the active, creative people tend not to be able to tolerate the bullshit, and quit. The lazy, dumb ones who can't get other jobs stick around, and are made permanent. It's easy to fire temporary

people, but difficult to get rid of permanents. What is required is an overt act, like a fight or theft. This inability to fire people hurts the forest service.

People in the Forest Service learn early not to rock the boat. Things tend to be done as they always have been and new ideas are frowned on. Indeed, when an idea is broached, the originator must first break through the supervisor's incredulity. This lack of ideas was recognized. The forest service finds it must pay cash awards for good ideas.

Finally, most of the time, no one knows what is going on. People's actions are based on their past experience, rather than their knowledge of some plan. Sometimes this is occasioned by events beyond human control, i.e. weather; but more often it's simply that the overhead doesn't talk to each other, much less to the lackies. This communications gap has also been recognized. The region has attempted to institutionalize the pre-job rap session, with limited cussess.

The forest service is often pointed up as the most efficient federal agency. That may be true. The Hoedads are often portrayed as bumbling, drug-crazed hippies. This is not true. The Hoedads are much more efficient than the forest service, both in the office and in the field. The average Hoedad does about twice the work in a day as a forest service employee. And there is no comparison between office people. There were no administrators at Detroit who could equal the Hoedad officers and staff in getting the job done. Surely, a lot of our problems with the forest service stem from Hoedads' high efficiency.

These are a few highlights of the mind of the Fazoo. Keep them in mind when you read a contract or go to a pre-work conference. When your inspector makes a ridiculous demand, remember the pressure he is under, and that he probably knows less about his job than you know about yours.

SUMMER WORK *with the*

I worked from May 24 until Nov 2, 1976 on the Regional Reinforcement fire crew at the Detroit Ranger District of the Willamette National Forest. The R.R. Crew is the first Willamette crew to go to another forest to fight fire. This was a slow season for fires in Region 6. Even so, the R.R. crew went to Wenatchee N.F. in Washington, Tonto N.F. in Arizona, Superior N.F. in Minnesota, and a state forestry fire in Michigan, as well as 15 broadcast burns. The main reason I worked for the F.S. is that I like to fight fire, and the Forest Service runs the only show in town.

After this season, it appears that working summers for the F.S. and winters tree planting is a natural. I was hired as a GS-4. The pay rate is \$4.00 per hour. For a two week pay period, 80 hours, my base take home pay is about \$235. I worked about 1050 hours of straight time and 350 hours of overtime, this summer. My gross earnings were about \$6300. Take home was about \$4500. I'm sure to get some tax money back, and am eligible for \$77 per week unemployment.

That's the compensation. There are many negative aspects. This is steady work. Five days per week, eight hours per day. You are expected to call in when you're sick, and bring a note from the doctor if you're sick more than three days. You're expected to work on weekends, days off, evenings and nights when needed. During fire season, you're on call 24 hours per day, 7 days a week, and are required to "sign out" how you can be reached when you're off duty. I was called six times for fires on my days off.

Many people object to food in fire camp. The worst is no food, then boiler bags; individual frozen meals sealed in plastic and boiled to warm them; then C-rations, canned meals. The best camp food is of the meat and potatoes variety, with seconds on steak and ice cream. Fruit and vegetables are skimpy and white bread is universal. Vegetarians usually have trouble getting enough to eat.

If you're caught stealing government property or holding dope or alcohol on

the job, you're automatically fired. Some overhead look harder for dope than others. The main problems can be lumped together under the heading "Bullshit". People with good work habits find that they are paid the same as unproductive people. The "working hard? hardly working" which is spread from top to bottom in the F.S. We're all aware that there are some very good people working for the government, like Tom Bigart, Joe Goddard, Alan Schloss, and Smokey the B Bear. But there are also a lot of real turkeys, and you run into them every day. Often there is a turkey in charge of you. Cougar Mountain's inspector at Detroit was the helitack foreperson, and was considered one of the better people to work for.

My own crew boss was terrible. There is nothing good that can be said about him. On a few occasions, he sent us out to dig fire line while he slept on the bus. He probably had the poorest attendance on the crew. He sent me out to fall trees when he was afraid to stand near them. He couldn't swing a hazle hoe more than 10 minutes without gasping for breath. On fires, he never stayed with the crew, but secured some soft overhead job. He is a GS-7, and a 10 year veteran of the Forest Service.

The Forest Service talks a lot about safety, but doesn't practice it all the time. The worst example from my experience was Unit 4.3A, Ivy Straight #23, a 9 acre unit planted near the end of the Detroit contract by Full Moon Rising. We burned this unit on August 1, 1976, the day after we got back from a week fighting fire in Wenatchee. There were several crews present, our crew cleaned the existing fire line on the south side of the unit. We discovered that there was no line on the bottom of the unit. The order came to start lighting. We told our crew boss, who was burn boss that day, that there was no fire line on the bottom of the unit, that the hose lay on the bottom and north sides was incomplete, that the pump which was to get water to the bottom and north sides was inoperative, that the tankers which were to supply the water to the bottom and south sides were empty, that none of the existing hose was charged,

Funny Service

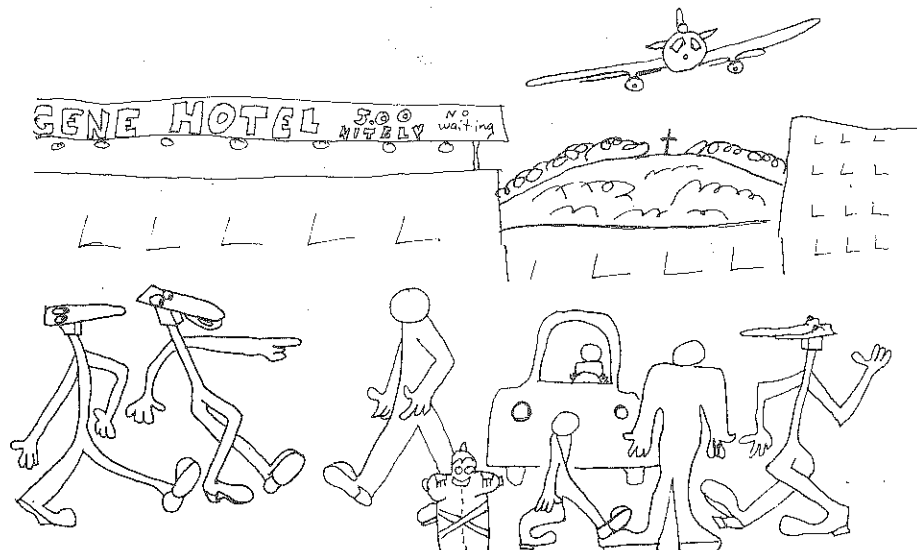
and that my crew, the R.R. crew, was an hour late for lunch. He said go ahead and light it.

One of the women on the crew, with 3 years experience, went above the road at the top of the unit to watch for spot fires. Ten minutes after the lighters started, it was obvious the fire was going to jump the road. Fifteen minutes after the fire was started, the woman above the road had fire on 3 sides, and had to slide down the steep cut bank. About that time, the R.R. crew was ordered to go above the road and attack the fire, which was about 100 feet long, 50 feet wide and spreading fast in old growth timber. We refused until we had water.

The front 3 people, operating with the hose were often endangered by a helicopter dropping water on the fire. The water knocked the tops of the trees down around us. We worked until 11:30 P.M., completing the fire line, while burning snags and tops fell all around us. The overhead left around 7:00 to eat in town. We got back to the station at 1:00 A.M. They never gave us time for lunch and supplied no supper. We mopped up on the unit for two days before they called fallers to cut the remaining hazard trees. While this was the worst incident, there were other similar occurrences.

I've been told by people who worked else-where that fire control at Detroit is the worst they've ever seen or heard of. It is said that other districts have their trip together. Blue River and Rigdon on the Willamette are thought to be outstanding. Detroit may not be the best example of a Forest Service summer job, but all these incidents happened to me. In their defense, I must mention that the Fire Control officer was new.

Ed Farren



"I can always tell a hoodlad from the crowd on the streets!"

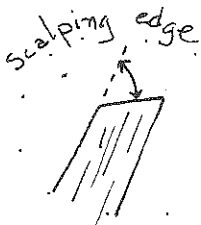
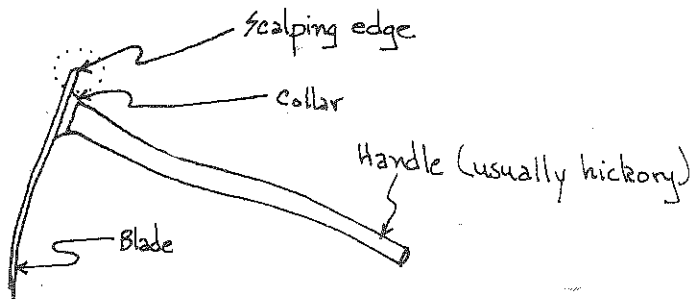
MANUAL FOR PRESENT AND FUTURE REFORESTATION TECHNICIANS

Well, this has been a long time comin'. It has been in my mind for some time how we all could integrate our experiences into some kind of teaching mechanism. I realize that every crew usually teaches their own people and I also realize that one can't learn to plant trees by just reading something on a piece of paper. However, we all do have certain common experiences and planting a tree is planting a tree no matter what crew you are on.

This manual is by no means the "way" nor is it a final answer. If nothing else it is a form and a means to invite dialogue and some affirmative action in teaching ourselves so that we can improve our work. It is something that is personal to me as I learned to plant trees in a negative space and I have to unlearn as well as learn. Maybe I have been fakin' it all these years.

II. The planting tool and its care.

The planting tool that is usually used is called a hoedad or dag. It has a long flat blade that is attached to a wooden handle. A friend of mine ^{Steve Elliot} told me he likes to put linseed oil on the handle to preserve the wood. It is a good idea to keep extra nuts and bolts around if the old ones get worn and break. A wood rasp is also handy to rasp down new hoedad handles. See illustration.



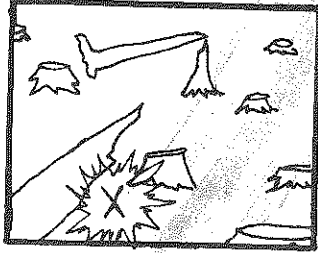
Sharpen at about 45°

(An ax about 30° and a pocket knife 10°-15°)

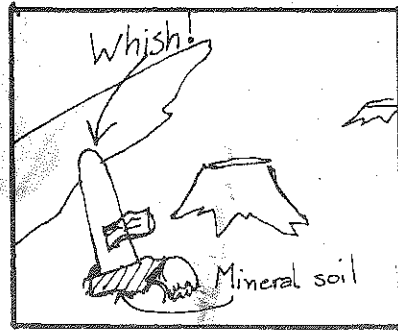
III. Planting the tree.

Now this is a good one. How were you taught to plant that perfect tree? How do you deal with different planting conditions? (soft soil, clay, gumbo, rock, gravel, sod, underground roots, steep vs. gentle slopes etc.) Do you screw your trees in, or do you merely say, " Fuck it! " and then clip your roots? The following is how I usually try to plant my trees:

1. Selecting that primo spot.



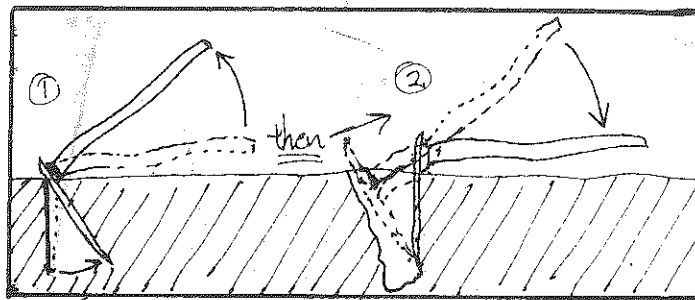
2. Scalping: Use the long edge of the blade if you can. If that doesn't break the soil enough then the scalping edge must be used.



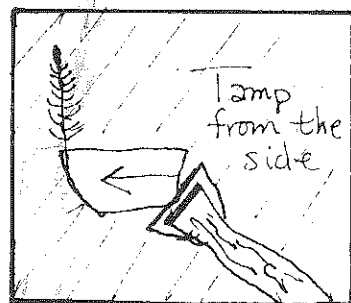
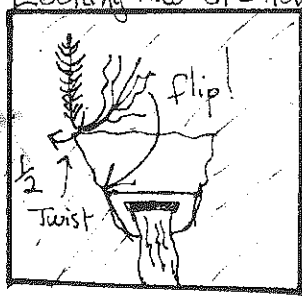
3. A general rule of thumb (or dag): If it takes more than 3-4 swings to get an adequate hole, go on to another spot.

4. Ok... You've got your dag in. So now you pull up on the handle (when just before a tree was taken out of your bag) causing the blade to push the dirt back. Then you lift up and back, causing a roughly V-shaped hole.

5. So what do you do with that tree in your hand? You flip the roots down into the hole with a 1/2 twist (so the roots don't get caught on the opposite side of the hole) then take your dag out of the hole and tamp the dirt in from the side.



Looking into the hole



6. While you are doing all of this you are looking for the next planting spot.

IV. Planting strategy and tactics.

As any experienced treeplanter knows, it's not only how trees are put into the ground but how a unit can be planted efficiently. The less walking and the more planting the better. Planting strategy has already been touched upon to some extent by John Haakanson in his Journey to Oakridge: A treeplanting way of knowledge, haha blurb.

There are several factors which come to mind when planting a unit: 1) Avoid walk outs. Oh brother and sister, how often in my treeplanting career have I had to walk out of the bottom of a steep 100 acre Mapleton unit with a half full tree bag? It's really the shits. Always bag up with enough trees. 2) Plant with safety. On those big steep units bump or float. 3) Communicate. Before planting the unit discuss how it is to be planted. 4) Leave a good line. This includes planting on the up hill side of logs (when possible), filling out irregularities of the line so it is easier to follow, and leaving good scalp marks.

V. Silvicultural practices.

Traditionally, it hasn't been the responsibility of the tree planter to know anything about the tree that is being put into the ground nor to know what criteria is used to determine planting conditions. In fact it appears that the Forest Service has in the past discouraged such knowledge so as to keep the worker in his or her place. (A policy that is followed by other agencies of the government as well.) This, of course, results in alienation of one's work and all the rest of the shit that follows.

Given the fact that Hoedads is a worker owned and controlled co-op, it behooves us all to know as much as possible about our work, right? As I see it, this knowledge serves two immediate purposes: 1) It increases work quality and 2) it puts us in a position of power when dealing with the Forest Service.

Such knowledge can be obtained on the slopes, relating to house plants, in the Forest Service library on the third floor of the Federal Building, and...

VI. The Reforestation Library or similiar facsimile.

What do we want in this library? Silvicultural practices, botonay, refferal to other sources of information, Manual for Present and Future Reforestation Technicians, The Revolutionary Potential of Reforestation Technicians...

VII. Working relations with the Forest Service and/or private contractors.

Personal experience of mine is limited to on the unit as a foreperson or contract representitave. J.W., Edd Wimple, Gerry Mackie, Dave Stration and others have had a more involved relationship with Forest Service big wigs than I have.

These people have had much experience and undoubtedly could contribute much to this section of the manual

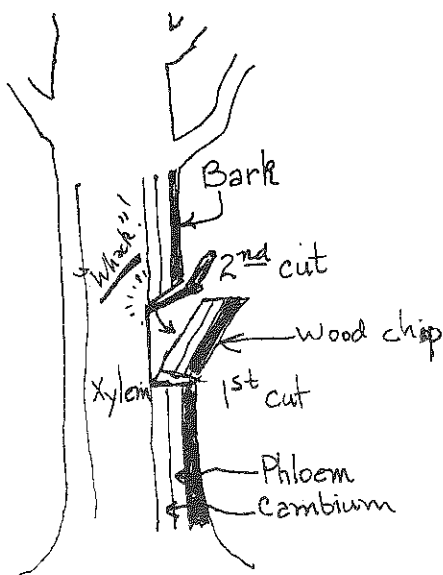
The December 15th council minutes had a section on the Siuslaw Claims Meeting which dealt with much of what I had in mind for this section of the manual. There is much that can be written on this topic and the information that I have received the year I served on the council from the above listed people has been useful to me in my own evaluations of the Forest Service.

VII. Other forest related work.

Although Hoedads is primarily a tree planting co - op, we have been known to do other work in the forest such as, pre - commercial thinning, fire fighting, slash piling, trail construction, and we have a start on growing our own trees. (The Cougar Mt. nursery.) There seems little doubt that there will always be work in reforestation. However, a knowledge of other kinds of work in the forest will broaden our work base and provide a more balanced view of what is happening in the forest.

There are two major areas that I see which have not been tapped as yet. These are commercial thinning (logging) and tree release. I have no knowledge of the former but I have done the latter.

Considering the danger of sprays such as 2,4,5, T and the increased mechanization of work, tree release (brush clearance) could provide a means of work for people in a safe environment. Tree release is nothing more than killing all deciduous growth so that the conifer can grow. The work is done by a crew of people who bump an area out. The crew clears out anything from viney maple to giant alders. The following illustrations show what tools are used and the method of girdling or ringing a tree.



Girdling a tree: When one rings a tree the cuts must be made through the cambium layer (the living part of the tree that grows) and the cut should be made wide enough to stop further growth (a few inches). The tool used for large growth such as trees is the brush ax. When making the second cut flip your wrists after the cut is made and the chip should pop out, similar to chopping a large log with an ax. Xylem should be exposed all the way around the tree.

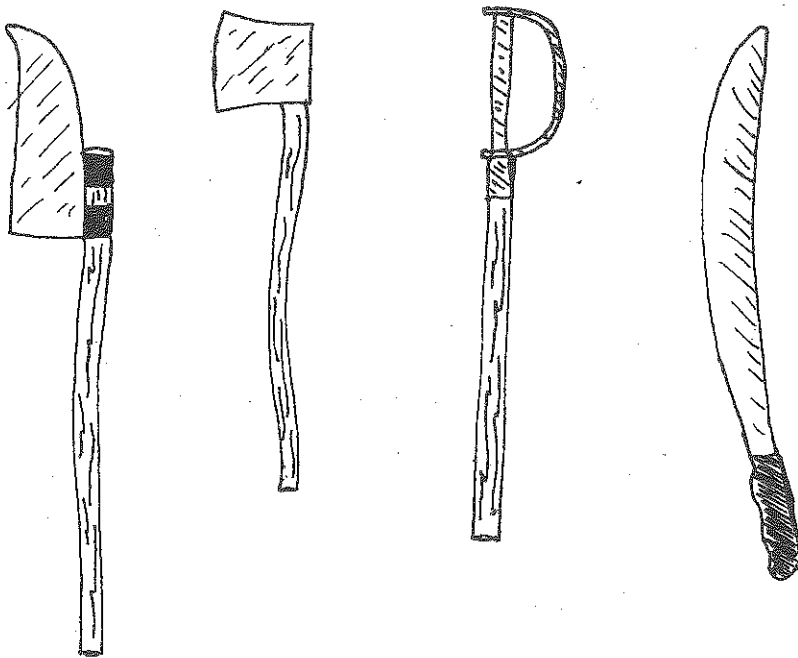
Tools used in tree release or clearing brush:

Brush ax

Ax

Swede ax

Machete



The brush ax differs from a regular ax as its blade is lighter, curved at the tip and has a smaller angle closer to that of a pocket knife. The brush ax is useful for clearing heavy brush and ringing trees. The swede ax is useful for light brush, such as young alder shoots, that grows next to roads. The blade of the swede as is under tension.

VIII. Conclusion

This " manual " has been for me a way of organizing my thoughts and experiences into something that has some meaning. During this writing, I have wondered if such a manual would be practical. I have always felt that no matter how long I plant trees that I would always have something to learn. Anyway, I submit this to your review and criticism.



Steve Chapman (Slash)

WEST END

GENERAL STORE



The West End General Store is a food cooperative, formed in January 1974 by a group of people who met with that intention. After 8 months of doing those things necessary to procure a building, stock, and all the things that are involved with running a storefront cooperative, we opened the store in early Nov. 1974. We are still open 6 days a week, and members and non-members are welcome to work, shop and attend meetings held once monthly. To this date all major decisions and policies are made by the co-op membership. In the event of an important decision, if enough members are not present to make the deci-

sions which surfaces at the meeting, the decision is delayed until members have been notified via a 2-4 week posting of the question to be decided, and a follow up meeting is held.

Day to day decisions in the store are made by a group of day managers. These are people who have volunteered 8-10 hours of their time, energy, and love for one complete day of the week, every week. Their activities are coordinated by 2 paid workers who provide information and continuity necessary to the smooth running of the store. Besides this core group of regularly working people, there are a group of about 10 people, many of whom are in the above group as well, who volunteer continually their energy in the maintenance, and peripheral activities necessary to the success of the co-op. Much of the cashiering, restocking, cleaning and daily chores are done by co-op members who in exchange for their energy receive member prices which are 15% mark-up above wholesale price. Non-members and inactive members (haven't worked in the past 30 days from the day they are shopping) pay an additional 10% added to the member price. Our books are kept by a skilled volunteer. The day managers, bookkeeper and coordinator receive as a partial compensation their food at wholesale prices. This system has evolved over the two years of operation. It was not consciously written up or even thought of to fulfill the needs of the co-op. The only part of the way we operate which has been considered, hashed over and written as policy so far has been the member requirement, which is 2 hours per month per 1 or 2 member households, and 6 hours per month per 3 or more member households, with the fee being a flat yearly rate of \$5 per household. We have on our member list 220 households with about 25%-40% of those households considered as active members.

We have not yet defined as a cooperative the principles on which we base our decisions; the principles on which decisions are made at the meetings are personal and not yet made into a unified statement shared by all members. We are working towards this. We also have not yet adopted a group process with which to efficiently run our meetings. If you can help us with these important issues we can be contacted at West End, 1525 W 6th, 485-0680 or 484-0147. Hope to hear.

IR

Proposal from West End General Store
To Hoedads Cooperative

Outline

- I Background
- II Needs
- III Plans
- IV Itemized Report
- V Terms

I Background

A General Information- West End General Store Food Coop was organized at a meeting in January 1974. The Storefront opened at its present location during November 1974. Sales have increased 4-fold since the opening month. The lot and building are owned by W.E.G.S. , Inc. W.E.G.S., Inc. is comprised of 175 membership households which include individuals, collective households, alternative businesses, community service organizations, and Hoedads planting crews.

B Principles of Organization - The co-op is a storefront open to everyone 6 days a week. The co-op carries wholesome foods and sells it at 15% and 25% (non-members) above wholesale cost. The co-op is concerned with the needs of people, not profit. Major policy decisions are made by the membership at scheduled and announced monthly meetings.

C Benefits of West End General Store as a Food Cooperative in Eugene -

1. Offers a relatable alternative for people to shop at
2. Offers an outlet and focus for constructive and creative energy for the community
3. Carries a selection of organic dry foods and produce at the lowest retail prices in the city
4. We are very conscious that this offers a genuine alternative to supporting international agribusiness corporations and the adulterated foods they market.
5. The store is owned and controlled by the members of the co-op
6. We provide delivery service for those unable to shop themselves, or who have too large a purchase to carry home themselves
7. To individuals unable to take advantage of commercial status with wholesalers, we offer a discount on bulk purchases.
8. The inventory the store carries is determined by the membership

II What The Co-op Needs At This Stage of Growth

A Indoors

1. To make interior environment clean and beautiful
2. A Storefront set up to run smoothly and efficiently in order to encourage maximum participation in its operation
3. To own dependable transportation

B Outdoors

1. We need to construct an enclosed storage area
2. We need a walk-in cooler to be part of this enclosed area to:
 - a) Store the amount of organic and commercial produce we are able to sell.
 - b) Store our supplies of dry fruits and syrups so they won't ferment.
 - c) Store wheat germ and other grains and nuts liable to infestation by grain moths and rodents.

DOutdoors (continued)

3, We need to have the outdoor parking lot and drive area as per city ordinances.

III Plans

IV Budget

1. Outdoor storage area materials	1.	2,000.00
2. Cost of Labor (Builder's Co-op, W.E.G.S)	2.	500.00
3. Compressor and materials for walk-in installation	3.	850.00
4. Build bins capable of dispensing 100 pound sack with just one filling	4.	150.00
5. Buy Co-op van it is presently borrowing	5.	700.00
Registration		20.00
Insurance six months		200.00
6. City of Eugene Require our parking area and driveway be paved by January 1978	6.	2,500.00

Total Items #1-5 \$4,420.00

Total Items #1-6 \$6,920.00

Terms

Loan available to West End General Store May 1, 1977

Loan payable beginning May 1, 1978

Rate \$120.00/ month \$1,440.00/ year

include 3% interest on unpaid balance

HELLO YOU ALL
HERE'S SOME STUFF
FOR OUR PAPER.

UNO

IN THE MORNING
SITTING IN A GLADE
OF QUEEN ANNE'S LACE
A JEWEL ON HER BODICE
OF FINEST FLEMISH LACE.
A PRECIOUS GEM, RESTING
ON THE MOTHER'S BREAST.
MOUNTAIN,
HOPE MOUNTAIN
A BREAST OF MOTHER EARTH
KALI

MANY BREASTED
MOUNTAIN MOTHER
DANCING ON OUR HOPES
AND FEARS,
DISSOLVE
BENEATH HER FEAT.
SWEET IS THE BLOOD
SHE DRINKS IN A SKULLCUP
AND THE TONE IS SET
BY TRUMPETS OF BONE.
LIFE IS LIKE A CONE,
ROUND
AND COMING TO A POINT.

FROM ME - PABLO THE CROW
ON DIFFERENT STROKES

GETTING THERE WHEN ?

For some time now I've been wondering what gems of talent and useful experience lie unbeknownst to most of us among our 300+ members and close connections. These seem to be especially auspicious times to bring previously unconsidered potentials together and take off on new adventures. Many of us have learned to do a simple task well--a valuable skill indeed. Now what about all those previous inclinations? Those college "careers" we dabbled in before reality reminded us that there was something more basic missing in our educations. Well, time is never wasted--perhaps we should dredge out and dust off some possibilities, look at them in the light of "now".

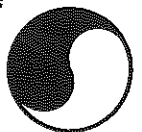
Just for instance, I'm personally interested in finding a group of folks with serious interest, ingenuity, and (probably necessary) credentials enough to start an environmental impacts analysis group within or around Hoedads-- This is a political and can-be quite powerful position these days, defining alternatives. Also I've fallen into a perfect situation for a woolworkers workshop--a large cellar with big windows to the east, lots of weaving and spinning supplies and equipment. How about some musicians to play baroque chamber music?

Probably every one of us has a scheme that could include folks on other crews we've never met. As office person I could help folks make contact--who knows what might happen from then on up?

We've tried surveys before, without much success. I'm hoping for a real resource base from this one, for members and people who are closely involved but still peripheral to the coop as a business because they don't plant trees. There will be a folder on the office bulletin board to file these sheets in.....

Love,
Laurie

BETCHA THOUGHT
NONE OF US KNEW
HOW TO WRITE



POEMS
BY
HOWIE

HEBO

11/19/79

Nasty weather
and the thickest
thicket (salmonberry
mixed with vine maple)

Well to walk through
worse to plant through.

Breaking out onto open ground
just as the sun breaks out
over the ocean.

and over the dunes, the lake
the winding estuary, the green pastures
and reaches back to forest
at the base of the hill.

I sit back
and wonder
how lucky I am
to be planting trees.

DETROIT

The last morning
on the way to work
- pass the joint
firs + log out the window
fendles curses
red-eyed planters
weary from 22 days in a row.

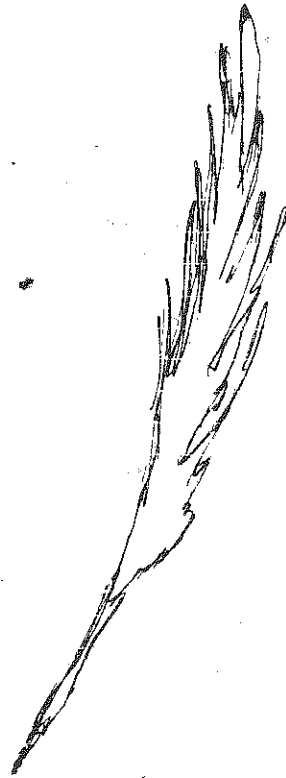
for 22 days
we pounded the rocks on Cuterson
hit the hemlock roots on Upper Leone
dug the gull, struck the slash
probed for plantable ground.

Day by day
the atmosphere worsened -
crews were grim
the Forest Service sullen.

The slopes
were a battle field
when General Stanton rode out
to Conifer with his troops
and with the renegade chiefs (but no Indians)
trying to regain the land.
Everyone was cold.

and on was it cold!
fable sun at dawn
drizzle by noon
then a downpour
no raingear
and nothing to do
but plant.

The job was done
- over 1700 acres -
but I lost raingear
Cw lost a hoelad
we all lost money
and equanimity
in the middle of a storm.



felt tip feather



^{3/10 jar}
i've gotten
myself so knotted
-up with trying to
evolve a position,

that down seems like
inside-out somehow.

like it or not, we're caught head-
-long in a slide. there ain't no holdin' tight
when everythings movin', so let's let go
& flow...

if we maintain a balance, when we
pick ourselves out of the mud & goo on the bottom, it's fer sure our
energy's gonna grow into something positive & beautiful.

only thing the rain does is make the trees grow
& waters the moss on the back of your neck.

Thank fer allowin' my space jar red *