

Together...

HOEDADS CO-OP INC.

Full Moon Rising
Natural Wonders

Loggrollers TNT Different Strokes
Potluck Cougar Mountain Mudsharks
Cheap Thrills P.F. Flyers Red Star Thumb

Winter
78-79

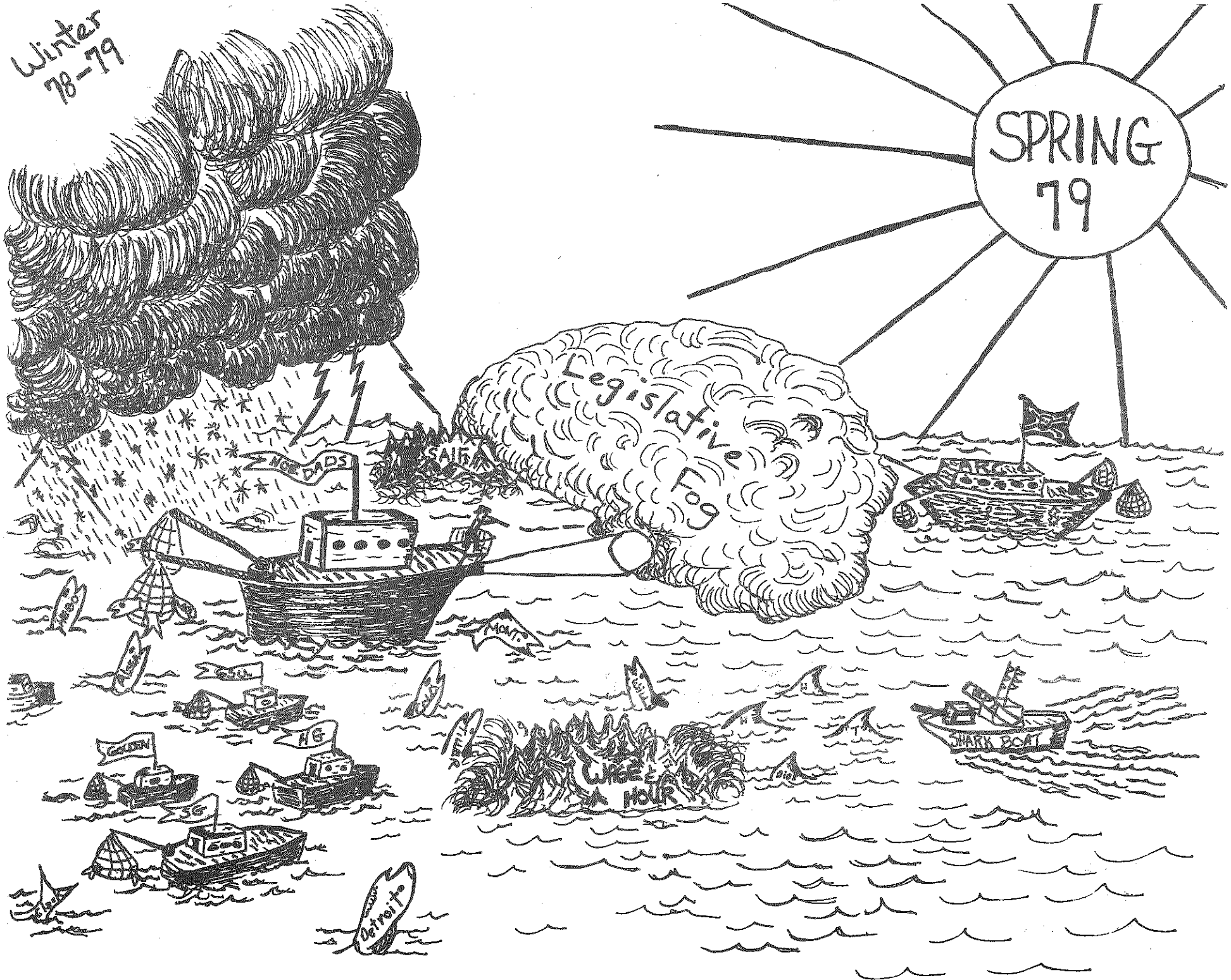


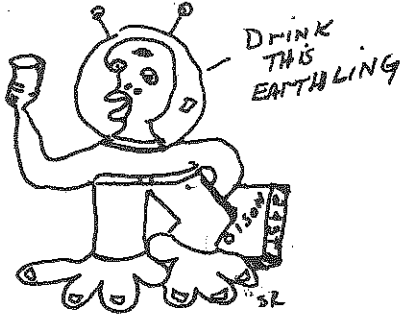
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Please,

Mr. Spaceman

Dear Hoedads:

WARNING! The manufacturer of this article recommends the use of gloves when handling this product to avoid possible exposure to carcinogenic compounds that may be present in the ink or in the bonding of this paper. A gas mask should also be used to avoid exposing your lungs to the possibility of these carcinogenic particles.

Now that you have taken the necessary precautions, let's proceed. Last February a number of residents of the Allegany area formed the No-Spray Committee of Allegany to protest the spraying of herbicides in the Elliot State Forest and Weherhauser. I was and am still involved with the struggle and have formulated a number of thoughts on the issue, most of which I jotted down in a little black book almost a year ago. Here they are:

Herbicides are among the chemicals being used as a plot by the space people to mutate humanity into space people like themselves. Here is how the plot works. They ZAP receptive writers, movie producers, and scientists with thoughts on the marvels of space exploration and chemicals, etc. and sci-fi books and Encounters of a Third Kind of movies and a whole lot of mutagenic chemicals which slowly transform us into space people but also give us cancer and for every ok mutation there are thousands of ugly twisted, babies born and also most of the present life forms on the planet are destroyed or mutated in the process.

This leads me to question whether space people are a carcinogenic viral-type infection on mother earth. A type of skin cancer.

Or maybe we were originally space people that created the earth and all of its forms and have grown tired of the same old shit so lets make some changes or scrap this thing and go out into space and explore and see what else is in the universe. Take your herbicides with a hearty smile and a HO HO HO

Herbicides are a territorial thing. Herbicides adhere to soil particles, so, by spraying, Dow chemical and the others put their mark on the soil of the earth, not only in the forests, but these same herbicides are used extensively in agriculture, and were used in Southeast Asia in the form of Agent Orange. The dirty dogs.

Weherhauser is using synthetic urea, chemical piss, to fertilize their forests. Urea is very water soluble. I wonder what affect this will have on the streams, rivers, and oceans, as for example, algae growth and the subsequent effects. Also, it will get into drinking water.

It's a loggers world and it makes some of them feel good that they can rape the forests and leave their slash and trash and who gives a shit about a bunch of hippie trippie commie treeplanters and how much herbicides they have to eat. Farm workers and orchard workers eat their fair share of chemicals too.

They say chemicals are cheaper than hand and brush clearing. Do they take into account the treatment of cancer patients with rare blood disorders, allergy patients, and others that suffer from the effects of herbicide poisoning?

If the folks that work to make the chemicals came out here and hand brush cleared the land, we wouldn't need herbicides and we would all be much healthier in mind and body.

The forests and jungles have notoriously been the home of dissidents, revolutionists, and outcasts of society. Herbicide poisoning may be an effective means of keeping these segments of society unhealthy via colds, allergies, blood disorders, flu, cancers, and psychological poisoning and other ailments triggered by poisoning.

City people vs back to nature people.

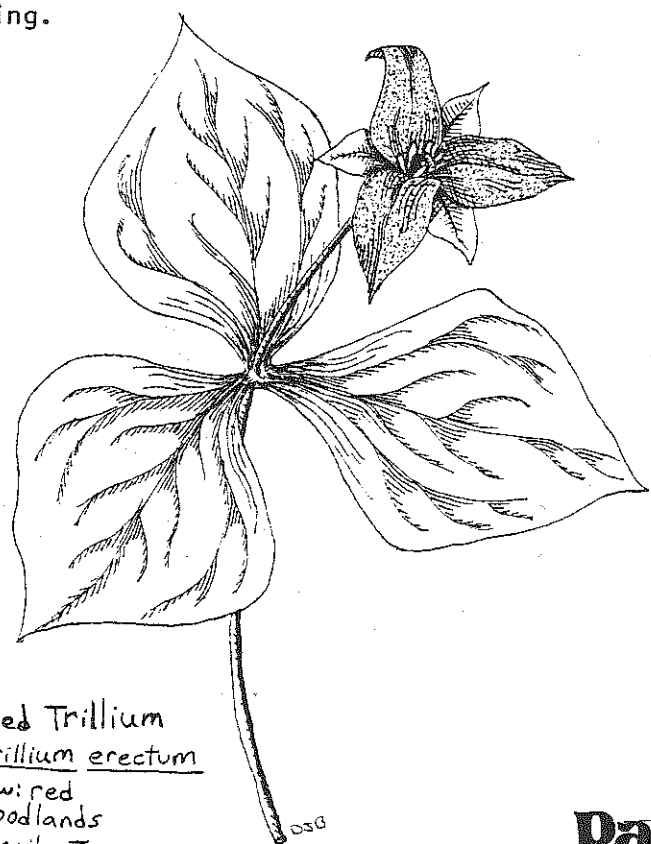
But then maybe we should keep spraying herbicides in Oregon to deter the influx of would be new residents "Come to visit, but don't stay because you'll get herbicided, and bring your own water." Perhaps ration pure water to residents of one year or more and everyone else-sick on Dow.

The population control for this age seems to be heart disease and chemically induced cancer

Dear Mr, Uncle Sam, can you change the poison to love dust?

Wolfgang
day before
valentines

A chemical professor once told me that the life expectancy of a chemist is considerably shorter, he quoted 40 years, than that of the average American. Would this cause a sort of subconscious bitterness among chemists to conspire to pollute the rest of the society with chemicals? Imagine four hard years of chemistry classes and all the other bull shit you need to go through to become a chemist and then find out you're only going to live to be forty because of your occipational choice.



Red Trillium
Trillium erectum
Flw: red
woodlands
April-June



FMR CREW REPORT

Whelp, FMR spirits are high as spring closes in and we prepare for Big Bucks and tanned bodies. Aw, come on, we deserve it!

We've long since sacked Powers and just recently walked out of the Noti Death Pit for the last time. We can hang up our shovels. Whew!

After several excruciating crew meetings we've decided to plant Hebo by the share instead of our most-recent 1/2share, 1/2tree policy. Here's to team spirit and taking care of each other!

Speaking of changes...has anyone seen our new sixpack lately? We seem to have misplaced her.

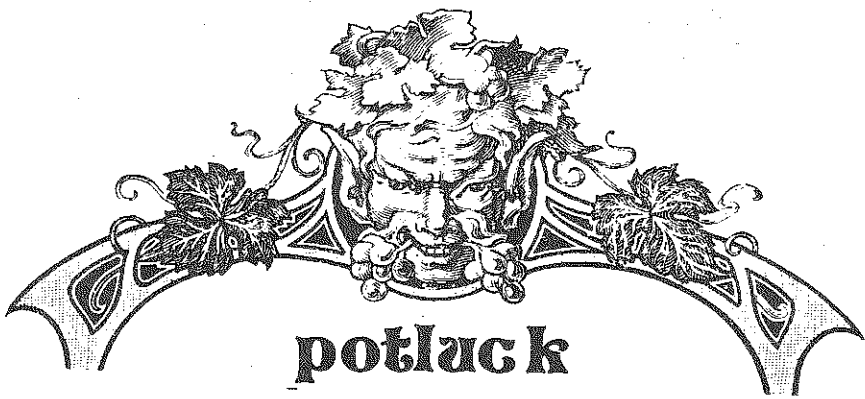
Most refreshing February experience was a party with the women from the Marmot Coop who are presently working in Lowell. We enjoyed the warm connection with other women tree planters and hope to share a



contract with them in the near future. In the meantime, our own Bonker G. FMR planted with them for a short spell and we think other FMR's are a bit envious and may have schemes of their own to do the same some-time.

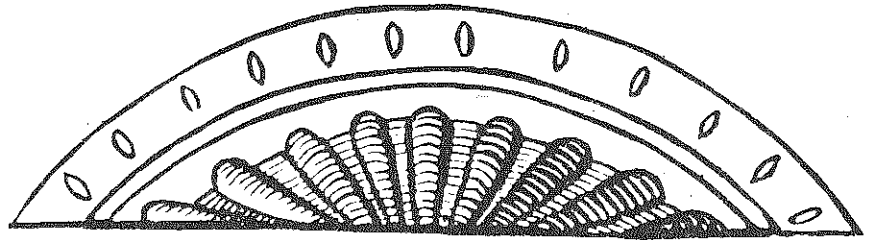
One new member and two in the offing have inspired us to greater heights and breadths on the unit. It's all quite exciting to watch the spontaneous generation in FMR!

Sunshine and Short Roots
FMR



Potluck's winter season started out this year pretty much the same as last year; planting in Coos Bay with the process of training a half a dozen or so new members. The difference was that this year we were using hoedads instead of shovels (Hurray) and the weather was a bit frostier. Burr..

Most of us know that Coos Bay was about the only contract this winter that wasn't shut down, which turned out to be a mistake. The result was that we ended up planting a 6 acre unit one day, hacking through 6 inches of frost and then having to watch the thaw spit half of the trees out of the ground (frost heave).....



with an ass as a silviculturist and the usual unrealistic inspection system and BLM bullshit, we made it through.

Here's some of the non-treeplanting highlights of Coos Bay that made it a little easier experience for some of us.

Our first camp was an empty gravel pit on International Paper land. We couldn't drink the water because of the surrounding pasture land.

We became friendly with Carl and Marie, who lived up the road from camp. They let us use their well water. Everyday we would load up a vehicle with containers and go up there and fill up the water jugs with water, water, and more water.

Carl and Marie would come out and tell us their many stories about their sheep, farm, and many other topics. We enjoyed their stories alot and learned alot from them.

It seemed like they could never do enough for us. It was always a great treat to have farm fresh eggs for breakfast. In turn, the crew wanted to do something nice for them so we invited them to dinner at the crew yurt. We enjoyed their company alot and even after a hard day on the slope.

Carl and Marie took to the kids on the crew real fast too. If it was feeding time for the lambs, Jade, one of the youngest members of Potluck, would be allowed to hold the bottle while the lamb sucked. The kids always enjoyed getting "tea cup", a twin lamb that Marie took care of.

Then it came time to move camp. International Paper Company didn't want us in their empty gravel pit anymore... so... Carl and Marie went home and made phone calls looking for somewhere for us to camp.

Carl's brother had an empty gravel pit we could use right across the river. It was even more convient for us then where the BLM could put us, so we gratefully accepted it.

There was a cow pasture across from our new camp and the cows got the idea of eating the hay floor of the yurt. In the afternoon someone would have to chase the cows from the yurt! One day a cow went into the yurt and left a pie on the floor. Debbie Jo found that barking at the cows would make them move from the yurt pretty quick!!

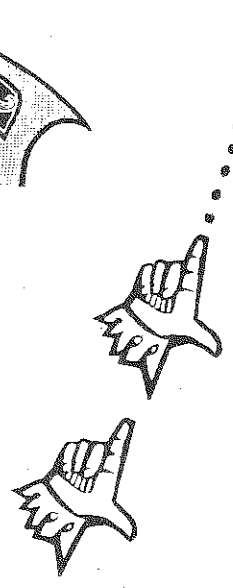
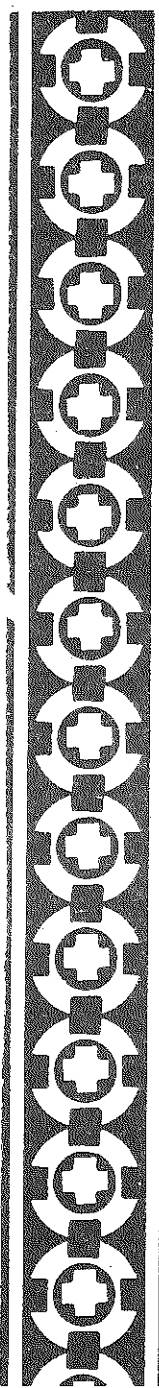
Then there was "crummy day". The crew did a unit for a new crummy. Looks like retiring "Blue" and going modern.

Some of us thought we'd celebrate the occasion. Angel made some pot brownies and Diane some pineapple-banna sherbet.

Because it was a weekend, alot of folks left camp and on their way grabbed a brownie. The rest of us indulged in the goodies.

Last but not lease, there was lots of sugar pie and ice cream at Arlenes!!!

Rich, Dianne, Jessie
Potluck Crew



Illegal Aliens-
Another Perspective
--Ed Farren

The term "illegal alien" conjures up a racist image of brown-skinned people slipping across the Rio Grande to steal our jobs. The designation "illegal" has been arbitrarily applied to workers who do productive, socially necessary work. This is mainly an effort by the US government to keep Mexicans who do crummy jobs from uniting with US people who do crummy jobs to demand a living wage and better working conditions. This article also deals with false assumption that the Mexicans are taking more than their fair share of jobs. The term "undocumented worker" (a worker without papers to prove their US citizenship) will be used in place of "illegal alien".

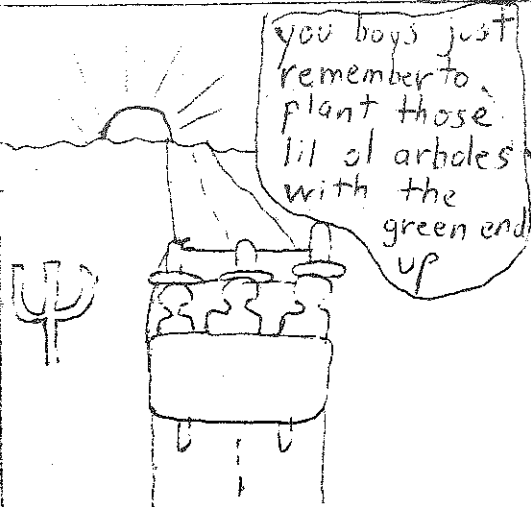
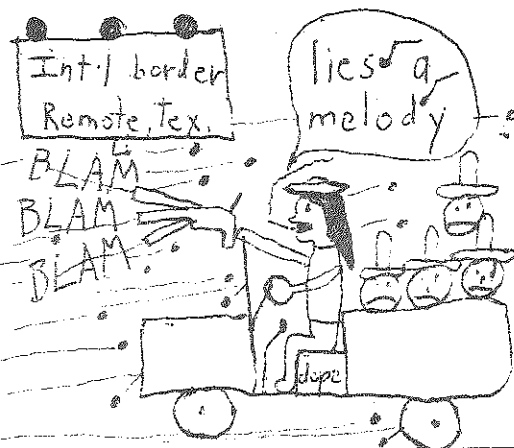
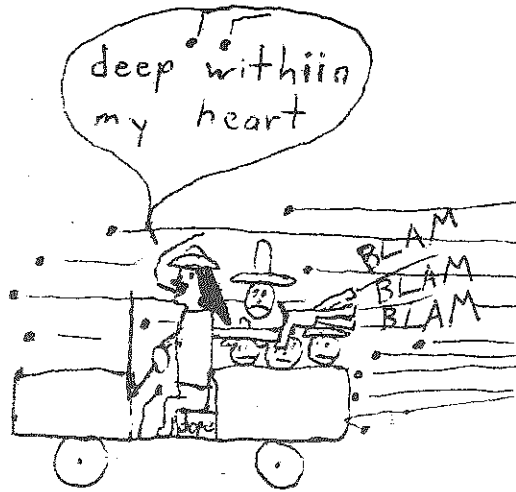
The question of illegal aliens is an international question which is complicated by the question of racism. The root of the question is how nations relate to each other.

In the United States, the government tends to do what benefits big business, rather than what benefits the people. For over 100 years, the United States has bullied Mexico with military invasions, land grabs, trade embargoes, and harassment of Mexican nationals. US business has benefited enormously. The relationship of US business with Mexico is one of domination and exploitation. When some mineral or other resource was discovered, mining company agents would claim the land, and the Mexican government would grant a concession. Mexican soldiers, Federales, would come and drive away the people who lived there. Some people might be allowed to return on the company's terms and work in the mines. This way, the company could extract a huge profit and rape the land without having any locals around to protest.

Similar events occurred in the best agricultural land. Large US and US dominated agri-business companies came in, demanded concessions, and had thousands and thousands of self-sufficient small farmers driven from their land. The big companies now grow truck crops, beef, fruit, and non-edible agricultural commodities (cotton). Rather than feeding the local people,

these agricultural products are mostly exported to the US. Some displaced farmers and their families are allowed to slave on these factory farms for barely enough to keep going.

This process has been going on for years, following the vagaries of the world markets. Even with numerous popular uprisings, insurrections, and a revolution, it continues largely unchanged today. The objective effect



is that a large proportion of the decentralized, largely self-sufficient rural population was brutally and ruthlessly driven from their homes with no compensation and given no way to replace their livelihood. These people could either go to the cities or pioneer whatever unhospitable land was not being used (with no guarantee that they would not be driven out again). Many would up living adjacent to towns in ugly, squalid, unsanitary conditions that most gringos would find unbearable.

In the cities are relatives, occasional jobs, and stuff to scrounge. These displaced workers and their children are the ones who think sneaking into a country with a different language and doing the hardest work under degrading conditions, is the easy way out.

If the question of undocumented workers only concerned tree planters in the northwest, it would be relatively insignificant. However, it is estimated that there are 5 to 8 million in the US. These people are largely Spanish speaking, coming from Mexico, Puerto Rico, Haiti, Jamaica, and other business dominated, Latin American countries. There are a few undocumented workers from Europe and Canada. They go to the East and West coasts and the Sunbelt. They work in agriculture, forestry, light manufacturing (electronics, food processing), and service (dishwashers, janitors, and domestic workers). They do shit work for shit wages and if they ever complain, all the boss has to do is call the Migra, the Immigration, and have them deported.

The question of undocumented workers is made more difficult by the question of racism. Racism is the practice of attributing character traits to people on the basis of race rather than on any objective basis. An example would be saying Black people stink because they are Black, or that Mexican people are lazy because they are Mexican. Racism is sometimes institutionalized, and is subtly internalized in most people. Since there are few minority people in the Eugene area, and in forestry in general, we rarely have to confront our internalized racism. Thus, we have a lower consciousness of our own racism than people in places with significant proportions of minorities.

People in Hoedads seem to accept the "illegal" designation even though they do productive work which benefits society. Perhaps it's accepted because most of these workers are brown skinned, from Mexico, and speak a different language. In fact, this reasoning is tainted with racism.



Logrollers

Well, here it is 10 o'clock the night before the newsletter deadline and the time comes to bang out a Logroller state of the crew report. Two hours ago in the crew meeting it was announced we still had not contributed to the newsletter as a crew and someone was asked to step forward. Somehow, in the two minutes of foot shuffling, averted eyes and silence, my hand accidentally went up to scratch my ear and thus I was volunteered for the job. So, now, I sit at the table in my trailer under the hissing, spitting gas light trying to ignore the roar of the 10,000 frogs that were spontaneously generated in the mud puddles around camp today.

Basically, things are pretty fair for us these days. We're in Alsea tubing away with a few Pot Luckers here for the last few days to help us finish it off. Unfortunately, we are in the middle of doing a unit that was sprayed with herbicides last June. It's brushy, slashy, and going slow. Hopefully, the worse is over. Most of the contract before this has gone well. We used a helicopter with very good results for distributing lathe out on a 107 acre unit we had here. It really beat hauling it in with people power yet, we over did it a bit and had to haul out about 35 bundles of lathe we didn't use up. We've had a few horn lockings with the USFS but everything has worked out pretty smooth till now. It took some babying the contract along at first, but now our production is going fine. Probably some of the hardest things we've had to deal with has been some really cold, wet, windy, wild weather and of course, the terrible tubing jokes and puns that keep coming as steady as rain.

Intercrew wire: Logrollers is looking solid again. We've got a comfortable cook and camp scene going and all three rigs are actually rolling when needed. Our size has swelled to about 30 full and part time people and we are looking to field a good 20 person crew each day this spring. Part of that swelling has been due to the addition of about 5 new crew members who have come on in Jan and Feb. On the unfortunate side, we have had more than our share of disabilities with people being put out of work for 1 to 3 weeks for everything. Anything ranging from splinter infections to bad falls on the slopes. It looks good, however, for everyone being back in good health by the general meeting.

There doesn't seem like there's a whole lot of anything else to talk about. We hope to be working the Cascades this spring with maybe a short shot to Idaho for a few weeks at the end of the season. Surely we'll get to work with some other crews in that time and we can have a chance to see what changes



RIVER POEM

Sitting on the bridge
river slides below and beyond
passes me leaves me behind

the sadness/joy slight and sure
Oh to flow with the river
roll on the beach and glide
in the current

to dally in the circle of an eddy
feeling the pull of the current
bring myself along
to snap to action and smoothe
the rock of the fall

don't leave me to watch you float by
take me too
carefully teach me the lessons
of life as the river

Till the moment when we take the rapids
alone and as one together
the exhilarating rush

We separate and fall mix with the sky
form the mist

We are ready and willing and in the pool
we meet again
changed a little by what we have done

Katherpillar
Logrollers
2-79

each of us has been going through since the last time. As always, we can't foresee who we'll get a chance to work along side of this spring, yet, who ever it is, we're looking forward to a positive exchange of working and playing together. The outlook at least for the near future looks like we're all going to be real busy and none of it too shabby. May we all find our gravy and some good sights and stories along the way too.

Bill, Logrollers



WONDERS



NATURAL WONDERS

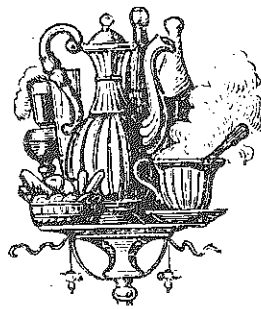
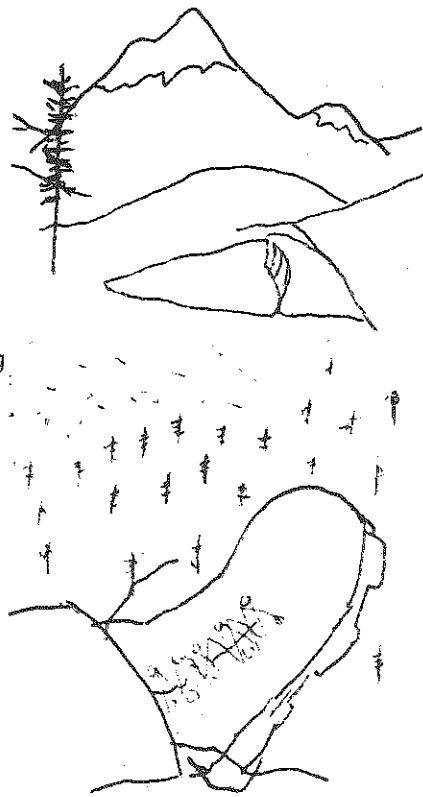
Well here I sit.- drip, drip drip! The rain's a comin' down and the Wonders are setting up camp again. The crew unanimously volunteered me to write to you all and let you know how we are doin'. Well, I'm a rookie here in Hoedadland and I'm real happy to be here. It looks like expansion time for the Wonders as of December we have five new planters including myself. A few older members have returned and a few folks have departed, bringin our number up to somewhere around 26 -- the crew went out and bought a second, larger crummy we call "Dumbo" -- plenty of room for everybody and on occasion, the crew's herd of mischievous quadrupeds gets to go along too! Since I've been here the Wonders have been involved in work in Powers - Noti - Coos Bay - Mapleton, and we are presently encountering Hebo.

It's not so easy for the Nomatic Wonders to move about so swiftly these days. At this point, dealing with our size is as awkward as an adolescent child dealing with his overgrown limbs. There's lots of adjusting for everyone.

Crew logistics require much patience and keeping communication flowing amongst ourselves is a chore in itself.

Then there's lots of crew meetings and they last a long while. Focus! much discussion, input and output of ideas -- answers to our question and questions to our answers. As of Mapleton, we have been financially depressed, but we got a few nickels in our pockets now -- strategy with a large crew is something we are concentrating on. 26 people on a 14-acre unit -- hmm -- how long before we get cut off? We got a blackboard for working out strategy on our units, but so far the only thing written on it is conduct on the units like: Things to always say: nun tut sut - We are Hebo Things to never say: gravy cruiser, don't ask me, I'm just following Robbie.

Powers was the contract that us rookies made our debut. It was short and sweet? That old mother nature blew snow down on them thar hills so we headed north and continued on to NOTI with our brand new shovels. The crew's battle cry was "shovels are for shitters" has something to do with tendinitis, I think. From the gentle slopes of Noti,



we ascended into our Mapleton contract or "Mapledoom" as we call it. Due to frozen ground, we hitailed it to Coos Bay to work a few days while waiting for the ground to thaw. The calm before the storm? Our beloved Mapleton contract opened once again we began work on those steep slashy units. The hikes in and out were almost tougher than the units themselves -- as time went on, we got word that we could send part of our crew to Hebo. A crew split! Oh Nooo..! Who would go? Who would stay?

Well, after a lot of discussion, we resorted to drawing names out of a hat and as it turned out most of the folks staying were us rookies and our consolation prize was an inspector who related to the crew like oil relates to water and visa versa. Not exactly icing on the cake! A lot of people felt uncomfortable with the situation. Is it fair? Can the rookies handle it? Should we all stay until it is done? We decided to go ahead despite a few bad omens and we completed the contract with the quality and quantity that was required of us. Beneath every slash pile and rocky knoll came the cry, "it's too hard". All and all, I have to say it was very beneficial for these of us who stayed. It encouraged us to take on more responsibility and allowed us space to come forth and feel our own importance as members of the Natural Wonders crew. Like baby birds pushed from the nest we were forced



to fly. We are thankful for the experience and know it will be good for the whole crew in the long run. At the same time, it's real comforting to know that this "Mapledoom split" is probably as hard as it will ever be for us again.

Once we are reunited in Hebo, and are faced with a tubing contract which for the majority of us is a whole new trip. I got some good old faith in me that says our growing pains will ease up as we move into spring. Besides, when things go bad we have an abundance of good humor to keep us going. Yep. With all the good energy that lies amongst us we should be able to start rolling along smoothly and enjoying the benefits of being a large crew -- when you have someone like Dudley leading the crew on a song like "put on a happy face", how can we go wrong. Enjoy the coming of spring. Josie.



TAKING CARE OF OUR BODIES

Seems like a lot of new people and alot of us in general have a hard time keeping our bodies together in this business.

Other than aches and pains and tired sor muscles, it seems like there's alot of stomach flu and colds going around.

I've found a few things that really seem to help:

FOR STOMACH FLU:

Cap up equal parts of golden seal, cayenne, slippery elm bark powder, and cinnamon. Take one every few hours with a cup of warm water or peppermint tea. The peppermint tea will help the queasy feeling or nausea.



FOR COLDS:

Vitamin C really does help, especially if you take it when ya first feel the cold coming on. Maybe 500 mg. a few times a day. Maybe 250 mg. instead, depending on what you feel you need.

(It's important to get enough calcium since taking a lot of Vitamin C can give you a calcium deficiency.)

We cap up golden seal and cayenne and take it a few times a day.

You can also brew up some tea using any of the following: comfrey root or leaf, (Used for clearing out mucus and for general healing), Rose hips for Vitamin C, Coltsfoot for coughs, slippery elm for sore throats and mucus, and sassafrass for an all-over tonic.

Chewing on a piece of ginseng while you're planting seems to help a sore throat. A gargle of apple cider vinegar knocks it out fast.

These are some of the things that work for my family and I like to pass it on whenever somebody is sick. There's a lot more cures out there and things that work better for different people. If we share them, we can all benefit.

Angel, Potluck



Sunbursts

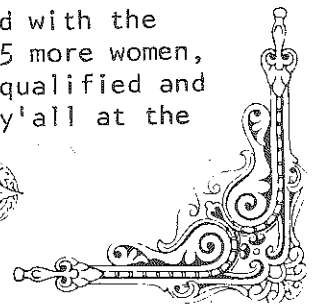
The Sunburst crew would like to apologize for whatever lack of information plus mis-information that has occurred regarding our reactivation. We realize that a lot of confusion has resulted from many people being unsure of how and when or if to activate a crew of questionable background. Therefore, here is another Westfir update.

Sunburst began as the Treeverts in November of 1977 as a spin-off of the Westfir Workers' Association. The W. W. A. was originally formed by mill workers to buy the failing Hines Mill in Westfir. Jerry Rust lent a helping hand to this group whose only economic progress was made by the local tree planting crew, and even then, not much progress through four months of Dorena. The Treeverts amassed a \$3,500 crew debt by the time Ron Losey, Richard Kau and Steve Cole joined in the spring when the name was mercifully changed to Sunburst. These people saw the crew through the transition from Oakridge boys to mostly out-of-towners, and this new crew earned \$40,000 in Rigdon and reduced the crew debt by \$1,000.

Since last spring, our only work venture (tubing) was underbid by an Oakridge crew member.

During the foggy winter months

most of our members faded into the mists, yet Richard, Ron and Steve still wanted a crew and work. We helped a contractor win work for Pope and Talbot in Oakridge and formed a crew from old friends with whom we'd previously worked. In the past two months, we've groomed and coached these people in the co-op style and Hoedad expectations. We've all worked well together so far and with the addition of at least 3-5 more women, we should have a fully qualified and competent crew to meet y'all at the G.M. See you there!



HEALTH WORKSHOP

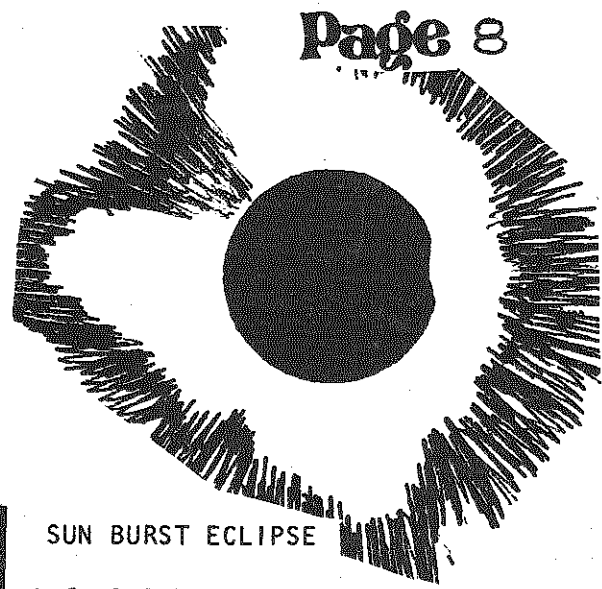
Chiropractor help
Swedish Massage
BioKinesiology
Polarity Therapy
Yoga Therapy (to realign your spine)
Nutritional information
Second-aid
Bach Flower Remedies
Herbs
Recipies
and much, much more

SATURDAY AND SUNDAY
8:00 am till 11:00 am

Please remember to bring a mat and a blanket

LEGISLATIVE

BILLS



SUN BURST ECLIPSE

Here it is newsletter eve and I'm just starting this article. Oh shit! My mind just went blank...let's see, the legislative session, legislators, bills, lobbying, Salem, sessions, hearings, coffee, contacts, cigaretttes, more contacts. OK, I think I got it.

First thing I'll start out with is a quick run down of the bills we've been checking out, going to hearings on and talking about.

Workers Comp Bills

SB-480--Changes W.C. insurance rates to a per/hour basis instead of percentage of payroll. This bill is being dealt with now. There's not much of a chance it will get far because SAIF, Workers Comp. and the Insurance Commissioners are totally against it. Now's the time to gear up and start writing letters, making phone calls and going up to Salem. We have to remember to be just as strong with our offense as we are with our defense, if we really want to get somewhere.

SB-392--Allows two or more employers to join together for self-insurance under W.C. Again, a good possibility for us and other coops. We could possibly work something out in the future. There doesn't appear to be much opposition to this bill at this point.

The bill making cooperatives clearly exempt from Worker's Compensation laws. has been put into rough bill form. It could possibly cause some ruckus. If this bill were passed it would mean that we would have to pay on the assumed wage (\$1300/mo) not on actual earnings as they told us we could do before. I personally haven't done too much talking about it because I don't know if people want to pursue this or not. It's an interesting idea.

SB-654--This bill would allow us and other coops to do a members benefit association legally. We wouldn't have the yearly limit on the amounts we paid to any one person in benefits. HMBA had a \$500 yearly limit. This is the time to start dealing with this too.

There's other bills too, but I could write a whole newsletter on them all. The capitol is a pretty crazy place and things happen fast. I've been pretty much out of touch with the legislative for the past week or so and already I'm way behind. So far, this legislative session had a different tone for us because no one is trying to do anything terrible to us yet, but we do want to see some changes.

It takes alot of time and people to make changes, especially some of the ones we want. Anyway, back to a few more.

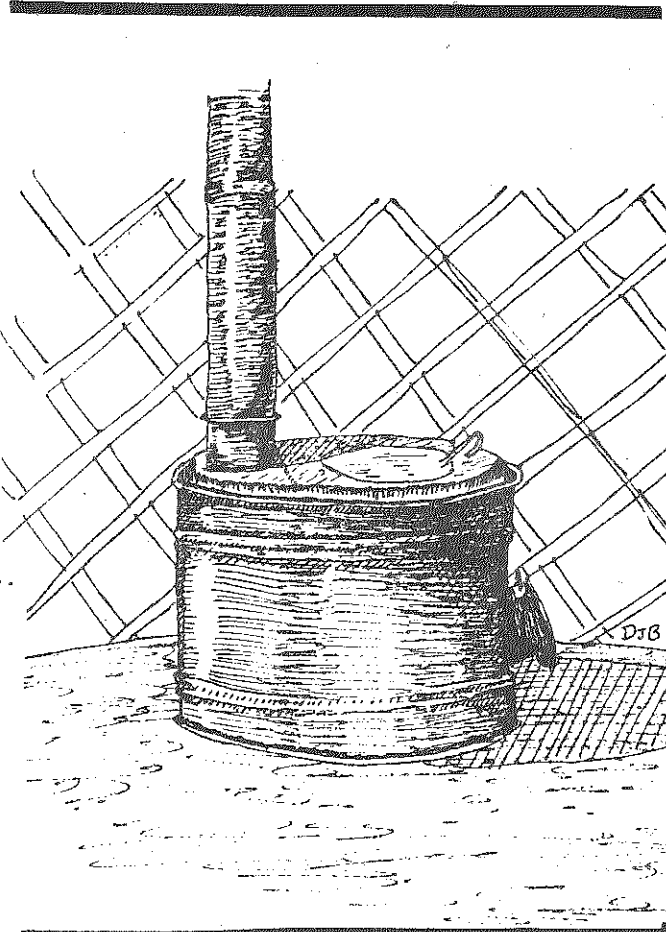
HB-3000--This is the herbicide bill we introduced. It has 4 parts:

- 1) uses cost effectiveness of alternatives as a reason for refusing to registrar pesticides
- 2) re-entry guidelines
- 3) Mutagenicity, birth defects, as reasons to refuse to registrar.
- 4) Extends all present guidelines on 2,4,5-T to all sprays and lands.

The possibility of introducing a bill to ban 2,4,5-T is being looked into as a result of the recent EPA suspension. Another interesting possibility.

The legislative session is a pretty big project and I feel that our legislative committee isn't strong enough. If the committee doesn't work out, just a few interested people would suffice. It's just alot of work and along with everything else we're doing and dealing with, it needs more attention than just we in the office can give. If anyone plans to stay in state this spring, and has interest, I know I would definitely appreciate your energy.

Gail



FLASH! FOR-REAL YURT IN PORTLAND

There is a travelling exhibit in Portland of tribal objects from Northern Afghanistan; all made to fir the lives of namadic yak herders. The exhibit was made by Dan Koch, who spent two years in N. Afghanistan in the Peace Corps, living with people whose embroidery, rugs, jewelry, kitchen utensils, lamps and so on fill the show. The crowning piece is a for-real yurt: stitch sidewalls with hand drilled holes tied with yak yarn, a yak rope tension cable, a willow center ring, with a water-proof yak felt cover stitched over it. You gotta see it. Till March 29, it'll be at the Oregon Historical Society, 1230 SW Park, Portland, open Monday thru Saturday, 10:00 AM to 4:45 PM. For the month of April it'll be in Salem at the Bush Barn Art Gallery. Properly enough, it's free.

John Cloud

I feel like I ought ot say something to the Sunburst issue, because I encouraged them to re-activate. I felt that the people left in Sunburst were being pretty responsible in covering co-op commitments which were left to them by all the members who left. (At least as far as treasury affairs go) I felt they were being quite concerned about the essentially new crew they were putting together and I have encouraged them to follow through on it because I think it's for the good of all of us. *See Article "Expanding Contraction" I feel like they showed a lot of commitment to all, stop working and come to council. I think they have tried to show that they are serious and they're not the same people as last year. I don't know just what their representation in bidding has been, but it's not easy to come to bidding meetings for a month and miss work when you can't vote on the issues and you don't even know yet if you'll get to work any of it. My understanding was that once they were activated and showed to be a solid crew, we could start bidding more work for them to plug into and I hope it would happen that they could ve working by now. For them and for us.

I guess maybe a lot of what I felt wasn't shared by everyone else because a lot of people still think about the Sunburst last year and how untogether they were. I should have realized that and tried to find a way to inform people of why I felt these people were responsible. Poor communications on my part.

Anyway, I see that with what people had to go on, it had to be brought to the general meeting. I've only talked to most of the new S.B. a little bit, but I've talked to Richard and Steve a lot and I think they really are working towards rebuilding a responsible S.B. crew. They've been working together for a couple of months now, so they're not inexperienced, either in treeplanting or in working together. I hope we decide to continue our previous policy of giving new groups of people a chance to do what we're doing, and also our old policy of reactivating crews that get it together again-- even if most of them are new. Maybe they should change their name to Phoenix, as they are rising out of the ashes of the old crew. Anyway, I hope we give them a chance to show us they are what they say they are, and reactivate the Sunburst.

Keith

INSIDE GROUNDWORK: MONEY
POWER AND SEX

The weakest link in the chain holding the many Groundwork projects together is our inability to obtain adequate funding for the work. There are three broad areas of possible funds we've been working:

1) Monies from us: grants from Hoedads, Oregon and Regional NFWFA. Hoedads singlehandedly has bankrolled most of our activities, and it's been wonderful (I'll never forget the winter general meeting when we voted unanimously to fund the rest of the Lowell study, everyone clapping and smiling) but the limits have been reached. You'll note, there isn't a Groundwork proposal for funding for this general meeting.

2) Grants--so far it's been slim pickings. We spent nearly a month working on the Dept. of Energy grant proposal and in hindsight we feel that burst of energy should have gone to grappling with the Lowell data. We are presently negotiating for grants from several sources for the spring surveys, but no great prospects for that money. But, I must add great thanks to Peter Jansen and the MRG for coming through like they always do.

3) Contracts and negotiated contracts: Far and away the best money sources we've encountered. Marla and Fred's brushing report, and Howie, Ron, Greg and Gale's ceanothus-pulling report both came out of paid work contracts, with the reports gravy on top of the cake (or is that icing on top of the potatoes?)

The lack of adequate funding has given rise to many problems:

1) actual dull hardship of Groundworkers unable to support themselves and their families on tightly rationed logged hours.

2) lack of continuity of our work, caused by people forced to drop the Groundwork they were doing in order to plant trees, even if that meant a disruption of the project.

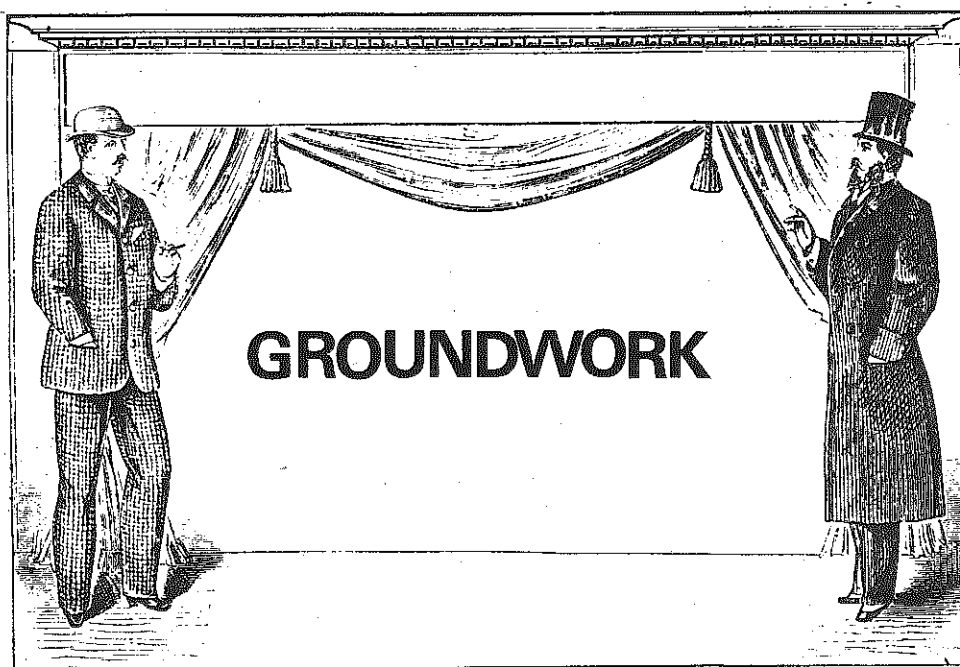
3) In light of all this, the development of a central core of Groundworkers held together by their affection for each other more than an explicit structure, with a slow difficult process and an unwillingness to challenge each other too much. Other people trying to get into Groundwork have felt this actually, and their strong and accurate criticisms have been causing things to change. At present there is a "governing body" or steering committee" or something recognized as the legal directors of Groundwork, Inc. (funky books and all) being Laurie Weeks, Howie Horowitz, Greg Prull, Jerry Gosline from Washington Marmots and John Cloud. This list is expected to enlarge. The whole membership spreads out to Washington (David Williams and so on) and California (Malcolm Terrence, Cathy Sartorius, Bob Rrodhe and the rest) and Oregon (Rich Koven, Dick Krantz, Ann Merrill, Rob Rydell, Cindy, Natasha, etc.) and even to Idaho, where George Donart carries on nicely.

The image of Groundwork everyone keeps repeating is an "umbrella" for various projects of forest workers. That beat-up frame will work sparse to protect us from rain until we get enough money to buy a cover.

John Cloud



presenting.....



A SHORT CHRONOLOGY OF GROUNDWORK

- July 1978 --Groundwork begins as a gleam in Bruce Maderer's eye
- Aug. 1978 --Groundwork, Inc. legally incorporated
 - We begin vegetation surveys in Lowell
 - Attend State Board of Forestry hearing on herbicide use regulations
 - Council allocated the first many allocations of money
- Sept 1978 --Fred and Marla got a negotiated contract for a brushing experiment in Mapleton, issue report on their experience
 - More surveys in Lowell, including sprayed acreage
 - We hold a press tour Sept. 12 in Lowell
- Oct 1978 --Analysis of Lowell data underway
 - Groundwork subcontracts from Hoedads a contract in experimental ceanothus pulling, McKenzie Bridge
- Nov. 1978 --We complete McKenzie Bridge and write report
 - Rob Rydell joins Groundwork, introducing us to computers
- Dec. 1978 --Revised preliminary report on Lowell released
 - We prepare a proposal for Dept. of Energy Appropriate Tech. grant
 - We submit budget for remainder of Lowell study (Passed unanimously at Hoedad General Meeting)
 - We begin entering data into computer
- Jan 1979 --We continue entering data in computer
 - Groundwork proposes co-ordinated spring vegetation surveys to regional NFWFA meeting.
- Feb 1979 --Rick Koven of Great Notions and
 - Fred prepare report on manual brushing contracts
 - Fred goes to Washington
 - We hold a training session for the spring surveys
 - Re-organization and enlargement of Groundwork gets underway



MANUAL BRUSHING: PUTTING THEIR MONEY
WHERE YOUR MOUTH IS...

Summer is on it's way, and some of us have been thinking about pulling together a manual brushing saw crew. There are several reasons why I think saw work should be seriously considered by the co-op: we've taken a strong position advocating manual brushing as an alternative to herbicides; the FS and BLM have increased their acreage let for bid considerably (4,000 acres in '78 from Region 6 FS alone); bid prices are looking much more reasonable than the near-disasters experienced by the co-op in '77; there is a rapidly growing brushing workforce which we should be in on; and lastly, this is an excellent place for people to plug-into some summer work, for all you high rollers out there.

Last year we bid only one brushing contract, a site-prep contract in Mapleton. A small crew of 5-6 people, many with some thinning experience, but mostly inexperienced as brushers, grossed about \$14/hour on what turned out to be a somewhat underbid item. Had we had more experience bidding this work we could have easily grossed \$25/hour as the next lowest bids (Great Notions, Second Growth -- this info by word of mouth only) were double our bid. Still, we were working in November while most of the co-op was hard put for work.

Fred Miller and Rick Koven (Great Notions) have prepared a report on Hand Release Contracts - 1978, distributed as a Groundwork report, which is an analysis of the work contracted by the FS last year. Some of the information in that report follows.

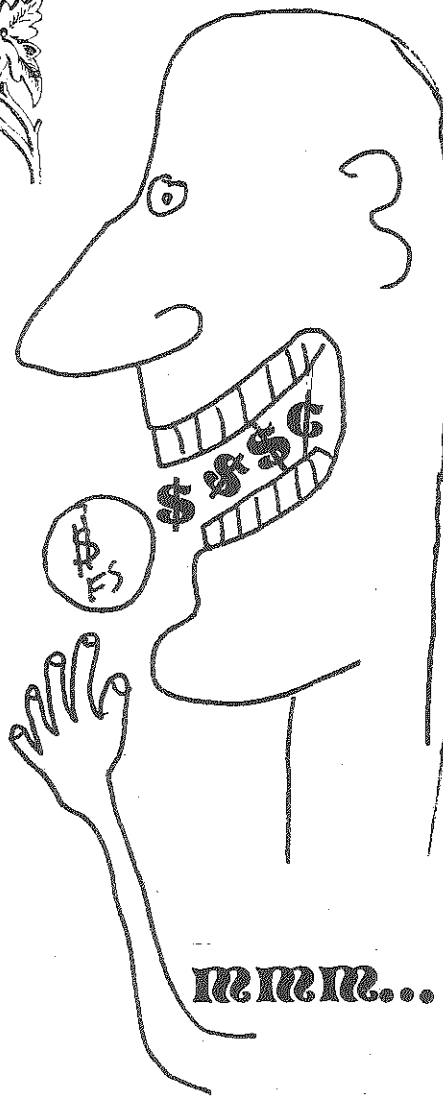
There were 21 contracts let, this including 57 bid items. 24 different contractors were awarded contracts. Total value of the contracts was \$375,468. The average price per acre was \$106.85 (ranging from \$32/ac in the Stanislaus N.F. to \$366/ac in the Klamath N.F.). 1794 acres in the coast range districts of the Siuslaw N.F. averaged \$76.24/ac. 511 acres in the coast range districts of the Eugene and Gold Beach BLM averaged \$93.20/ac. 440 acres in the Willamette N.F. averaged \$171.98/ac. These figures relate to contracts which are specifically conifer release, but also ones which combine pre-commercial thinning, site-prep, and brush piling.

A total of 132,000 acres are proposed for conifer release in 1979 by the BLM and Region 6 F.S. for Oregon. If the recent EPA suspension of 2,4,5-T sticks, there is a real liklihood of considerably more than 4,000 acres being let for manual release this year.

In their analysis, Fred and Rick determined that an average of eight worker hours per acre was reasonable. A six hour work day is customary, as is a four day work week, accounting for absenteeism, weather, and mechanical problems. This translates to approximately \$13/hour gross.

Granted, that doesn't sound like much. It also is about equal to what an inexperienced crew grossed in Mapleton.

Then again, reliable rumors of the money made be a certain crew which took the time to become professional speak to average \$100 6-hour days. This seems to be a function of better bidding and a tight crew which learned how to cover ground efficiently, and puts the dollar/hour figure closer to \$20/hour.



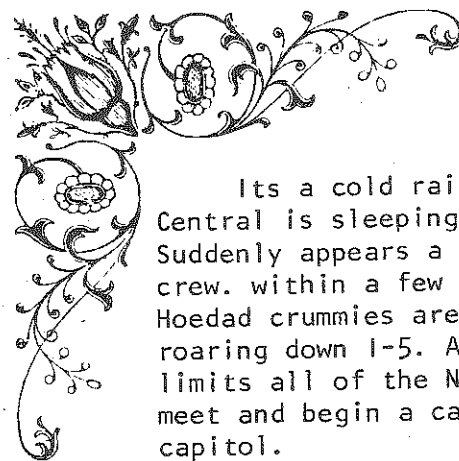
Bruce Maederer, Fred Miller, myself, and about 3 other people have already expressed serious interest in saw work this summer. Most people seem to want to work 2 out of 3 months. I'm hoping that we will have enough of a core to carry a strong 10-person crew throughout the summer, building experience and increasing our income. Fred and I are both into doing a two day brushing workshop for people who would like some training. This would not be done on a contract, but significantly beforehand.

The bulk of the contracts let last year seem to have occurred in the period from mid-June to late August, with some work in the latter part of May and early September. I'm thinking that this work begins to look more and more attractive for people who want to work possibly lucrative, steady, and politically supportive work.

People interested in doing saw work should anticipate considerable expense in getting set-up: at least \$250 for a good, vibration mounted brushing saw (or small thinning saw); \$35 for protective leg chaps; \$20-25 for a practical gas & oil saw belt; \$25 for a minimum amount of tools and spare parts. Total - \$330 plus.

So if you're interested, get in touch with me at the GM, on Saturday. If it looks like enough people are interested, we'll have a meeting Sunday lunch time, to be announced Sunday a.m.

Marla -- LR



A FANTASY

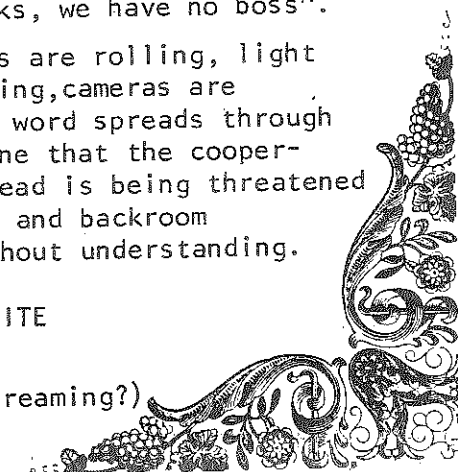
Its a cold rainy day in Eugene. Central is sleeping under the fog. Suddenly appears a crummy with a full crew. within a few minutes all 13 Hoedad crummies are packed full and roaring down I-5. At the Salem city limits all of the NFWFA crummies meet and begin a caravan to the capitol.

The legislative session has just begun. Suddenly the doors burst open and enter the dirty sweaty workers of Amerika shaking their Hoedads and chanting "We are they, they are us get off our backs, we have no boss".

The cameras are rolling, light bulbs are flashing, cameras are clicking as the word spreads through the media machine that the cooperative life we lead is being threatened by greedy claws and backroom beauracrats without understanding.

WE MUST UNITE

Some Flyers (dreaming?)



THE PRESENT (AND THE FUTURE)

Groundwork has at least six projects cooking:

- 1) Lowell Study--yes, it's still not finished. The computer programs are being written and tested-and they work. We will enter the last of the data, process and analyze it, and write up the results, along with charts and maps, etc.
- 2) Manual brushing project--Rick Coven and Fred Miller are continuing their analysis of brushing contracts, and they will issue an expanded report in 6 weeks. They plan to resurvey brushed units in Lowell and Oakridge, providing the first available hard data on manual brushing efficacy
- 3) 2,4,5-T Economic Assessment--Jan Newton, Greg Pruell, Greg Nagle, and others are working on an economy analysis fo "T" with reference to the recent State report, and the federal RPAR on "T"
- 4) Resprouting Project-Marla Gilham is desiging a project to examine the effect timing of brushing has on the rate and manner of resprouting. This is particularly inportant as there is no hard data available on the subject
- 5) Ceanothus pulling- as a follow up to last fall's project, Groundwork will return to McKenzie Bridge in the summer or fall to assess the effect of last year's treatment, and do more units. Good prospects for data with important implications for silviculture, and for off season work, too.
- 6) Spring Vegetation Surveys- We will be co-ordinating surveys of units in diverse bio-geographical areas of Washington, Oregon, and California scheduled for spraying. The data will be run thru Rob's computer and the results specially processed and returned to local areas for their use. Part of the surveys will involve returning to Lowell for follow-up surveys.



(OFF THE WALL)

author unknown

The present contraction-policy of Hoedads is a good one. Hoedads has been in the forefront for about 5 years now. It is time to pull back and let other treeplanters hassle with the Forest Service, the Wage and Hour Division, SAIF, and Worker's Comp. Herbicides will eventually be banned, people have been exposed for 20 years. They are going to ban it sooner or later, so ten years won't hurt the treeplanters too much, after all, we've only been working in the woods for about five years anyway.

Who got anything for lobbying, the common folk can't change the powers to be, it's about time we realized that. Pouring good money after bad is what lobbying is.

It's time to get small,"small is beautiful". It's time to get down to about 100 people, maybe 3½ crews, pick the good contracts and cruise. The office could be held doen by two people or less. Someone to write checks, answer the phone, pay a few bills. The trouble with Hoedads is the office is too top heavy!! People who work there don't have a lot of things to do. "Cut the frills" "Back to the Basics" A small co-op is alot friendlier, the bigness of Hoedads is getting impersonal. We can hardly relate to anyone, even with the members on some of the bigger crews. Bigness breeds alienation and anomie. It's weird going to the Hoedad office and wind yourself through the suite. The front office, the treasury room, the bidding room, the common space, the quiet room, That is too big. Some people get lost.

It's time to let those smaller co-ops we help fund, to go it alone. We've tried to help other co-ops, they just don't seem to appreciate our technical help and some times, money. If the Hoedads have less money, all these people trying to get started wouldn't bother us with their ridiculous requests for assistance. Another reason for reduction, if the new, smaller Hoedads ever do default a contract, got busted by the IRS, suffered a castastrophic accident, it would be easier to assume another name and set up business once again and start making money again.

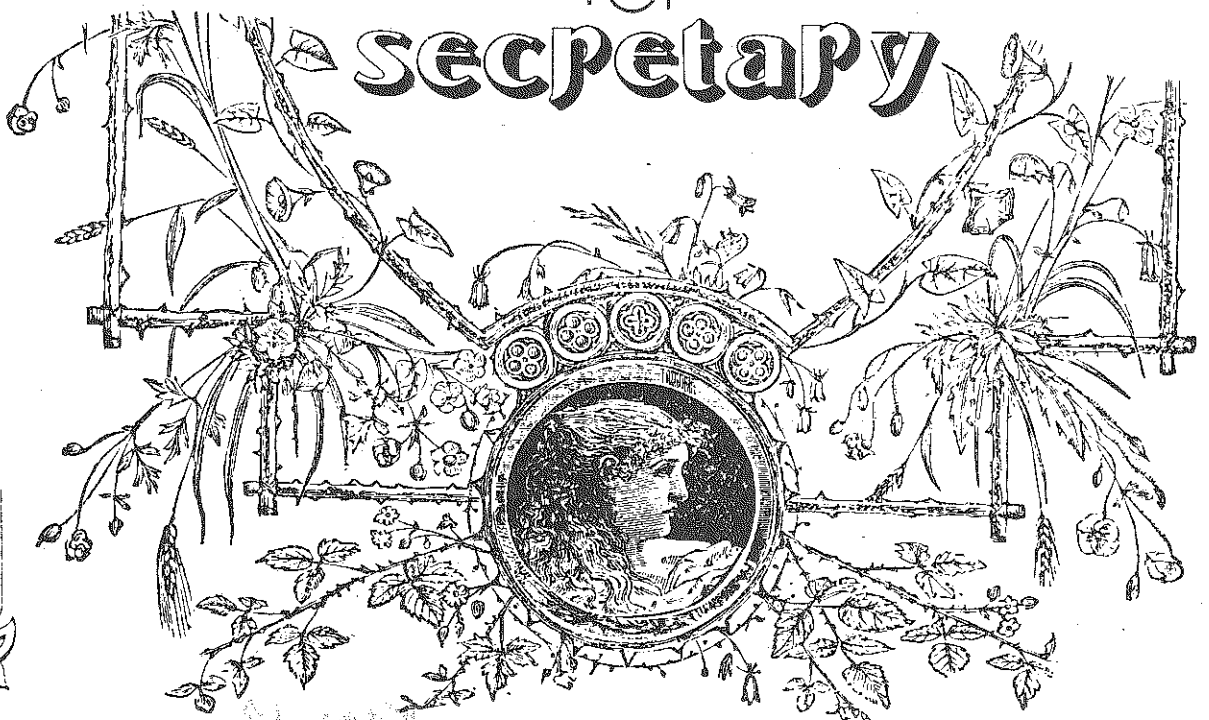
The present contraction policy has many possibilities. In a few short years Hoedads can be at the small, no-hassel, managable level.



IT IS TO THE GOOD OF THE CO-OP TO PAY YOUR TAXES FOR 1978. NOW I REALIZE NO ONE LIKES TO PAY TAXES FOR THE TRIDENT SUBMARINES, FOREIGN AID TO CHILE AND FOR ALL THOSE BUREAUCRATS. ANY SELF-EMPLOYED PERSON WHO MAKES OVER \$400 A YEAR IS LIABLE FOR TAXES. AND PEOPLE ARE REQUIRED TO PAY ESTIMATED TAXES IF THEY ARE SELF-EMPLOYED AND HAVE A TAX LIABILITY OF \$100 FROM THE PREVIOUS YEAR. THIS YEAR THE IRS IS TAKING A CLOSE LOOK AT THE 1087's (THE FORM THAT HOEDADS GIVES YOU LISTING YOUR EARNINGS FOR THE YEAR, ALSO HOEDADS SENDS A COPY TO THE IRS). THE INDIVIDUAL HAS THE RIGHT TO DO WHAT THEY WANT. BUT THIS INDIVIDUALISM BREAKS DOWN WHEN YOU ARE INVOLVED IN A LARGER GROUP. IT'S CALLED RESPONSIBILITY IT JUST WOULDN'T LOOK GOOD FOR THE CO-OP IF INDIVIDUALS DIDN'T PAY THEIR TAXES.



issa
for
secpetary



It's a typical, warmish, overcast day in the Siuslaw. Twelve people are down at the bottom of a 142 acre unit. For eight of these folks it's their first trip inside a unit. The sun glints off new equipment. A few snarly reprods, gleaned from a cutbank, are planted and replanted. "God, there's all this shit where my next tree should go, what do I do?" "When the inspector takes a plot he'll ..." "Is it better to leave the tree in the bag till the hole is opened?" And now the few veterans take off on the hill in a demonstration of how the "line" works. "How can it be a line when you're way over there and Jan's tree is up here?" Questions, discussion... at last, a fledgling crew begins the first of many walk-outs... morale is high. The practice session proves invaluable the next day as a relatively green crew stumbles thru 5 acres of ferns and comes off the slope with a 90% inspection and 3,000 trees in the ground. And things pick up: 13 days on a 20 day contract, crew average at 350, good vibes with Mapleton F.S., energies blending as the waters, low planter makes minimum wage.

At one General Meeting, back there in the cobwebs of Hoedad history, I can vividly remember Edd Wemple rapping about coops and the Northwest. Visions of the whole economics of our area revolving in and around coops... no more capitalists, no more giant corporate conglomerates... just coops. It sounded good to me and I fantasized driving thru town seeing signs like the Oregon Bank Coop, Sacred Heart Coop Hosp., and Murphy's cooperative Tavern. However, I could well realize that this reality was quite a ways "down the road", eventually it seems and at this point in time my feelings of how many new coops there are now as opposed to 4 or 5 years ago tells me that the coop vision is expanding.

The Siuslaw Worker's Coop is centered out in the Deadwood area and has been working since Jan. 1st. Although the coop itself was conceptually born more than two years ago, it never got off the ground because of lack of bonding, capital, and the other usual hassles. I feel that the Siuslaw Workers Coop is, in reality, a split-off from Hoedads although it happened passively, unlike, say, Homegrown and Second Growth. The workers coop now includes people who have come from Pot Luck, Red Star, Thumb, Cougar Mount, and Cheap Thrills... some of whom are still active members of Hoedads. In our meetings we talk about Hoedads alot; discuss the latest newsletter whose working where, what's the latest on SAIF and in general how we relate to Hoedads.

I feel there are two basic reasons why the Siuslaw Workers Coop has formed, which we, as a coop, want to share with you, as a coop. They are basic reasons, or concepts, which don't apply to us uniquely and they deal specifically to the

ideals of a cooperative Northwest. One reason for our formation is geographic in nature, and deals with the fact that our homes are 60 or more miles from Eugene. We feel very committed to where we live, most of us either own or are buying farms and trying to grow with the earth. Daily responsibilities of trying to work even small scale farms makes it very difficult to be active in Hoedads. It always seemed inefficient to me to be driving to Sequia in March when there were contracts in Mapleton and Alsea. In Hoedads logistics has always been one of the biggest problems and headaches and monetary consumess...figuring out how to get this crew to Idaho, and that crew to Shelton, and what to do when it snows, etc, etc, etc. The more basic concept I'm aiming at, which eliminates alot of this, is for local people to do local work.

This brings on the second reason why many of us are fazing out of Hoedads and into the Siuslaw W.C. and the word is "bigness". Bigger is better is a phrase that the capitalists use often and it is usually a phrase that leaves

a bitter taste in our mouths. Myself, and others I have talked with, believe that Hoedads is too big. I offer this only as a point of view... it has been a viewpoint kicked around for awhile now. It just seems that as more local coops form, and they are forming, that Hoedads will have to shrink out of necessity. One of the ways we, as Hoedads, get alot of work is that because we are cooperatively structured we can bid lower than private contractors. But, when local coops come into their own, how will Hoedads be able to bid competitively in Pierce Idaho, when there is a local coop right there, bidding the same contract? Now there are two ways to view this perplexing possibility. One is to be paranoid that "they" are taking "our" work and to thwart the attempts of new coops. The other way to view it is that there is no "us" and "them". Being a cooperative member means that you, as a coop member, and I as a coop member, are the same whether our coops have the same name or not. We all have similar, although not identical, needs and ideals.

Politically, the size of Hoedads is strong and to disseminate that strength would not help the cause at this time. But that is where the importance of NWFWA comes in. NWFWA, being the political voice of all the coops in the Northwest. If there were 50 work coops in the Northwest plugged into NWFWA, it would far surpass what Hoedads can now obtain politically. There is a coop bandwagon forming and it is not just rumors of \$100 days that is leading the movement. It is the structure of being independent, the freeness, the taking on of meaningful responsibility, the good energy and in a lot of respects, people are sick of ugly jobs for shit wages. Because of these facts, the coop movement will continue to grow. Hoedads is now in the spotlight...journalists, editors,



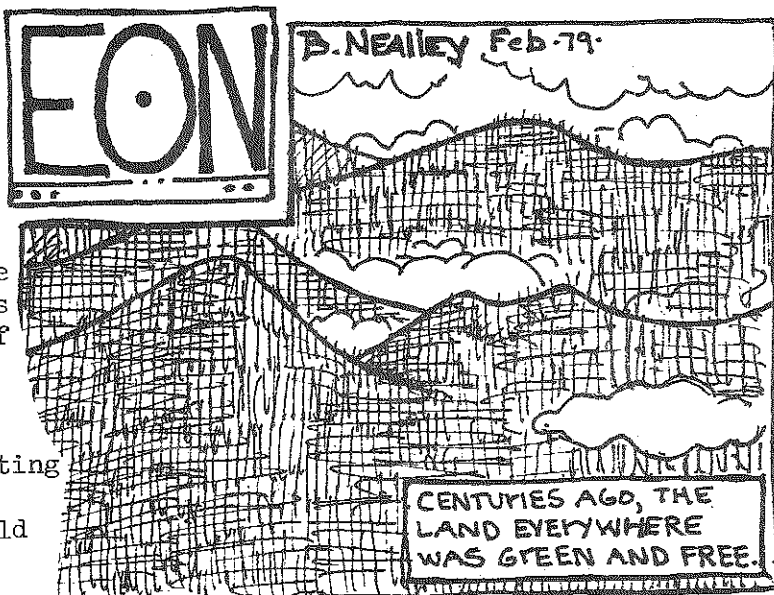
new age seekers, government committees are knocking on our door. They want to know how we work, why we work, and what keeps us together. It seems important to tell these people not only about the success of Hoedads, but about all the other coops that are forming on many different levels. Tell them that by the year 2000, the Northwest will be legislating capitalists out of existence and coops will be running the economics of the Northwest. We might as well really blow their minds right?

I want to talk a little less far reaching and say a bit more about the Siuslaw Workers coop. This year we've done 162 acres of planting and netting in Mapleton with some possibilities of add-ons coming if we can wade thru forest service politics. In between all that, we did a contract with a private landowner in our area: 7200 trees in the slash and netting half of them. This was an unusual work scini in that we had to forge Lake creek with all the people, trees, nets and equipment by boat to get to the unit. It was a by-the-tree bid, no inspection, no scalping and working with a still green crew. The owner of the land is a dairy farmer and knew some of us personally and a good feeling of respect developed between us. Before we started the unit he told us..."well, I know you folks are the experts and I just want you to put the trees in where they'll do the best." That, in short was the terms of the contract. He also mentioned that his father was 85 and it would be nice if the old man could see some trees growing before he left this lifetime. We worked that contract by the share and it was really a high experience. There are different feelings to planting a hillside close to home, owned by a neighbor and friend. We will be seeking out more of these types of contracts in the future for sure. In general, on all the units we've been on, the way strategy has worked out and people's respect for each other and the forest service has been remarkable and it relates specifically to local people doing local work. It just flows better.

EXPANDING CONTRACTION

First of all, it appears to me that the coop is levelling off its production rate and also number of members. If anything, I think we may have only 80% as many people working with the coop now as last year at this time. We aren't getting bigger.

Now don't think the coop should expand forever, but I think we're running fewer crews than optimum. What I mean is that I think we could replace the crews that have left, de-activated or faded to non-existence and function more efficiently and effectively lessen the load we are all carrying in our battles with herbicides, SAIF, and other Agencies and organizations who oppose coops. Hopefully, more of the load will get shifted to NFWFA, but as the biggest forestry coop by far and also probably the most active politically, we will always extend to run interference for some others while protecting ourselves.



CENTURIES AGO, THE LAND EVERYWHERE WAS GREEN AND FREE.

THE NATIVES LIVED HERE, AS THE FOREST



god will PROVIDE

Mama boomer lived with her baby boomers on a steep slope in Alsea. They were always hungry. The baby boomers would cry for something to eat, and mama boomer would go out and look and look for food, but there never was any as far as she could see. All was blackened stumps and ash-coated gumbo. She would come home empty-handed and the babies would cry again.

"Yes, children," said mama boomer, "life is hard, but we must have faith that God will provide."

Well, as time went on, the baby boomers got skinnier and skinnier, and mama boomer got more and more desperate. Finally, things were so bad that she went out in broad daylight and put her paws together and prayed.

"Dear God," she prayed, "I don't care so much what happens to me, if only my little ones could have something to eat. I can't bear to watch them starve like this..."

The next night, as usual, mama boomer went out, after putting the baby boomers to bed and singing them to sleep, and lo! right in front of her doorstep was food-like manna from heaven. Quickly she went to work. Most of the food was nine feet apart, but in some places twelve or even eighteen feet, and in one row it was six feet apart right down the row. In the slash, there didn't seem to be any.

Mama boomer clipped off all the food she could use, storing it in the entrance to her house. Just before dawn, she paused, wiped her brow, and offered a prayer of thanksgiving.

When the baby boomers began whimpering, mama boomer brought them the makings for a great feast! As they fell upon the food with the gusto of the famished, she reminded them: "See, my children, I told you God would provide!!"

The next night mama boomer arose early, preparing for a long night's work. But lo! all of the remaining food had been caged out of her reach. She threw herself upon the evil-looking cages, gnashing her teeth in vain rage. In the whole night's work she found only two pieces of food which had been missed down in the salmon berry.

As the little ones are this meager repast, one of the, wondering, asked again about God. Mama boomer didn't know what to say.

Moral: The Lord works in mysterious ways.



BUT GREAT CHANGE CAME UPON THE LAND AND...

THE HARVEST IS SWIFT.

THE FORESTS WERE GREETED BY NEW INHABITANTS

THE SHORTCUTS FOR PROFIT; MANY.

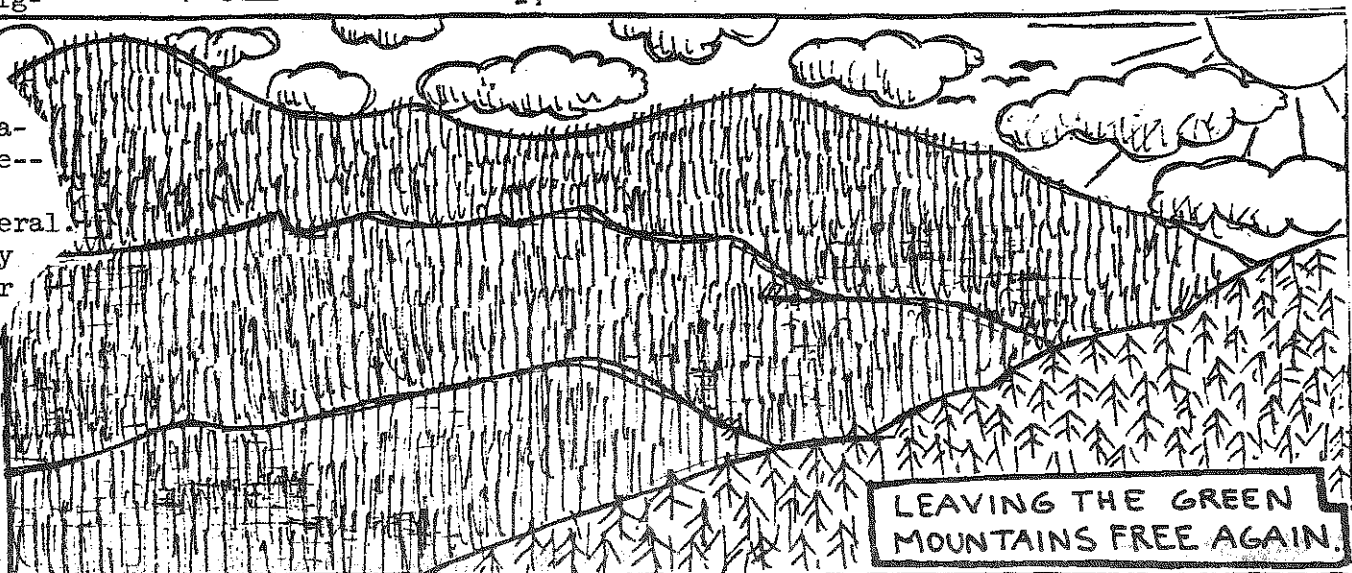
So far, we've lost Homegrown totally, Sprouts didn't quite get off the ground, and Sunbursts is inactive. TNT has gradually gone out of the picture too. I'd kind of like to see some new groups within Hoedads. Either re-organizing some of us into a new crew and add a few new people, take on a new group, or activate Sunbursts, which is sort of like re-activating a crew and sort of adding a new group. In a way new crews are to the coop like new members are to a crew. New Blood. Personally, I could see all of the above happening without us being bigger than '78.

YET MANY PEOPLE UNDERSTAND, AND WORK TO REPLENISH THE RAVAGED HILLS



Aside from that, I don't want us to stop taking on new crews and developing a "closed shop" organization. These people--or some people--in a new crew might give us new perspectives and new energy in general. I do think we have to consider very seriously whether new people and/or a new group of people are responsible as we've had some problems with that in the past.

Keith



LEAVING THE GREEN MOUNTAINS FREE AGAIN.

I attended the Northwest session of the New School of Democratic Management in Portland during the first week of March. I attended three classes, and numerous workshops. going strong from 8:30 AM to 10:00 PM. Every major coop and many minor coops in the Northwest were represented. By representing Hoedads, I was almost a cult figure. I suppose this was due to the aura of bigness and to the frequency of our name in the media. It seems like in the alternative economic movement people kind of assume that Hoedads is the model of democracy in action. They seem to consider Hoedads a powerful organization.

I took three classes: financial management, democratic management, and organizational techniques. Financial management was taught by a real sweet fellow who was very impressed with our financial statement. It was a class that went above the general bookkeeping aspect that most of treasury seems to be about. It went into financial planning, different types of budgets, cost/benefit analysis, investment decisions, managing short-term assets, valuing labor, product and business. Democratic management was taught by an academic type from Ann Arbor. It dealt with organizational goals, structures, decision-making and implementation; identifying desired decisions, information, process, and inevitable trade-offs; dealing with leadership and an evaluation. This course contained very significant theoretical ideas that can be applied to a number of problems that Hoedads find themselves in. Organizational techniques was taught by two members of the Radical Psychiatry Collective from Berkeley. The major tenet of their theory that people are oppressed by the system and become mystified and blame themselves which leads to isolation which causes alienation (madness). They believe psychiatry is a political activity. They had short explanations of theory but essentially the instructors were interested in helping with problems. One of the techniques was the asking of a contract in which the people would treat each other equally.

1. Asking 100% of what you want
2. No power plays
3. No secrets

are the basic elements of a cooperative contract.

I could probably go on and on about the potential of the information that was received. But a few short impressions: There are a lot of groups out there struggling with the goals of alternative businesses, mostly at the level of survival. Outside politics is not a concern to most of the groups attending the New School of Democratic Management. Amazing as it seems, the sex balance was fairly equal. There were no minorities represented by any groups, which was ironic because the sessions were held in a church deep in the Portland ghetto. People attending the sessions seem to feel pretty good about each other.

JR

Hoedads represents a certain segment in the treeplanting industry, but this segment represents the largest group of workers that are organized cooperatively. How do they relate with the rest of the workers in the treeplanting industry? Do we stand pat, pat ourselves on the back, and think how together we are? Or do we feel the cooperative organization is the way that people can realize power in their own lives? That to me is the challenge of Hoedads to the existing structures. Hoedads wasn't created in our own self-interest but was created with a vision of worker-controlled cooperatives dominating an industry that traditionally has been subjected to the sleazy greed of labor contractors. But the industry is still dominated by the labor contractors, and not cooperatives. The Hoedads must expand their own base if only to pay for the protection of their own self-interest. The bigger we get the more powerful we become. The danger with internal expansion is that it promotes isolation. More importantly, Hoedads is the model that needs to be implemented throughout the industry. More big coops would force Hoedads to decide how to interact with an equal competitor with a similar market. All people who wish to work cooperatively should. What is the role of Hoedads in the treeplanting industry? Do we see ourselves as a small business? Or do we see ourselves as the vanguard of the cooperative movement in the Northwest?

JR

SPRING HERBICIDE WORK DAY or CRUISE FOR THE CO-OP

Total costs of legal, tactical, and political actions presently contemplated in support of the 2,4,5-T suspension and in opposition to the use of the other herbicides is liable to cost as much as 40 to 50 thousand dollars (\$40,000 - \$50,000!!!) What's envisioned is a pool of money from various sources distributed to efforts on all kinds of fronts and levels. I would like to propose that Hoedads, and all NFWA members devote the income from one work day this spring to that pool. Rather than pick one date, we might choose a week, during which each crew take one day as their contribution. At \$75-\$100/day, 300 members could raise \$22,000 to \$30,000--and if all NFWA groups did the same, a large part of that pool could be raised.

Raising money thru a work day would not raise the administrative rake off, and, to me, it would make the money raising a more active process for us; everyone would feel their part of the fundraising tree by tree, rather than having money taken out of their checks over a quarter, which feels more passive. JR says treasury details can be worked out easily, so let's CRUISE FOR THE CO-OP.

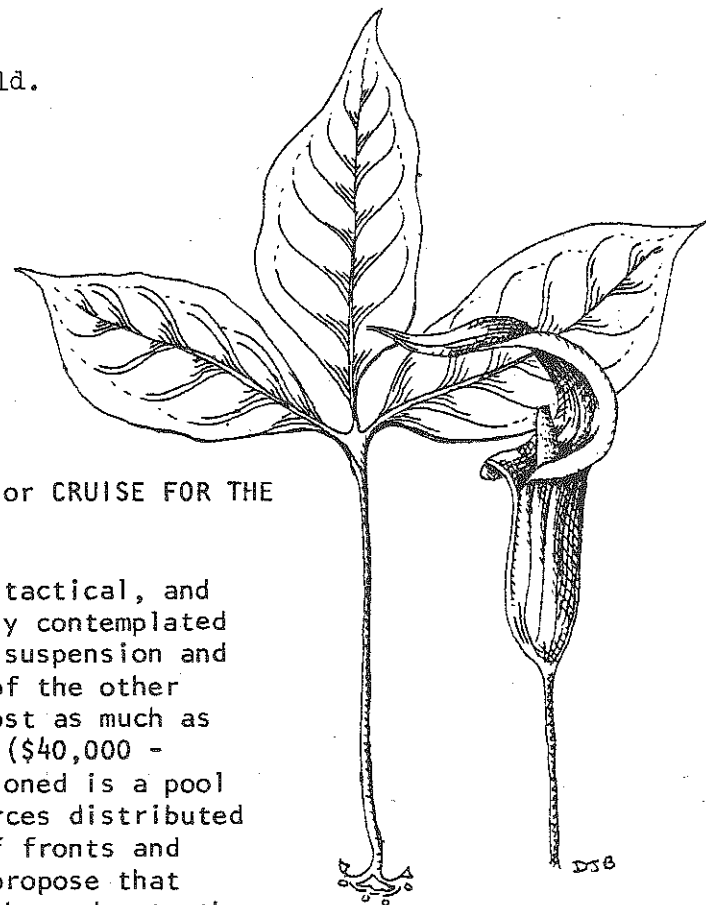
Howie, and John

You are what you plant. A while back, in each of our lives, we set our feet on the path of Life. Sundry detours, later our paths cross and we're in the Hoedads. It all comes together in the act of planting that little seedling. Recorded in some Book of Life is the care we put into each tree, and there are only two marks: alive or dead. It's that simple, that black and white.

The great, great gift of fanaticism is simplicity. If you're on the line and not quite sure about that last tree, bothered by that nagging twinge of doubt, rest assured it's that little tree trying to tell you, "YOU'RE KILLING ME!!!!!"

We each recognize the futility of reaching for Life while death reeks on our breath. Our object lessons is the land we live in. Planting live trees is getting high. Planting dead ones is becoming a zombie. We each choose.

Cultivate sensitivity. Listen to the trees as you plant them. Listen humbly to criticism. Bow your head, bend your back and let your loving sunshine soul bless the world with new tree life.



HOW TO MAKE THE HANDY DANDY
GROUND WORK MEASURING POLE

Buying the pipe in 20 foot lengths, etc. is the
cheapest way to go.

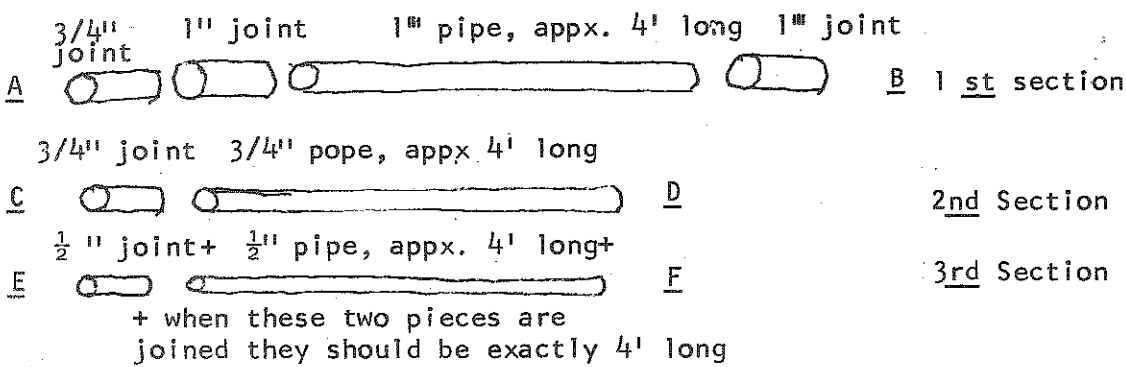
To make ten poles you'll need:

- 40 feet 1" PVC pipe *
- 40 feet 3/4" PVC pipe
- 40 feet 1/2" PVC pipe
- 1 can of PVC pipe cleaner
- Waterproof markers, two colors if possible

- 20 1" pipe joints **
- 20 3/4" pipe joints
- 10 1/2" pipe joints
- 1 can PVC glue

* The 200 psi. kind is strong enough.
** When you buy the joints, make sure they are
the type that will nest together firmly. Some
types are too thick.

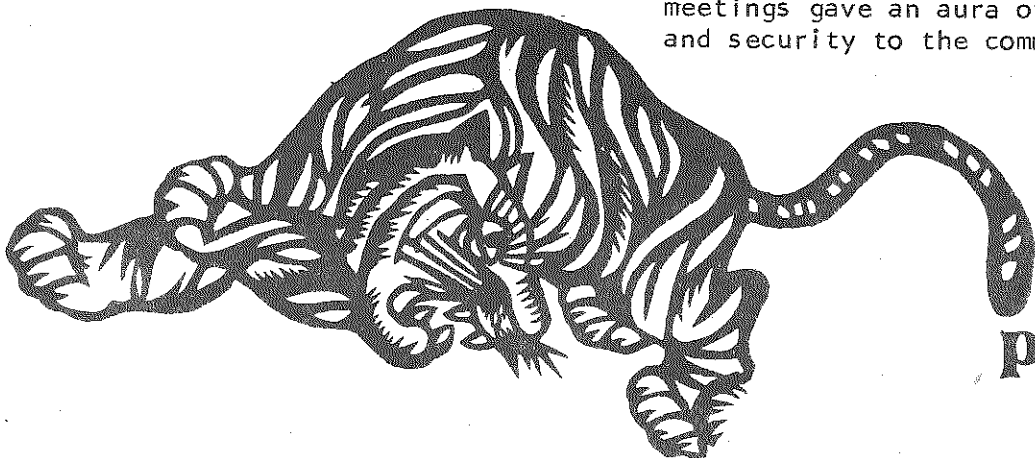
Also, if the pipe has flared ends, cut them
off before measuring and cutting the rest of
the pipe. You don't need to do this with
the one inch size, only the 3/4 inch and 1/2
inch.



First measure out on the floor
or some other appropriate surface
12 feet from the wall. Mark every
foot with masking tape. Cut the 20
foot lengths into five approximately
equal pieces. Next clean and glue
together the different components
of each section. Pound them into
place by ramming the joint end
against the floor. Do not glue the
different sections together. Then
insert end D into end A and E into C.
Don't pound these together, only put
them together as tight as you will
be able to separate by hand. OOPS,
take off section 3 and cut it exact-
ly 4 feet long. Okay, put it back
on and measure the length of the
entire pole. Determine the excess,
and cut that amount off end D. Yo u
are done, so put your pole away by
inserting end F into end C, and D
into B. Don't just stand there, go
take some plots! Back again, mark
off the one foot intervals in one
color, and then the 1/10ths of a
foot in another color.

A tenth of a foot is 1.2 inches.
You can use masking tape on a
table for this.

George Donart



the big bid



i have decided to run
for office. i would like to work
as bidding co-ordinator for this
next planting season, beginning
this summer. working with the
committee has taught me that accurate
information and clear communication
are necessary for making educated
guesses decisions. the b.c.'s main
responsibility is to facilitate the
efficiency of the bidding committee;
also to maintain the record-keeping,
deal with contractual legalities
that may arise, and generally act as
office bidding person. i will work
hard.

i am a p.f.flyer since fall
of '76 and have attended meetings
since spring '76 ,consistently
since '77. ive had some experience
in working up bids and certainly
need more experience in this area.

the most difficult aspect
of the b.c.'s work ,for me, will
be dealing with the administrators
of the contracts we win. i need
to develop better communication
skills and learn to be more
aggressive in situations that re-
quire forcefulness of purpose.

jan frost

THE COMMITTEE

my first bidding meeting was
in the winter of '76. there were 20
or so persons packed into the small
smokey room. voices were buzzing and
the temperment was charged with the
aggressive undercurrent of competition.
the blackboard seemed to glow with
omnipotence. how was i to know that
i had walked in during an allocation
meeting? the intense play of energies
that flowed through the room was for
me overwhelming. i left early with
the resolve to try again on a better
day.

in '77 i started repping for
my crew, began to make sense of the
bidding jargon and follow the discus-
sions. still it was difficult at times
to speak up for fear of being wrong.
as i began to overcome this paranoia
and self-consciousness i learned that
it was better to be possibly wrong
than always silent. despite the
reticence of some of us the bidding
meetings were lively with discussion,
having a strong backbone of experienced
and talkative bidders. The many old-
time bidders that frequented the
meetings gave an aura of experience
and security to the committee.

this year saw changes in
some of our crews bidding reps with
fewer old-timers hanging around.
the less experienced were hesitant at
at first to take part in discussion
of overview and strategy; oftimes
the same persons felt they were doing
all the talking. we soon learned that
everyone needed to enter the discussion
and formulate opinions because no one
else was there to do it for us. we're
still learning to encourage new voices
and express concern for others opinions.
discussions are livlier now, though
the collective personality of the
committee is more subdued and less
aggressive than in the past, and
whitch for me is a welcome change.

the overhead projector
(enter new age bidding) has
become an irreplaceable visual
tool. it lends a clarity and focus
to the working of bids which saves
us time which we seem to find other
ways to waste. when the lightbulb
blew today it seemed catastrophic.
sighs of relief could be heard
upon its speedy return.

attaining a cooperative
perspective in bidding and allo-
cation is very important to further
the growth of the committee's
collective concience. encouraged
by michael's nonpartisanship we
are struggling to find the proper
balance between repping for our
crews and providing a unified
front as Hoedads Inc..

yours in strengh,
jan



If one is situated in slashconscious then one must be able to overcome all adversities in life. When one realizes slashconsciousness then all that is left is gravey. Thus the dictum: one must go through slash to appreciate gravy. It is known to every tree planting devotee that on every unit there is slash in one form or another covering varying areas of different units.

But how is one to obtain this difficult state- this state of slashconsciousness? It is only through constant struggle, force of will, determination, and the sincere desire to understand slash, that one will finally develop the kind of awareness to realize slash consciousness.

You are all aware of slash in all it's Diverse forms. Slash in the form of viney maple, salmon berry vines, half rotten logs, and many other manifestations.

The first step on the path to slash-consciousness is to prepare oneself physically, mentally, and spiritually, in dealing with slash. One must be strong and fearless in dealing with slash but one must never hate slash. I need not tell you the consequences of this hate for you already know it in the form of viney maple whiplash.

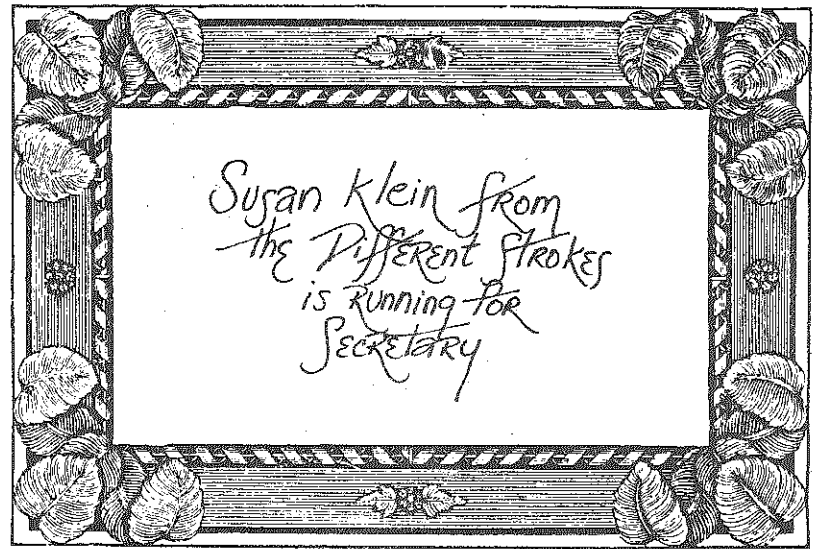
After preparing oneself for slash, it is now necessary to get it on with slash. Growling is most important. The type of growl is directly proportional to the quantity-quality ratio of the slash encountered. It is said when the slash is very intense that SLASHKINGS growl can be heard echoing off the slopes for miles and that even the mighty Timber Beasts pay homage.

Having a hard hat also helps in going through slash. Slashkings hard hat is specifically designed for this purpose. All one has to do is this duck his or her head down, growl, and charge through. This works in many forms of slash. Slash can be tricky so when charging through slash be carefull of slipperylogs, lose rocks, boomer holes, and the like.

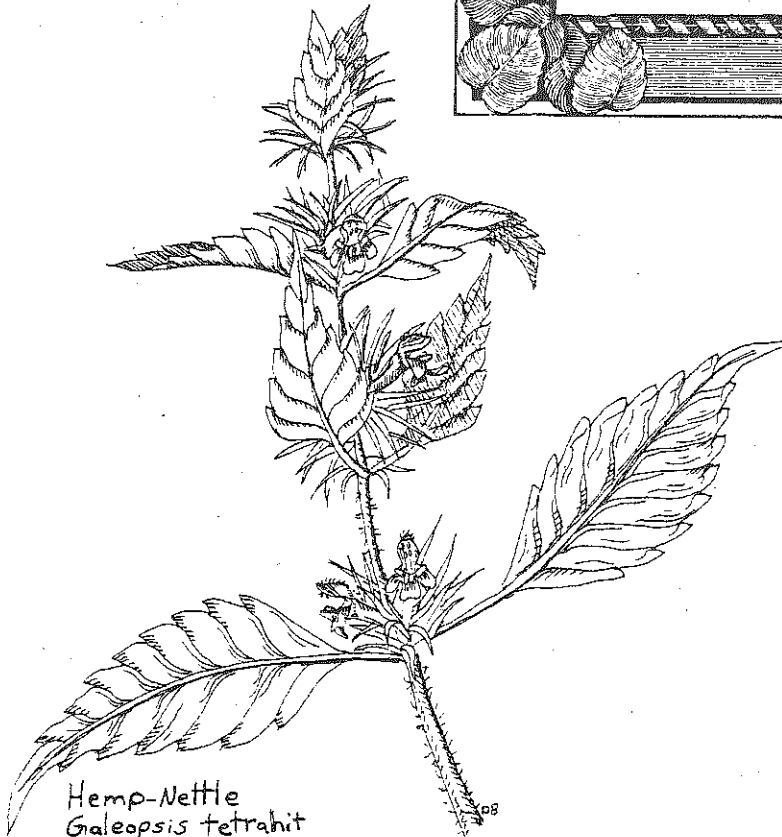
The above method works in most cases. There are many techniques which mist be mastered along the path slashconsciousness but they are to numerous to mention in this exoteric discourse. If one wishes to accelerate his or hers development along the path of slashconsciousness then what must be done is to absorb the esoteric doctrines that are to subtle to mention here.

This can only be done through one who is situated in slashconsciousness!

SLASHKING



Susan Klein from
the Different strokes
is running for
Secretary



Hemp-Nettle
Galeopsis tetrahit
Flw: pink
Fields
July - Sept.

aspects

In the tropical jungles
that persons are essentially a creature of
is where they migrated from
and to
the temperate zones

Unlike the tropics
the temperate zones don't have the
equal
sunshine
so that creates more
aspects of life

It appears that perhaps everyone
has their
North
East
South
and
West Slopes

In today's
give-and-take world
some people feel
unloved

I don't
and the most meaningful relationships
as for now
have happened in the last
two years for me

Things have been
Changing for the better
Over all
For my crew
Lately
and we are
Progressing

I'll admit
I've dealt with the
problems from some of my
cooler aspects

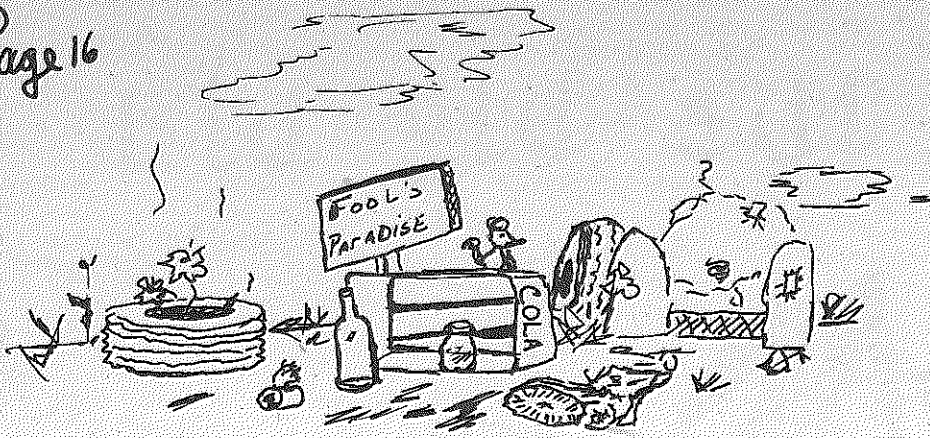
If I'd done otherwise
I would have grossly
overextended myself
as I might have
as it is

I find the most meaningful
reflections of myself
with my crew
but not always

Some people shine upon
my warmer aspects more than
others
and at different times

It seems my polarity fluctuates
But....
I've always got
my
other aspects

Dirk Gallinger, Cougar Mountain Crew



MEMOIRS OF A JUNKIE

The Tillamook dump is going out of business; a sad day for all us junk hounds and a comment on our consumptive society.

I remember working the Hebo contract, the first contract dealing with Rex Wheeler, Bill King, and others, a camp in a beautiful setting, lousey money, high times, low times, a slow logroller start, Stevie and Katrina's romance, the shitter hassle-shitting in buckets beneath the porch hooked on Henry's and my trailer; and later two shitters for 40 people as the sharks joined us-staring at the writing on the wall- "Hoedads, a legend in their own minds" a good laxative indeed! But somewhere on that contract somebody whispered the magic words, 'junk at the dump'.

Into Tillamook i went, following the directions till i saw the the endless stream of seagulls circling, the whisp of black smoke from burning garbage stained the blue sky. Up the driveway with green sign, official looking, CITY DUMP. The sight made me salivate; garbage a bunch off to the left with a bulldozer pushing it this way and that, and on the right, in rapid succession; the front yard of a trailer with plastic flowers, a windmill, plastic birds and animals of all kinds, a plastic waterfall, a few cherubic looking angels, and artifacts of all kinds of the grossest sort imaginable; truly the effluvia of technology gone amok. The trailer had coast range mold around the edges with a tv. antenna and boxes and stuff piled all around with a little winding path through the clutter. Twenty five feet away were two sheds leaning agin each other-true support-unquestionable, and, as i found out later, held Treasurers! Around and beyond the shed was about a 1/2 acre of stuff that had been seperated from the garbage brought to the dump by Tillamookians. Among all that stuff was rotting deer skins, tires, clothes, faucets, toilets, tools, canning jars, pots, pans, dishes, plastic things that were unidentifiable, rugs, baby toys, rifles, half a motorcycle, rope, nails, boxes submerged in water for all this stuff was out in the open you know, old parts to outdated and long lost machines.



I picked my way through carefully, for in a situation like this one must proceed cautiously and resolutely lest something of value be overlooked. The sheer amount of junk made me tingle. That first visit yielded two big boxes of levis and coveralls for my soon-to-be-made braided rug (it still is to be made). The overalls belonged to a person of truly amazing girth, must have been 300 pounds at least. (if you know of a large person wanting overalls, i gottum) I also got some brand new T-shirts for a dime a piece, and a real find-a roll of plastic 1/2" thinwall irrigation pipe with little metal holes for putting out in a garden. I have never used it, but it looks real handy.

The next visit i learned about the scene there; a man and woman were the keepers of the dump, they seperated stuff when they could, kept all the real good stuff, put all the other stuff out for people to check out. The woman saved me canning jars that i had asked for, and she also let me into the Treasure sheds-briefly and reluctantly-i got a wire globe of the world that is small and spins on its axis. She kept stuff like good cast iron ware, antique toys, dolls, some clothes, furniture, and then had a booth at the Tillamook country fair where she sold her year's accumulation. She had her stuff she collected and he had his stuff. We had a long talk about what people throw out and why and isn't it a shame and I'm glad your doing this-what is happening to our country when they waste all this good stuff, head shaking and tsk-tsk-ing.

Recently i was in Cannon Beach to talk about herbicides. On the way home i stopped at the dump with great anticipation. Pickings were not so good, seems like people were going through a cycle of austerity i thought, but i found out that the man had recently died and that the woman was going to move on in May, so not much seperating had been going on. With much sadness i also learned there will be a different system of garbaging-maybe more efficient but i bet a lot less soulful. If you're up that way, it is worth a stop by to see what the dump has for you.

If you have some time, look around at some of the stuff that people in Hoedads cart around with them. There are some very fine purveyors of junk in our company. You just never know when you might need the thing you passed up two days ago.

ODE TO THE TILLAMOOK DUMP

The Tillamook dump is quite a sight,
Garbage and junk piled left and right.
A junkie i is, a poet i ain't,
All those goodies made me feel faint.
Visit the dump and get hours of pleasure
One person's junk is another's treasure.

Fred



COOPER

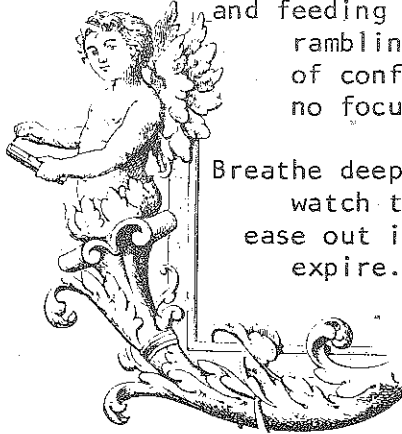
We need a coop
which recogniz
thing and act
to work togeth
to stop hoard
contacts, our
We need to rec
society in wh
and resources
we are prepar
of competing v

Fleeting thoughts
across the matrix of my brain
arising from who knows where
and when
distracting my conscious
awareness

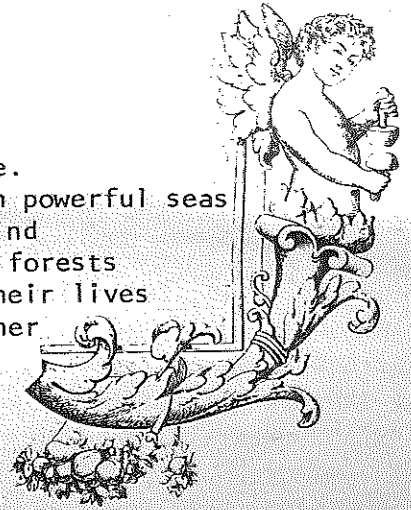
and feeding the
rambling static
of confusion and
no focus.

Breathe deep
watch the breath
ease out into the world
expire.

JN



An offering of thanks
for abundant life.
For those that swim in powerful seas
those that ride the wind
those that wander the forests
and those that make their lives
embodied in earth Mother.



When John Henry was a little baby
Sittin' on his mammy's knee
He picked up a hoedad and a bagfull of trees
Saying "Hoedads gonna be the life for me
Lord, Lord, Hoedads gonna be the life for me."

John Henry had a little woman
Her name was PollyAnn
When he took sick and laid in his bed
Lord, PollyAnn planted trees just like her man.

John Henry's life was spent planting
With PollyAnn right by his side
Since the day they beat that steam hoedad down
Their legend has travelled far and wide
Lord, Lord, the legend has travelled far and wide

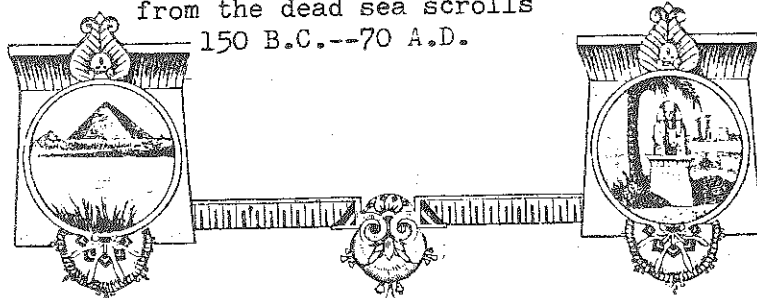
Prayer at a Tree Planting

We choose this spot for you to unfold
your days and years before our eyes
and seasons
By your changes we introduce you to
this earth which shall be your friend
hoping you will return to her
the kindness she shall give you

For the rest of your life
Take your rightful rest in winter
and signal the return to spring
Hide us from the sun
umbrella us from the rain and if
you outlive the hands that planted you
carry on that which was given by those
hands.

for thou didst set a plantation
of cypress, pine and cedar
trees of life beside a fountain
hidden among the trees by the water
and they put out a shoot
of the tree of life
that its stem might be open
to the living waters
and be one with the everlasting spring

from the dead sea scrolls
150 B.C.--70 A.D.



He drew a circle that shout me out
Heretic, rebel, a thing to flout.
But love and I had the wit to win:
We drew a circle that took him in.



Joni Meeker

ive Form

ve form of organization
at the necessary
ll occur if we resolve
fectively. We need
resources, our
We need to share.
e that we live in a
ere are enough ideas
ive our problems if
work together instead
ach other.

AN OFFERING OF LIFE

An offering of thanks
 for abundant life.
 for those that swim in powerful seas
 those that ride the wind
 those that wander the forests
 and those that make their lives
 embodied in Earth Mother.
 Offering of thanks
 abundant earth
 rains that cleanse and nourish
 Sun's purifying warmth
 healing rays
 The breath of the creator
 a gift on the wind.
 from all directions.
 Empty our selves
 see the beauty of the creator
 in all that is. And
 look inward to the holy virtues
 that touch the light of pure love.
 My prayer to the winds of all directions
 blow o'er our circle.
 send us upwards
 from resentfulness
 jealousy
 envy
 greed
 selfishness
 And open our lives to
 Humility, Compassion
 Understanding, Generosity
 and Truth.

Second Growth is taking all our
 work.
 There is always someone on call
 forwarding.

Moore Mill and Rumours
 We're going to make three million
 dollars this year----each.

The P.F, Flyers are soon to be the
 hottest crew in the co-op.

Miscarriages are actually caused by
 Marijuana.

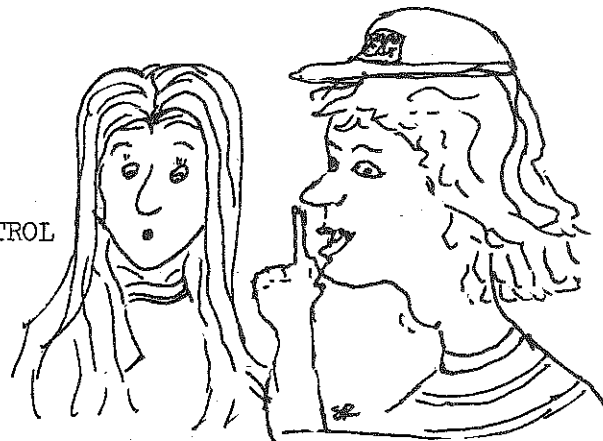
The Different Strokes prefer "T" over
 coffee.
 The co-op is getting smaller.

We can beat Dow.

The e.p.a. is on our side

Are they not Hebo?

The co-op is getting bigger.



JN

Larry Gangle says there will be no
 problems in Oakridge this year.

We won Clackamas!

Boone will run for S. P. again,
 if we raise the office wage to
 \$9/hr.

Spring rumor has it that the rake-
 off will go up to 12%.

STRANGER THAN TRUTH

Engleman Spruce seedlings get it on
 in your treebag,
 Stumps roll up hill after dark.
 Elf eats raw eggs for breakfast.
 All the Cougar Mountain women have
 joined the Thumbs.

FOR SALE PORT ORFORD CEDAR CORDWOOD
 CONTACT MUDSHARKS

Rumor has it Mike is moving to Idaho
 to subcontract St. Maries and eat
 garlic.

C.J. has lost her Snickers, is Caud
 really odd?

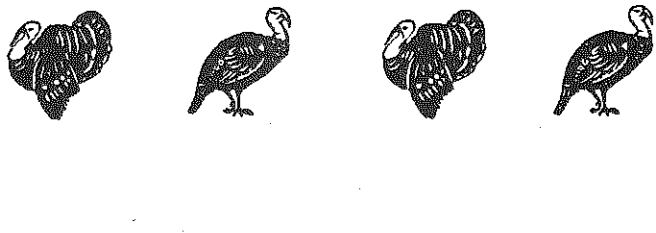
If 18 planters start out at 8:00
 o'clock with 8,000 trees and
 plant 8x for 8 hours how long
 would it take a monkey with a
 wooden leg to kick the seeds out
 of a dill pickle?

Is it true that the Mudsharks are
 recalling Bresgal and all running
 for office?
 It's not true Red Star hates Different
 Strokes.

It's true that Elliot is going to
 make \$25,000 this year.
 It is true Mudsharks plant 1,000
 daily all good. "Are we not men?
 No! We are Devo."

Is it true Howie is going to
 Washington D.C.?
 Who sent the Thumb shitter to Dick
 Haney "No questions asked"?

Mudsharks want to do all of the
 above and Shelton.



NO EXPANSION

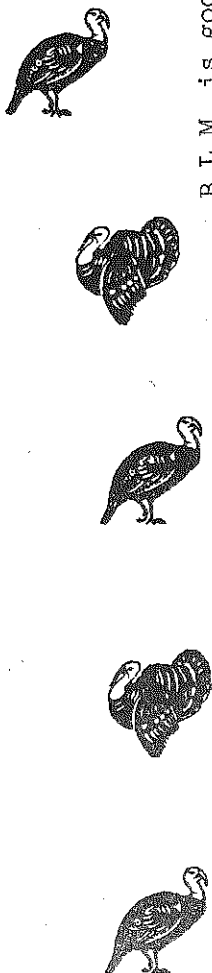
I don't think the co-op should get
 any bigger. We're too big now, even
 though we have three less crews than
 last year and fewer people. I want
 to work with a group of people where
 I know everyone. I don't feel like
 I can trust all these people on so
 many crews. I think that it's a
 waste of money to send people to
 deal with the legislature and
 herbicides and all that stuff.
 Let someone else do it for awhile.
 I'd like to see us just work and get
 our money and be done with it. If
 people leave, let them go. We don't
 need all that "New Blood". We know
 what we're doing. Let them start
 their own co-op. (or work with
 contractors). We shouldn't have to
 help all these co-ops get started.
 What good does that do us? Why take
 on another crew? If we were smaller
 the ARC and all those people might
 cut us some slack.

Basically I just don't feel
 comfortable with all these people I
 don't know and I'd rather let
 someone else deal with Herbicides and
 such or do it through NFWA.

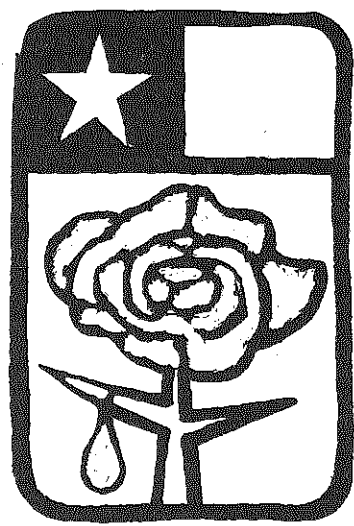
Absolutely Anonymous

B.L.M. is good low elevation work.

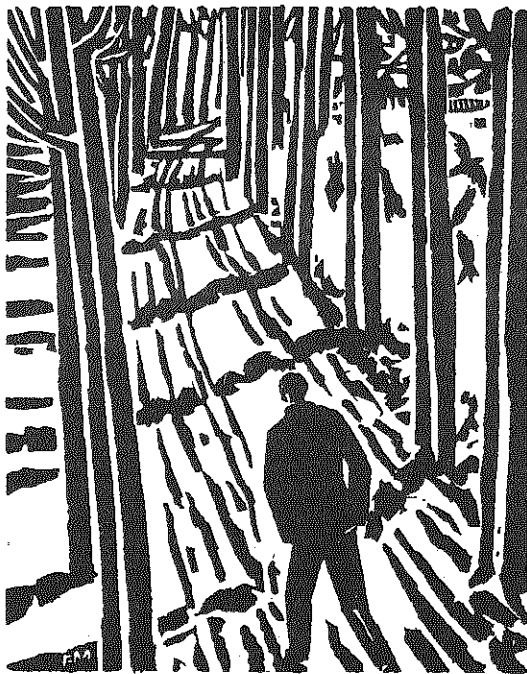
The second quarter budget will take 20%.



I
 "656.004 Preamble to Workers' Compensation Law. The State of Oregon recognizes that the prosecution of the various industrial enterprises which must be relied upon to create and preserve the wealth and prosperity of the state involves the injury of large numbers of workers, resulting in their partial or total incapacity or death, and that under the rules of the common law and the provisions of the statutes now in force an unequal burden is cast upon its citizens, and that in determining the responsibility of the employer on account of injuries sustained by his workers, a great and unnecessary cost is now incurred in litigation which cost is divided between the workers, the employers and the taxpayers, who provide the public funds, without any corresponding benefit, to maintain courts and juries to determine the question of responsibility under the law as it now exists, and that the state and its taxpayers are subjected to a heavy burden in providing care and support for such injured workers and their dependents, and that this burden should, in so far as may be consistent with the rights and obligations of the people of the state, be more fairly distributed as provided in ORS 656.001 to 656.794."



The Chilean Forest,
 an excerpt;
 FROM Pablo Neruda's
 "I confess that I
 have lived."



The Chilean Forest
 Under the volcanoes, beside the snow-capped mountains, among the huge lakes, the fragrant, the silent, the tangled Chilean forest . . . My feet sink down into the dead leaves, a fragile twig crackles, the giant rauli trees rise in all their bristling height, a bird from the cold jungle passes over, flaps its wings, and stops in the sunless branches. And then, from its hideaway, it sings like an oboe . . . The wild scent of the laurel, the dark scent of the boldo herb, enter my nostrils and flood my whole being . . . The cypress of the Guaitecas blocks my way... This is a vertical world: a nation of birds, a penitence of leaves... I stumble over a rock, dig up the uncovered hollow, an enormous spider covered with red hair stares up at me, motionless, as huge as a crab... A golden carabus beetle blows its mephitic breath at me, as its brilliant rainbow disappears like lightning... Going on, I pass through a forest of ferns much taller than I am: from their cold green eyes sixty tears splash down on my face and behind me, their fans go on quivering for a long time... A decaying tree trunk: what a treasure! Black and blue mushrooms have given it ears, red parasite plants have covered it with rubies, other lazy plants have let it borrow their beards, and a snake springs out of the rotted body like a sudden breath, as if the spirit of the dead trunk were slipping away from it... Farther along, each tree stands away from its fellows... They soar up over the carpet of the secretive forest, and the foliage of each has its own style, linear, bristling, ramulose, lanceolate, as if cut by shears moving in infinite ways..

A gorge; below, the crystal water slides over granite and jasper... A butterfly goes past, bright as a lemon, dancing between the water and the sunlight... Close by, innumerable calceolarias nod their little yellow heads in greeting... High up, red copihues (Lapageria rosea) dangle like drops from the magic forest's arteries... The red copihue is the blood flower, the white copihue is the snow flower... A fox cuts through the silence like a flash, sending a shiver through the leaves, but silence is the law of the plant kingdom... The barely audible cry of some bewildered animal far off... The piercing interruption of a hidden bird... The vegetable world keeps up its low rustle until a storm churns up all the music of the earth. Anyone who hasn't been in the Chilean forest doesn't know this planet.

I have come out of that landscape, that mud, that silence, to roar, to go singing through the world. *fini.*

A crew should only have to work these problems out once. After that, new people should get the word about what is acceptable behavior through training. Experience and gall are the only things that can help you when dealing with hostile government people. If your crew is good enough, you will rarely have to hassle it out.

cont. →



II
 Work related injuries are surely undesirable products of production processes that are intended to produce economic goods for consumption. There are many similarities between injuries and other undesirable by-products, like odors from a pulp mill, slag in the production of steel and noise at a jet airport. Like these other undesirable by-products, injuries are incurred to produce some primary product for which there is an economic demand.

III
 The price of a product should bear the blood of the worker.



secretary's article

In the article I was going to write, the phrase "Hoedads is an employment service for hippies", seemed controversial or antagonistic to some people who read the article. It was meant to be antagonistic. Since I penned that phrase it occurred to me there's nothing wrong with being an employment service for hippies. What I'm really trying to point out is that we don't (and I feel, at this stage, we can't) provide a situation for people with fiscal entanglements. I'm talking about kids, or land.

PART I: THE PROBLEM

Eureka! I think I've found it. The source of all our problems. Our biggest problem is the turnover. We have a gross turnover rate. On the Mudsharks, there are only 3 people (of what was a large crew) who were on the crew when I joined four years ago.

This turnover rate is the major contributing factor to our many problems, such as agonizingly long and indecisive meetings. The turnover along with our lack of a formal educational process will make certain that there will always be enough people who don't know what's going on. It is the absolute right of a member of Hoedads (or a member of any other organization) who does not understand an issue to stop or delay a decision-making process.

The Hoedads is too big; I can't know everybody. You will never be able to know everybody. Our membership is in constant flux.

My crew has had recurring problems on the job: gravy cruising, planting out the tops of units, walking out of the bottom, bad roots, missed spots, hassles with the Government...

Our greatest insurance risks are untrained inexperienced new people. One of these days... Perhaps you can think of more examples.

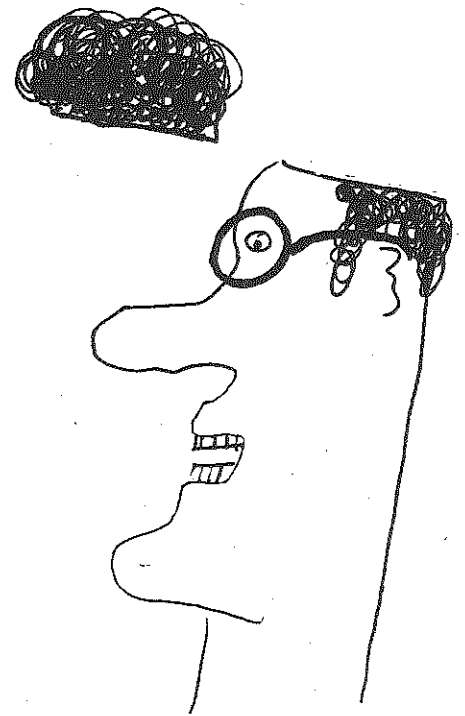
OFF THE TOP (OF MY HEAD)

After almost three straight months in the office I feel that particular change that we all watch office people go through, sneaking up on me. The "office outlook" that leads to chain smoking, coffee abuse, increased consumption of beer and other substances, decreased consumption of food and that pale, flaccid look. Well, it just seems to be a product of the job. The so-called "office mentality" is a hard one to deal with. The constant exposure to issues and all the varying opinions we are confronted with changes one's opinion. The constant exposure to the negative implications of issues often leads office people to push the "paranoid" viewpoint, or at least it can seem that way when you're in the field and dealing with issues once every week or two. What I'm leading up to is that nobody's perspective is the right one in every case. Many of the issues we are dealing with are pretty involved and have far-reaching complications of which we have to be aware in our decision-making. As a group we have to assess the art of timing: when it is best to fight outright, when it is best to bend a little out front to fight in a less direct manner. Our list of current and potential opponents in various areas is not lightweight: private timber companies, state department of forestry, the state legislature, Worker's Comp. Department, the Governor, the Federal Wage and Hours Division, Dow Chemical and the other 200 chemical companies are not to be taken lightly. On the other hand we do have a lot of allies: rural groups, other coops, some legislators and, apparently, the E.P.A.

A number of the issues we've been concerned with for the past few years have accelerated to the point where it seems they are all coming down at once: Worker's Comp., minimum wage,

re-forestation practices in general, herbicides in particular, and contractual problems with the government. These are all going to be ongoing topics both within and outside of Hoedads. We are at the point now that we are just beginning to realize the fruits of our efforts. A lot of contracts are being written to include some of the specs that we have been pushing for a few years. The herbicide issue is coming to a head. The case with the EPA, Dow and 2,4,5-T is a test case for the overall direction of herbicide use. Dow has said they could care less if 2,4,5-T is used or not as it only represents 1% of their gross sales or about 270 million dollars or thereabouts. Their main concern is that people don't start to believe they can stop the use of chemicals.

I hear constantly the arguments concerning expansion, expenses and over-involvement. Right now I think Hoedads is in a state of flux with a chance to move ahead and grow or to begin to decay. The issues we're supporting seem to be pretty numerous when you add them all up and the rumors that the spring percentage could be 11% or 12% are a drag. As a matter of timing, I think it would be foolish to back off on anything that we are dealing with. We're in a position of not having been beaten yet on any major front. And, like Dow, once we let people think they can beat us in one area they will think they can beat us down all together. We've made a number of enemies along the road who would like nothing better than to see us squashed, but they haven't been able to do it yet. This isn't to say that if we lose on one issue we're done, but more to say that if we back down from the major ones we will weaken our overall position of semi-credibility and semi-mysticism severely.



It seems that a lot of people who have been around for a while are tired of carrying the banners and paying for other people to carry them. I would see the answer to be expansion in some form or another. Whether it means crews being formed outside of Hoedads or people in Hoedads getting together and helping new crews to form. Now that it's spring all our crews are growing to 20 or 25 people and are probably maxed out. Essential at a time when a lot of people are talking about getting together and forming small groups outside of Hoedads is that "new blood" be brought in and given some time to learn what is going on before they are thrust to the forefront. A lot of people come to Hoedads every week to find work and are turned away. I find it hard to believe that we have already found the majority of the people who would be beneficial to work and live with. I hope everybody examines their motives as we discuss expansion and other issues and that we don't make decisions based on guaranteeing that last big Gravy Spring...because it's that time of year again.

Steve Boone

Cont. from Page 20

PART II: THE KEY

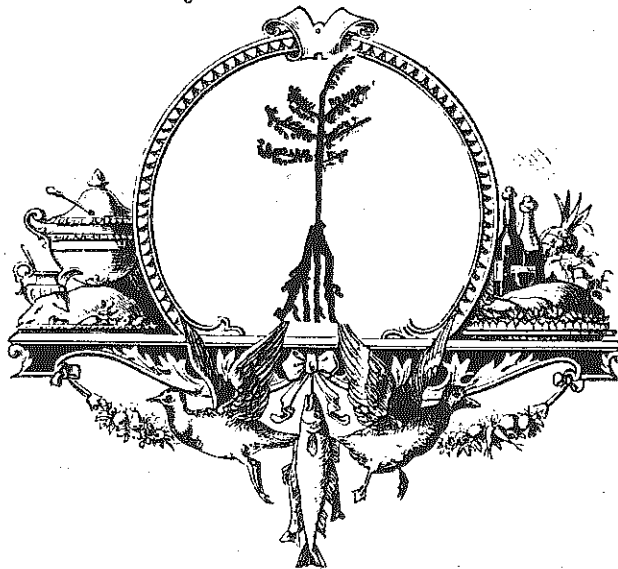
The key to dealing with this problem is making our job more desirable. Now if there is one thing I have learned (at your expense) as secretary, it is that there is a lot of work out there. there is enough work even now that everybody in Hoedads can work every day of the year.

It can be set up that crews can provide year-round work.

Now, add this reality with Worker's Compensation and unemployment.

And, a better camp scene, hot showers in camp, hot running water, a professional cook, good food, (three squares a day) all the little amenities that would make the camp scene a better one.

A camp scene where you could do more than eat, sleep, and work, then you could have more time to discuss the problems of Hoedads in depth, more time to relax, more time to write newsletter articles.



Dream about it, conceive of a Hoedads where 80% of the coop would be experienced workers that understood how this coop operates, what our problems are, what our meeting process is. People who would know where we are coming from and where we are going. WOW! You know what they say: Dare to struggle, dare to win. Me, I'm a career forest worker. I'd like to see Hoedads become more professional.

Mike Bresgal.

05 2004

MINIMUM WAGE REPORT

The "solicitor of Labor" (a lawyer for the federal Dept. of Labor in Wash. D.C. has decided that Hoedad members who work on federal service contracts are "service employees" and fall within the provisions of the Service Contract Act. The Service Contract Act requires that we do all the following:

1) Pay ourselves minimum wage. Each federal contract includes a schedule of minimum wages to be paid the workers. The amount per hour required can vary from contract to contract. The gross amount a person receives for any week divided by the number of hours worked during that week must equal or exceed the minimum hourly wage stated in the contract.

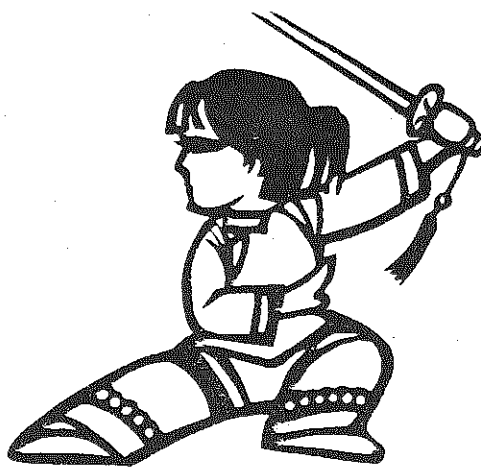
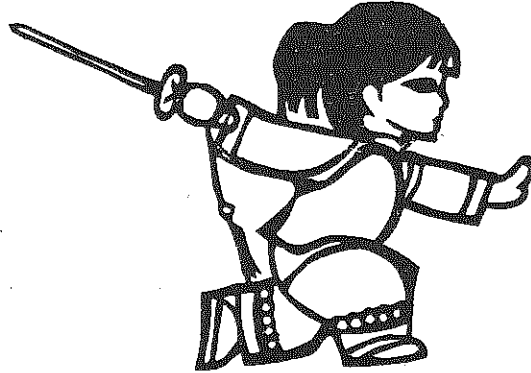
2) Each contract also contains a schedule of required benefits, an example is 21¢ per hour worked for health and welfare benefits. This benefit can also be supplied by a cash equivalent payment, however, such payment must be identified as such at the time of payment to satisfy the requirements. That means we can't pay ourselves \$16.00 an hour and just say that part of it is meant for health and welfare benefits, we must have the 21¢ an hour recorded separately.

3) The Act requires nine paid holidays per year and one week paid vacation after a year of service. Since we work seasonally, there are some questions about what constitutes a year of service and what holidays we would have to pay.

4) Records must be kept of hours worked, pay received, benefits paid and deductions made from pay for each individual.

Last Thursday (March 1) a gentleman named Mr. Hall from the Wage and Hour Dept. came to let us know what exactly the feds want from us. They first want to know as soon as possible if we intend to comply with the law or not, in the future. If we decide to do so, they will work with us over a reasonable transition period to design and put into effect, a plan of compliance. If we decide not to comply, the matter would be turned over to the enforcement folks for further action. The possible consequences of refusal to comply are: 1) we (Hoedads) could be barred from working any government contracts for the next three years. (2) Hoedads would be sued for past liability of 2 years. (3) Money could be withheld from contract payments owed to us.

Along with compliance in the future, they (the feds) want to assess our past liabilities over 2 years. They would take a flexible approach and only ask for the benefits and holiday pay (our insurance payments would most likely be counted towards the benefits owed.) They are not going to ask us to reimburse anyone who didn't make minimum wage during that time. They are going to



have to take our word for the amounts due because there is a lack of good hourly records in the past. The checks would be made out to the individuals and the government will keep the money of those who can't be found within three years. The individuals can do whatever they want with the money, including make a donation back to the co-op. (Get the hint?)

By this point, I'm sure you're thinking that it's totally ridiculous to call Hoedads members "service employees", however compliance would essentially be bookkeeping machinations with the following exceptions:

1) members whose pay per hour is less than the required minimum would have to be brought up to that minimum and we need to decide where that money would come from, the crew or the coop.

2) We would be required to pay ourselves time and one half for every hour over 8 hours per day or 40 hours per week. If anyone has any "overtime" coming it would be tricky to work out the bookkeeping systems so as not to disrupt our present payment pattern.

There are several avenues we can take at this point: 1) Challenge the determination that we are "service employees" by refusing to comply and face the possible disastrous consequences outlined earlier, or 2) comply with the service contract Act for now and challenge the determination at our convenience (after the Worker's Comp lawsuit), or 3) comply for now and try to persuade the feds to exercise discretion and not seek money for past liabilities. This avenue needs more research and Goldstein is doing that.

I feel that the best road we can take at this point is to comply with the Act for now. At the same time, try to convince these bureaucratic machines how absurd it would be to force us to pay ourselves for money that we don't even feel we owe ourselves for the past two years. I still have a hard time believing they actually want to spend the taxpayers money doing this. I bet taxpayers wouldn't be too happy about it either. (Maybe we could do a mass campaign to get every taxpayer we know to complain to the Wage and Hour Dept. about how absurd, inefficient and costly this endeavor would be and they protest the fact that their tax dollars are spent in such a foolish way.) Anyway...after we see the outcome of the Worker's Comp lawsuit, (which hopefully will be in our favor) we can take all the preparation and possibly the outcome and use it to formally challenge the determination that we are "service employees."

There are two very strong reasons why I feel we should comply now and wait to challenge:

1) If we had to deal with challenging this thing now, we would definitely be over extending ourselves and probably not do a good job, not only on this but on other things we're dealing with. This could have many bad effects on us.

2) The stipulation that if we refuse to comply we could be barred from bidding government contracts for three years and the feds could withhold money owed to us from present contracts puts us in a bad place. I feel we should definitely challenge the determination, but do it in such a way that we don't lose our collective shirt in the process.

Gail

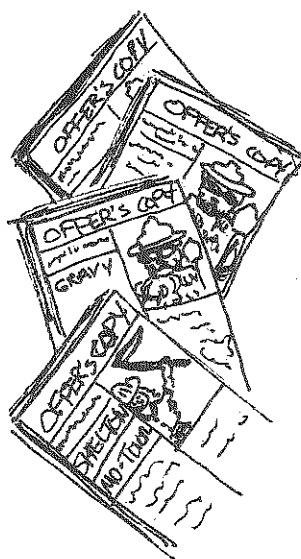
BID BY BID

Well, they said it would take an act of God, and it did. Yes, Hoedads was shut out of work for about 2-3 weeks. At one point we had all this work we were raring to go for. Three weeks later we had all this work we were raring to get rid of. Fortunately other contractors were in the same boat, so we weren't shut out entirely for second round winter bidding.

Frozen ground is one thing, frozen trees is another. That's been our second slap in the face. Some of our most southernly work was shut down because of snowed-in trees in Washington nurseries. This put some crews in a stage of jumping around. It also pushed some winter contracts back a few weeks to a month. Yes, pushed right into the start of our early spring start works. We've already shined on a few very choice contracts because the crews needed to start them would be finishing winter planting slopover. This hurts. Of course, we're dealing with this in claim form, but that's the slow unsure, ineffeciant way of getting what you deserve. It's also second best even if we win the claims. (There's a few more gripes but paper is expensive.) So, all and all, *we've* maintained pretty well through an abnormally miserable winter. Especially with so much BLM (Roseburg, north and south, Coos Bay, Noti, Mohawk.)

Women in the bidding room has been very sporadic. At times the ratio of men to women has been 12-3, a little overbearing. It's not always that way. I'd suggest to help alleviate the problem of trying to keep a blanced committee, that crews with reps, (more than one rep) should not have two men reps. Crews should at least think about it more.

The bidding committee has worked their asses off this last quarter. With the institution of the Data Bank, bidding reps have had lots of hours cut out for them. Also, researching the wide range of contracts (2-4) a week at times. You miss alot of work doing this. I think the bidding reps



have been very committed, hard working, and have done an excellent job.

Since the next General Meeting is in Mid-July, and I'll be on my way out, it was decided to have the next election for bidding co-ordinator at this General Meeting. It felt like short notice, but it seemed like a good idea for that person to get a few days experience in durring spring rush and logistics. Some things just wouldn't get covered very well over the summer period. It's definetly a problem not having a co-ordinator start at the same time every year, but with a 9 mo. term, it changes. Therefore, this should help facillitate the next change. I don't however, recommend a 6 month or 1 year term. One's too short, the other is too long.

Well, happy spring planting wherever you go.



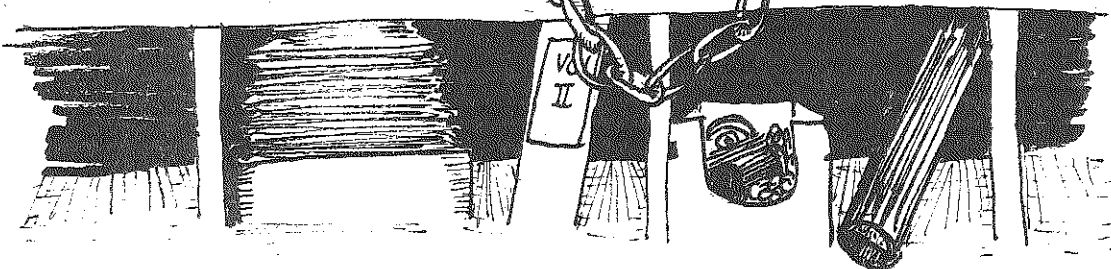
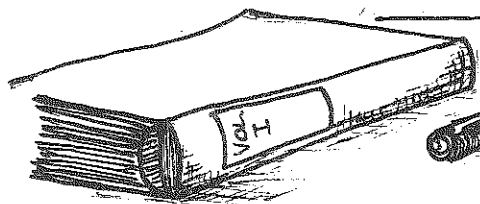
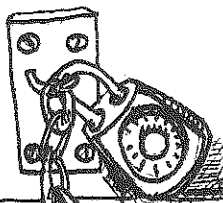
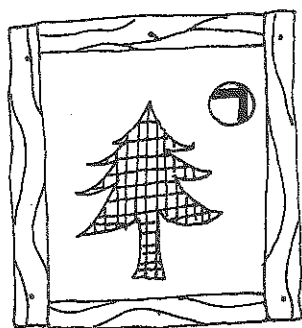
Love Mike W.



TO ALL HOEDAD MEMBERS:

The Hoedad office can be like a time bomb. Sometimes it just ticks quietly away all week waiting for Monday to explode and yet, at other times, it explodes unexpectedly and with a force none of us have control over. The point of this is to let you all know that as the office crew we try to work and be efficient during these explosions but sometimes we appear short, forgetfull, and even down right rude. Please don't take it personally. If you get put on hold and someone forgets about you, just hang-up and call back again. If you come just to visit (especially on Mondays) and your friends seem grouchy and unfriendly, try to understand and come back later that day or week cause most of us do like visitors. If you come to the office for a specific piece of information and it takes awhile to get it, have some patience because we want to give any and all information and we just want to make sure we give it right.

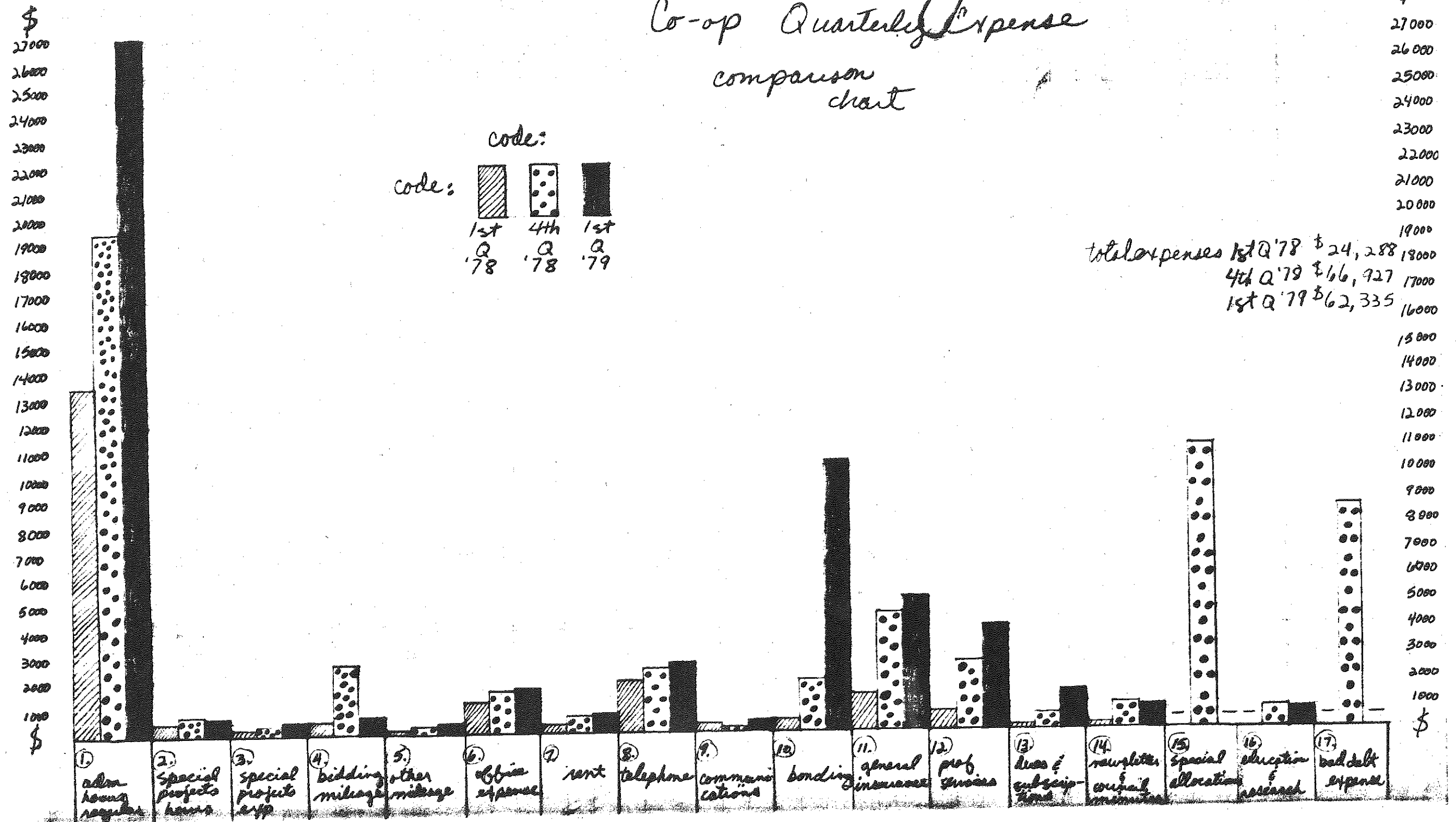
Especially during the next few months with all the intense trings happening at once (bidding, legislative session, lawsuits, herbicides, etc., etc., etc.) this place is really hoppin most days, so please don't feel your call, question, visit or whatever isn't important to us, it is.



this
Newletter
Brought to
You by:

- Susan Reno
- David Collins
- Linda Johns
- Vickie Tahy
- John Ross Odden
- Mike Bressgal
- Gail Stentz
- Gale Hukihan
- Keith Ullman
- Nicola Zvey
- Robbie Vagelinda
- GEORGE LEDERER
- Mattha Crawford

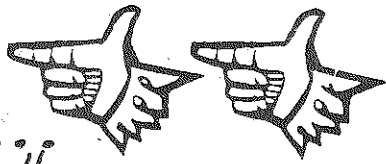
Co-op Quarterly Expense comparison chart



Page 24

--- See page 25 for footnotes to chart ---

Illegal aliens...
Cont'd from pg 4



expense comparison chart footnotes (headnotes?)

Employers could selectively deny work on racist grounds to any brown skinned person, whether documented or not. In fact, it is now illegal to import or hire undocumented workers. For some reason, the contractors never seem to get busted.

Many of the problems of illegal aliens come from being illegal. This puts them completely under the control of the contractor. When they get status of being legal, they can solve their own problems. They can get together with each other and other workers to demand a fair deal from the contractors.

Hopefully, this article will generate discussion in the coop about our position on undocumented workers. The point is that these workers should be given amnesty and a legal status similar to domestic workers. They would then be able to resolve their problems with unscrupulous contractors by themselves.

The long term answer to this question is for big business to stop stealing the wealth of other people, and for business' flunkies, the US government to quit meddling in the internal affairs of other countries. The short term answer is amnesty for all the "illegals" now in the country. Our position should be that people who come to the US to work should be treated as equal to local workers. Since they do necessary, productive work, they should be given all the civil rights that we all enjoy.

Would amnesty cause an influx of Mexican nationals intent on swarming our gravy and taking our jobs? Contrary to the official point of view, it would not. There are a limited number of people in Mexico who are bad off enough to want to do these jobs in the States. Probably everyone who wants to work in the States is already here. The Immigration officials do not prevent these workers from entering the country. Instead they act as political police to terrorize, intimidate, and prevent them from demanding their inalienable rights.

Most Mexicans now in the States have strong ties to their families back home. Much of their earnings go to support their relatives.

No one wants to hassle the workers more than they already are. Our past strategy has been to try to hassle the contractors who use undocumented workers. However, any moves against the contractors will get back to the workers.



1. adm. hrs., regular -- 4th Q. '78 is increased due to the addition of the special projects coordinator and the 1st Q '79's increase is due to the hourly raise to \$7 per hr.
2. special projects hrs. -- covers Thiram and Herbicide strategy projects.
3. special projects expense
4. bidding mileage -- greater number of show-me's in 4th Q '78.
5. other mileage - fixed expense.
6. office expense -- fixed expense, covers office supplies.
7. rent - went up from \$125 in 1st Q '78 to \$256 in 4th Q '79.
8. telephone - fixed expense, steadily rising.
9. communications -- fixed expense; covers postage fees
10. bodning -- 1st Q '78 was so low because we were not billed for most of our work until second Quarter. 1st Q '79 was so high because we were billed for a lot of second quarter work.
11. general insurance -- fixed expense; it rose in the 2nd Q '78 when the policy year ended and our premiums for general liability were raised due to our increased income.

12. professional services -- Goldstein and the accountants: 1st Q '78 was 2 months of Mike Goldstein @ \$400 a month; 4th Q '78 was 3 months of Mike, \$2,431 @ \$125 a week \$ \$625 to the accountants; 1st Q '79 was 3 months of Mike, \$2,000 @ \$125 a week and \$2,000 to the accountants for our year end financial statement.

13. dues and subscriptions -- this is mostly NFWA dues except in the 4th Q of '78, we subscribed to a few magazines and the NFWA dues went up. In the 1st Q of '79 we paid more to NFWA because of the hired lobbyists, Edd and Jonathan.

14. newsletter and council minutes -- pretty fixed expense, 1st Q '78 was lower because it only was the general meeting newsletter, council minutes were in communications at that time. They were combined in the 2nd Q. '78.

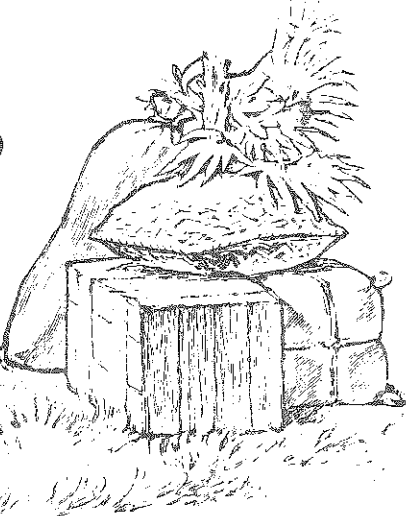
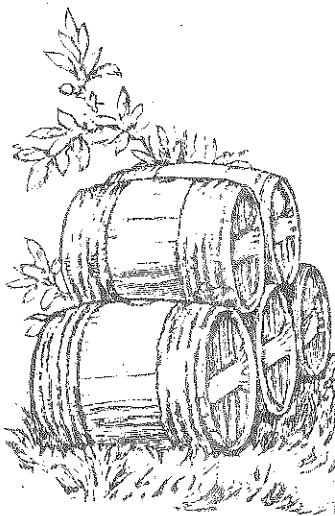
15. special allocations -- none in 1st Q '78, \$11,000 to Groundwork in the 4th Q '78, and none in the 1st Q '79.

16. education and research -- none in the 1st Q '78; 4th Q '78 -- \$165 for O.S.U. reforestation workshop, \$400 for Fred's Washington D.C. trip, \$50 for Hillsboro Co-op, \$100 for legal research into the herbicide lawsuit.

17. bad debt expense -- none in 1st Q '78, Dry Gulch was \$660, Ernie Broeder was \$8,080, none in 1st Q '79.

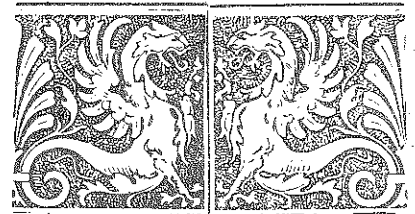


**GEORGE
for
Secretary**



Are there any crews interested in a cram course in reforestation principles? It could probably be arranged for one or two people to come to a crew camp and give 1 1/2 hour presentations on two successive nights. It would cost somewhere around \$100 to do that and we would have to find people willing to do it. Shouldn't be too much of a problem tho. Leave a note in the office and we can check it out

Fred





SOCIAL SECURITY

by Steve Robinson

I have some strong feelings about how best to deal with Social Security taxes (also called FICA) which I'd like to share with you. There are some common misconceptions and new developments that need airing.

What is FICA all about?

FICA is a system of transfer payments from people who are currently employed to people who used to be. It was set up in the thirties because lots of people were stuck without jobs, homes, or families to take care of them. Although it was never intended to be a full pension program, but instead merely a supplement to a person's pension or investment income, the sad fact is that Social Security is all some people live on. Fortunately, if you have your house paid off, you probably could get by on it (and Medicare), because Social Security benefits have been growing faster than average wages and inflation in recent years--thanks to a relatively liberal congress.

Is Social Security bankrupt?

No. There was a big flop over the system's financial footing a year ago, but Congress went a long way toward fixing it by raising the wage ceiling for FICA taxes from \$16,500 to \$22,900 (1979). It keeps going up, to \$29,000 (1982) and beyond, as average wages increase. It's about time, too. They should tax all incomes--even the rich guys--to help pay Social Security benefits. I happen to believe it would work better to simply deal with the problem through raising income taxes and eliminating FICA but it won't happen.

Anyway, apart from the actuarial mathematics involved, there is the simple matter of politics. Old people are a huge voting bloc now, and getting more important all the time. And what are their two main concerns when it comes to government services? Social Security and Medicare. Any Congressperson who threatens these programs in the future will probably soon be an ex-Congressperson. So, it's my feeling that SS is as secure as the overall political structure of our society.

Is it a good deal?

Yes. In a limited sense, FICA taxes are you "investment" in future SS benefits. Since these benefits are indexed--that is, they go up automatically along with inflation--the "return or investment" you get from your FICA taxes will be, in my opinion, better than any private pension fund can offer. They can't give you the inflation protection Social Security does.

Again, if the governmental systems changes--for better or worse; many (remote) possibilities exist--all bets are off. And I mean all bets!! Nobody will give a damn for a greenback-a-dollar. So, if you're going to invest your money in anything, you won't do much better than FICA.

I gotta admit, however, there are certainly things I'd rather do with my taxes than paying 'em to the government. Like in something where I have some say in how the money was used. But I'm just trying to show that FICA taxes aren't really a screw job, compared to lots of other things.

Taxable INCOME	\$5,000	\$10,000	\$15,000	\$20,000
FICA	\$400	\$800	\$1,200	\$1,600
FEDERAL TAX	\$200	\$1,100	\$2,300	\$3,800
OREGON STATE TAX	\$200	\$700	\$1,200	\$1,700
TOTAL TAXES	\$800	\$2,600	\$4,700	\$7,100
"MARGINAL" TAX RATE	33%	30%	44%	52%



"I don't care about all that shit--nobody's gonna collect taxes from me!!!"

More power to ya. But just remember: when the government wants to get somebody, and can't think of any other way, they hit 'em for taxes, like good old Scarface Capone. About the only way you can succeed in avoiding taxes in the long run is to keep out of the money economy altogether. You certainly don't work as part of an organization that is incorporated, files tax returns, contracts with the Feds, or competes with companies who have lawyers. Way too visible.

No, there's no way to hid your income from FICA or Federal and State income tax, for that matter. They are very good at covering all the bases eventually, and once is enough. There are huge penalties for not filing tax returns. You can wind up paying twice or three-times the original amount, even if they don't charge you with (gasp, choke) fraud.

"Well, okay, what do I have to do?"

Basically, file tax returns--and pay your taxes on time. Not just on April 15, either. You have to file "Declaration of Estimated Tax" on or before April 15, June 15, September 15, and December 15, or pay 6% interest on under-payments. (Pretty cheap interest, actually) Your FICA tax rate is 8.1% for 1978-1980, then it goes up to 9.3%. To give you the full picture, here are the taxes for a single, childless person who nets after expenses in 1979: (before Membership Fee)

Obviously, income taxes (but not FICA) go down if you are married or have kids, or if you use "income", own a house, or put some money into a retirement plan.

I think the smart thing to do is put the tax money aside before you get tempted to spend it. Hoedads have a problem because, not being employed or employees, your taxes aren't withheld. I am planning to set up a payroll/tax service to take care of this problem by putting people's tax money into an interest bearing trust account and preparing the necessary quarterly tax returns for them. That way, nobody gets behind the 8-ball. But whether you want help in dealing with taxes or not, you're gonna have to be sitting at the table.

"You gotta know when to hold 'em
Know when to fold 'em
Know when to walk away
Know when to run..."

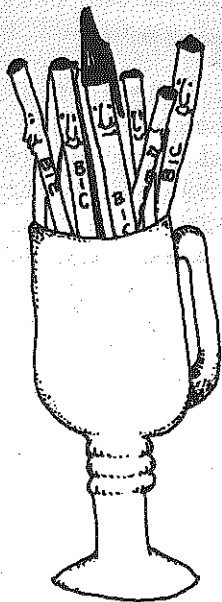




Do not burn yourself out. Be as I am--a reluctant enthusiast...a part-time crusader, a half-hearted fanatic. Save the other half of yourselves and your lives for pleasure and adventure. It is not enough to fight for the West; it is even more important to enjoy it. While you can, while it's still there. So get out there and hunt and fish and mess around and have fun with your friends, remble out younder and explore the forests, encounter the GRIZZ, climb the mountains, bag the piaks, run the rivers, breathe deep of that yet sweet and lucid air, sit quietly for a while and contemplate the precious stillness, that lovely, mysterious and awesome space.

Enjoy yourself, keep your brain in your head and your head firmly attached to the body, the body active and alive, and I promise you this much: I promise you this one sweet victory over our enemies, over those deskbound men with hearts in a safe deposit box and their eyes hypnotized by desk calculators., I promise you this: you will outlive the bastards!!

--Edward Abbey



This is to announce that I'm running for Hoedad Secretary.

As I near the end of my fourth year in Hoedads, I realize more strongly than ever that joining the coop was the smartest move I ever made. I'm spoiled now, and it would be difficult for me to work for a boss. And this is a little scary.

It is unfashionable to worry about the future. I should learn to relax, I'm told. But I see fewer and fewer old-timers every season. And every week the council minutes report more resignations.

I turned 28 this winter. It becomes apparent that one cannot plant trees forever, even if one had the desire, which I must confess I don't. Working in the coop is exciting, vibrant, fulfilling, and it gives one a sense of responsibility for one's actions; a sense that many workers never know.

But there are few choices. If I am unfit--physically, mentally, emotionally--for planting trees, I must find something else to do. Many other folks have faced this decision, and many of them have left the coop: to go back to school, to find other work...

A couple of years ago, there was a lot of energy in the coop toward finding new directions of work. I see this as an important concern. In fact, it's vital. And I would make this a major thrust of my term in office.

I feel I must add this: after 4 years in the coop, I'm still somewhat confused by the Hoedad political process. I see no advantage for the candidate in an early announcement of an intention to run. And yet I feel a responsibility to let people know before the General Meeting takes place. I also see that people who have worked in the office have a distinct advantage in these elections, should they decide they want another term. Clearly, in some ways these people are more qualified, as they have the experience. And they are certainly better known.

This will be my third time running for office. It will certainly be the last. I have long considered, as Issa, my opponent, suggests, "taking a step to the other side of this life". I won't attempt to make myself seem more qualified for the job than Issa, for whose admin-

istrative abilities I have nothing but respect.

But, all in all, after giving it much thought, and realizing that my chances are indeed slim, I'd like a chance to try.

Respectfully submitted,
George Lederer

Proposal for the General Meeting

The treasury is proposing a change in the timing of treasury elections. We are proposing that at this general meeting two treasury assistants be elected. One would start in the end of April/beginning of May when leaves. The other would start June-July when another of us will leave. We also propose that the treasurer be elected in December to take office the first of Jan. and work until the first of Feb. the following year. A thirteen month term. We would also need to elect someone to be treasurer until Jan.

The proposal would also be that next year the elections for the asst. positions be held one in March and one in the summer. What we are looking for is a more staggered electing of treasurers. At present all three are elected in March and will begin work May, June, and/or July. (although actual terms are slated to begin in July.) We feel that we can have a more efficient operation with this change, particularly during the end of the year functions which happen Jan. With the changes in this proposal, both the new treasurer and the old would be in the office in Jan. so the extensive work load during that period could be spread around and we would not be without expertise in dealing with these once-a-year situations. i.e. taxes, financial statements, 1087's, and the cash reserve.

We have thought about this a lot and can explain our reasoning in more detail if people have questions. We thought we should clarify the situations as people are announcing that they are running for positions in the treasury. It seemed they should know of possible upcoming changes.

As a last note: in order to effect the benefits of these changes in the next year, will be running for the-extension/temporary treasurer job to stay until Feb. '80, if the general membership adopts this proposal.

kaith

From Issa: "Well, I kept waiting for some enthusiastic, adventurous, non-former office person to announce their intentions of running for secretary - alas! So -- I'm running instead. Setting aside my own desires and needs I am truly surprised at the apparent low level of interest on the part of the majority of co-op members to learn first hand about this aspect of our business. In conjunction with this announcement I'd like to encourage a person or persons who have not worked in the office to seriously consider taking a step to the other side of this life."

SPECIAL FUND

This is an attempt to explain the special fund (SF) to the satisfaction of the general membership.

Dear General:

First of all don't think of the SF as a "special fund". It is just a name. Accounts need names as well as numbers and we didn't want to call it Membership Fee #2 because it's not technically a membership fee. It is however, part of the Cash Reserve. It is about 10% of the Cash Reserve. The other 90% is accounted for in the Membership Fee (MF). MF has a limit of \$1,000, SF also has a limit of \$1,000. MF is filled at 8% of the gross income generated by each member. SF is filled (after MF is full) at 4% of the gross income of each member. The reason SF is not called MF is rather technical--MF is equity and used for determining the amount of bonding we can get. Both MF and SF \$ are used functionally as cash reserve. So I'll try to itemize the functions of the cash reserve:

- #1: paying crews. Most of the cash reserve is used to pay crews while we're waiting for the government to pay us.
- #2: loans to other coops etc. Gives us the opportunity to help start organizations which eventually help us without actually spending \$.
- #3: Crew bills. We pay the debts of the crew out of the cash reserve while we're waiting for the crews to pay us.
- #4: A/R non-crews. Accounts with other coops etc. Similar to notes receivable but with people like HomeGrown and CarTuneIsts. Sort of like money owed your crew by a member of another crew.
- #5: Whatever isn't out to these places is on hand to be used for these things.

The only time we have most of it back on hand is in the summer. Example: In summer '78 as of June 30, 49% was on hand--that probably went up to about 70 or 75% before it began diminishing again. Today, only about \$50,000 of our \$275,000 is on hand. As everyone might remember, last year we had periods where crews had to wait for \$ to come in before they could get paid. This is what the "cash flow" report is every week. Right now we're on the edge of a situation where crews may have to wait for payment. Also, we borrow money from the bank against our future income from contracts (Assignment of Claims) not to be confused with assignment of claims to crews in the pie. There are limits to how much we can borrow at one time and we will hit those limits and still be in a "cash crunch". Another item we're covering with the cash reserve right now is the administrative expenses. This is because our expenses are more consistent than our income and at the moment we've spent more than we've "raked off" due to the bad weather

screwing up our projected income.

So the situation is that our \$275,000 (cash reserve) can be gobbled up in assignments to crews after a couple of weeks of high production before the actual \$ comes in from Uncle S. In a hot month we generate 3-400,000 of gross income. The lag time is when we have to wait. Now we're in that lag time and it could last from mid-March to mid-June this year if we have the kind of production escalation we had last year--and we hope to. The reason that the Cash Reserve doesn't cover it is because in '78 our gross income leapt up quickly and the Cash Reserve crawled up slowly. The SF is our hedge against the lag time. If we didn't have it the Cash Reserve would have stabilized even more than it has and our Cash Crunch would be more serious. Example: the next crew in with an invoice would probably have to wait as of Thursday March 8, 1979, 12 midnight--this changes rapidly and tomorrow or an hour from now it could be different by thousands of dollars.

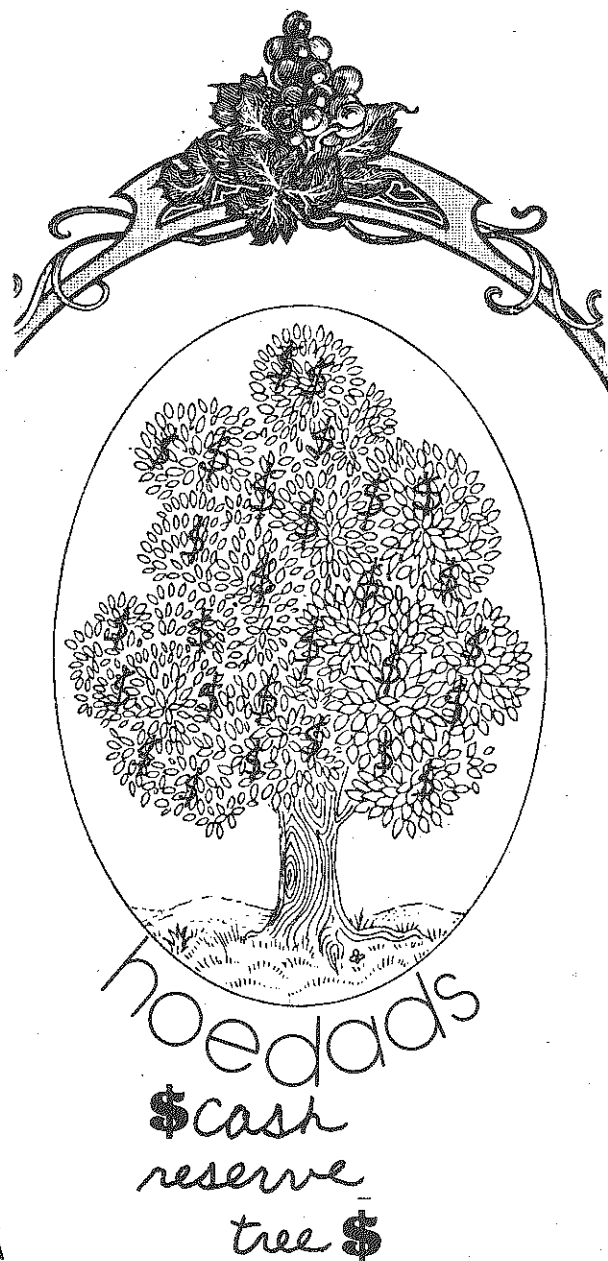
Another perspective of the Cash Reserve fits here I think. Think of the cash reserve as adrenalin. We use it filling the gaps between payments, sort of like adrenalin fills gaps between meals. It's even more like adrenalin in "crisis" situations, i.e. when we find that something needs to be done: with crews (loans, advances, etc.) surprise insurance bills, herbicide and legislative action, survival loans to other coops and such--we don't have time to "generate the money", so we cover it with the cash reserve until we can generate it.

Now, because the cash reserve is lagging behind our gross income in terms of growth rate, we are in a relatively tight situation. We can decide to spend \$ on something (like legislative research) knowing that it's going to save us thousands of dollars a year from now, but we need to put the \$ out front faster than we can generate it.

So we have to try to cover all bases with the Cash Reserve. and hope payments come in fast enough to avoid serious cash problems. My expectations are that, though the MF is stabilizing, the SF will grow fairly fast this year and by next year we can avoid dangerous "cash crunches".

Some opinions:

1. Every time a crew has to wait for \$, production and individual earnings are adversely affected somewhere and somewhat.
2. \$1,000 doesn't go as far as it used to.
3. Having a SF that loans can be taken on is effectively the same as no SF. A great many members would soon find reason to borrow (withdraw) their SF.
4. Loan policy on SF should be exactly the same as MF--they're both part of the Cash Reserve.
5. Abolishing the SF or using it other than as Cash Reserve is regressive. That is, it will cause more problems than it will solve.



Equity--money in Membership Fund

Amount used to determine bonding ability, represents members investments in company and their liability to the co-op if it fucks up.

Liability--money in Special Fund




Liabilities are money owed by the co-op in this case to the members. Members have a better shot at getting this money back in case of "default" etc. because it is not equity. It is held by vote of General Membership and functions as a contingency cash reserve.

Last note: This is an educated guess that the Cash Reserve will stabilize around 320,000 possibly by the end of next year at which point the Special Fund will be about 25% of the cash reserve--\$80,000. This will also be enough at our present rate of production aside from inflation which is matched by our continued rake off of 3%, which may continue to slowly increase the cash reserve. This is only valid if we continue to put out work force similar to '78 and '79--since there seems to be fewer people working in the co-op in 1979, that level may take longer to reach, but that factor is somewhat counteracted by the apparently more serious work commitments.

Keith

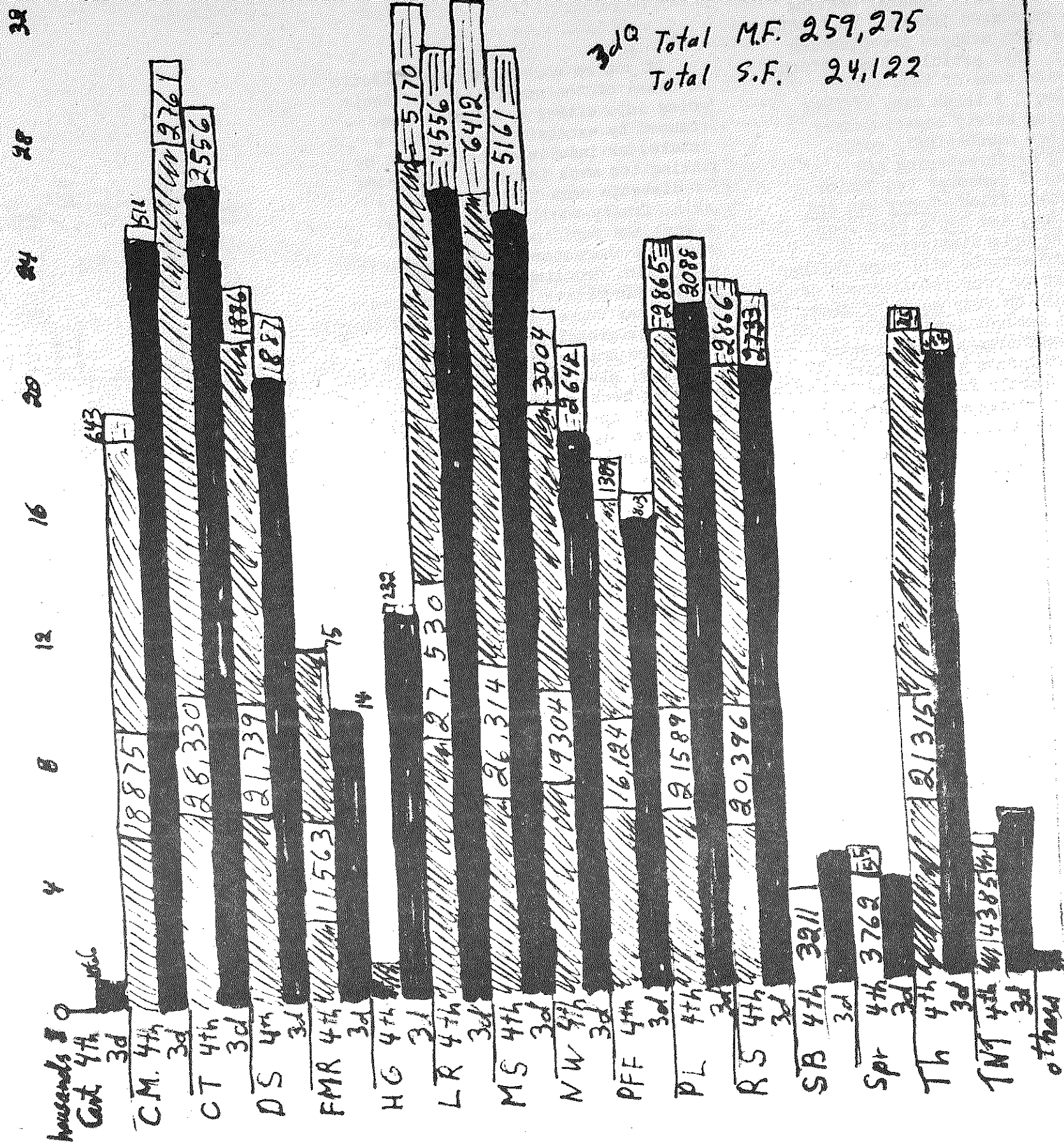
Hoedads Cash Reserve

Amounts divided by Crew as of 4th qtr. and 3d qtr.

-  Special Fund
-  3d Q.M.F. - Membership fee
-  4th Q.M.F.

4th Q Total M.F. 246,459.
Total S.F. 28,513

3d Q Total M.F. 259,275
Total S.F. 24,122



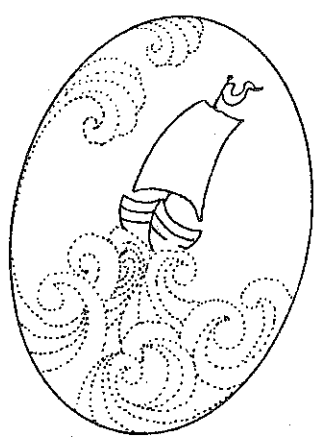
Dear Hoedads,

I'm running for one of the assistant treasurers positions. Recently I've developed an interest in bookkeeping and would like to learn more. I've had some experience helping with the crew books and working in a medical clinic.

Since our cardboard box file days the books have been continually changing. I feel that my familiarity with some types of bookkeeping will help in finding new ways to improve our system. I'm particularly interested in researching the feasibility of using a computer for central's accounts.

I'm excited at the prospect of working in the office, and would enjoy the chance to become closer to some of the other people in the coop besides those on my crew.

Lucy



Dear John,

Hope you're having a good time in Colorado. I suppose you heard about my infamous deed. I've been moving around a lot, trying to duck out and to avoid some very angry Hoedads. They will never find me with all the money I have now! If you haven't heard, I made a small withdrawal from the cash reserve. I guess I got tired of being a nice guy, so I turned nasty and took the money and ran. I just jumped out of my role and I feel great. Money can be a liberating force!

Well, I got to run, ha, ha!! I will send you some money for resignation, after all, you're a great guy and friend. Bye for now.

Love John Ross



SAFETY SAVVY



At the winter General Meeting people expressed interest in teaching new coop members treeplanting safety: this article is my attempt to provide some of this safety education. I think many efforts at raising safety consciousness are either nauseatingly condescending or threatening and ominous. I remember two junior high school films--Dopey Dan and Safety Sam, and Don't Push Your Luck; the Grim Statistics. I hope this article will seem neither an insult to your intelligence or an assault on your peace of mind, but will include information which may prevent even an experienced treeplanter from getting hurt.

Mostly For Rookies

Don't straggle above other planters on a steep slope-- you can knock rocks or logs down on people without even realizing it yourself. If someone is planting above you on a hill don't be shy about telling them to move.

If you start a rock or log rolling yell "ROCK!" loudly. Even a little rock can hurt and a big rock or log can squash someone.

Never kick anything down a hill on purpose unless you're absolutely sure nobody would be in the path of destruction.

You can expect to get poked in the eye every so often if you don't wear glasses.

Wearing a hard hat will protect your head from most flying objects.

Check logs and rocks before walking across them--you're in for a surprise if you expect them to be immovable.

Take care in crossing rock or mud slides; it can be hard to stop sliding once you start.

It's unwise to leave people on the unit alone. Some motorcyclists do this. If you leave work early be sure to tell several people or leave a note in the crummy. Other people may think you're stranded at a far corner of the unit with a busted leg.

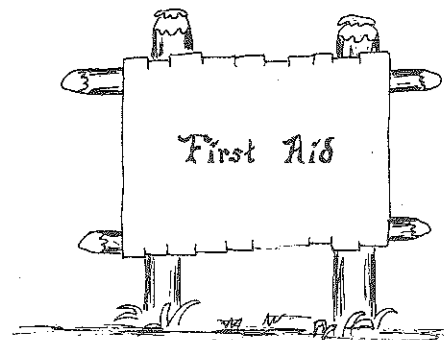
When working on recently sprayed units, don't drink from streams or rub your eyes. Wear gloves on both hands, and clean yourself as well as possible after work. Also, don't eat dirt.

Stay away from the tree line when it's really windy, especially if you hear trees creaking--you could get flattened by a tree.

Get away from summits and peaks when a thunderstorm hits. Open rock faces can attract lightning even if they are not the highest point in an area. Thickets of short trees are good shelter, but tall, solitary trees are not. Keep your hoedad at a distance until the storm passes.

If you're working with a diabetic be aware of the possibility of their going into either a diabetic coma (caused by excessive carbohydrate intake) or insulin shock (caused by taking too much insulin). Symptoms of diabetic coma include red, dry skin, fruity-smelling breath, and a weak and rapid pulse. Insulin shock is characterized by moist, pale skin, drooling, and a rapid pulse. In either case, the person's speech may become incoherent and they'll become progressively less alert. If you're not sure which shock is occurring, give the victim carbohydrates such as honey or candy. This will alleviate insulin shock and won't worsen a diabetic coma. If the person is unconscious and can't swallow, put the sweet stuff under their tongue.

Recently, a diabetic man on the RedStar crew dozed off on the crummy ride home. We knew exhaustion was a symptom of being a treeplanter, but forgot that it could also signal the onset of insulin shock. On arriving in Eugene, we couldn't wake him and he had to be taken to a hospital to be revived.



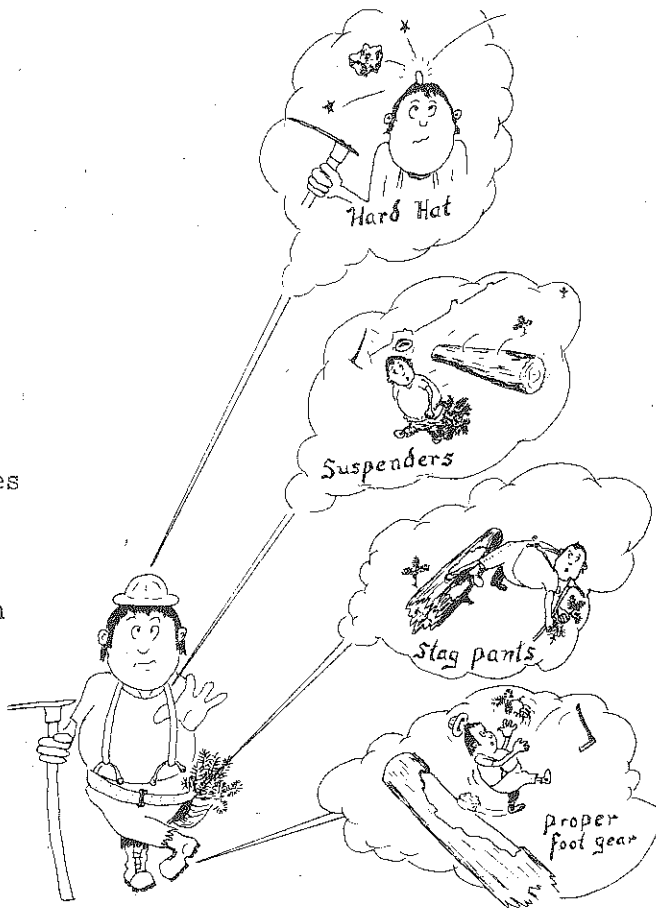
In non-coop treeplanting, the foreperson is expected to help provide a safe working environment for employees. State law requires that forepersons be trained in First Aid, and be responsible for maintaining clean, usable first aid kits. I believe we would be wise to follow this example to insure that at least one person trained in First Aid is with a crew each time it steps onto a unit. Since Hoedad crew members don't work all the same days or contracts, each crew needs several First Aid people to guarantee a trained person's presence on the site of a possible accident.

My ideal would be for everyone to have some First Aid expertise. An unknowledgeable person could have an off-the-job accident when alone or with other people ignorant of emergency medical techniques. Also, according to a study by the State Department of Forestry, people who've had First Aid training are only half as likely to have disabling accidents as those who've had no First Aid.

First Aid training is available at L.C.C. (\$37.50), at the U. of O. (\$64.50), and at the local Red Cross chapter. The Red Cross class is free! But it may have a long waiting list. Anyone wanting to enroll for the summer would be wise to register soon.

I'm in the process of compiling a more comprehensive booklet on treeplanting safety which will be available in the office. It will include basic first aid instructions and suggestions on what should be included in a first aid kit.

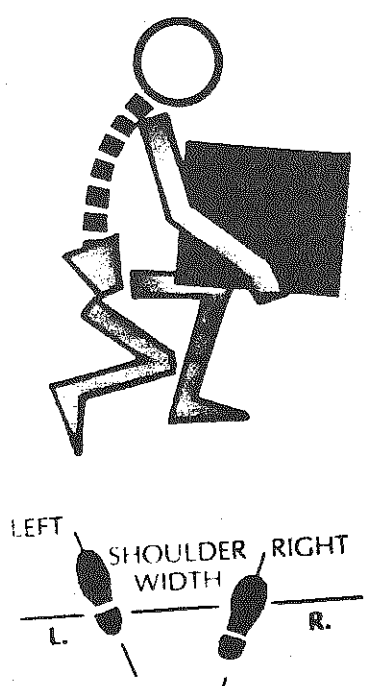
Helen, Red Star



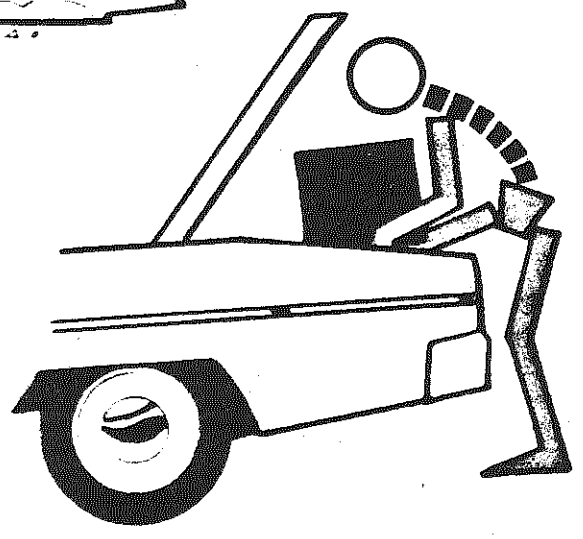
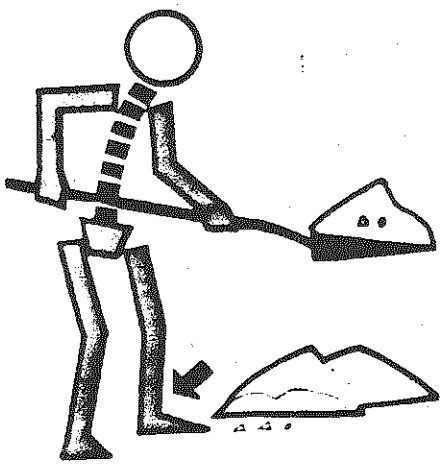
Back injuries are some of the most common mishaps plaguing tree-planters. Much of the misery caused by back problems could be prevented by using good body mechanics and building back muscles.

When back muscles are weak, injuries are more likely to occur, and recovery will be slower. Doing the following exercises could decrease the likelihood of your back being hurt.

BENDING AND LIFTING Good Body Mechanics Prevent Injury



1. Keep the back straight, not necessarily vertical. Have a sure grip on the object.
2. Position the feet for balance (one ahead of the other). Remember balance is needed in a fore and aft line.
3. Knee should not touch floor.
4. Lateral distance between feet should be shoulder width.
5. Face area where dirt etc. is to be deposited.
6. Turn from the feet or point the forward foot in the direction of the turn to reduce twisting of the body.
7. Keep the arms close to the body.

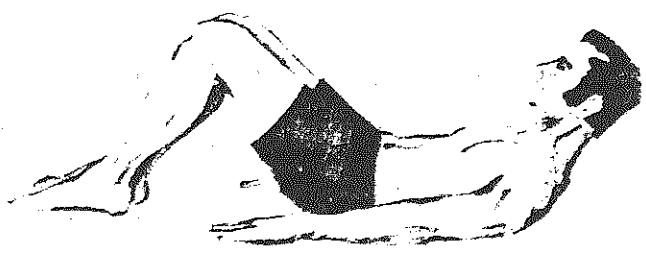


8. Lift, push, pull or carry with both sides of your body and don't let the weight pull the body into a strained position.
9. Keep the weight in close to the body.
10. Remember that proper techniques are just as important when bending without lifting. Squat, don't bend.

STRENGTHENING EXERCISES

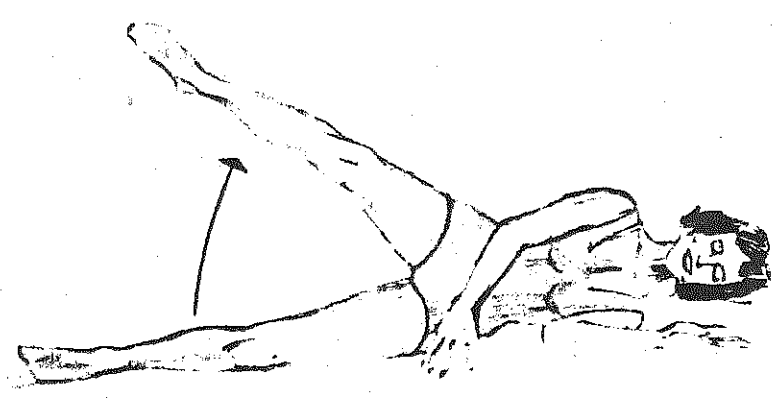
Sit-ups

Of all the muscles that support the low back, the abdominal muscles are the most neglected and among the most important. Sit-ups with the knees bent are the best exercise for strengthening the abdominal muscles.



The Side Kick

The side kick is a good exercise for the muscles on the outside of the thighs and low back.

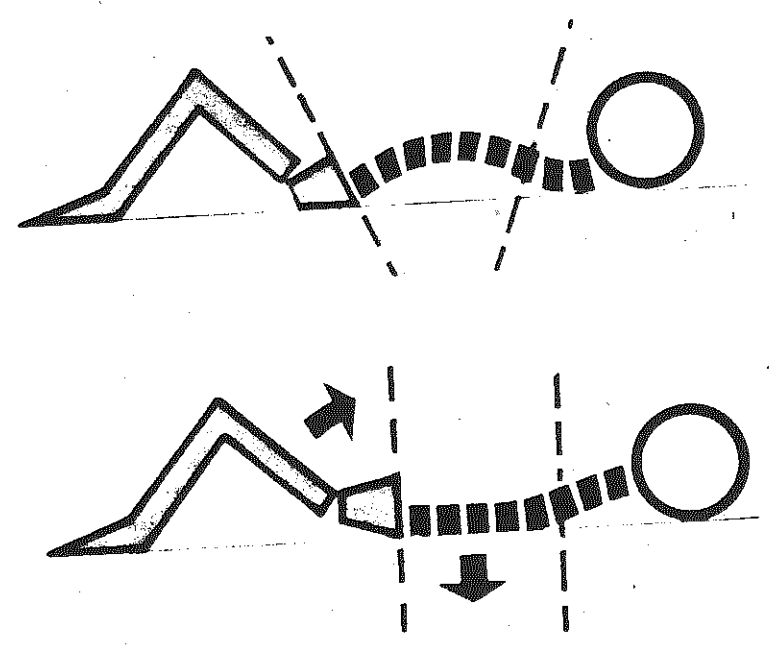


Lie on your side with the lower leg bent slightly at the hip and knee, so that your body will not tilt back and forth. Raise and lower the upper leg quickly until comfortably tired. Roll over and repeat on the other side.

MOBILIZING EXERCISES

The Pelvic Tilt

The pelvic tilt strengthens the muscles that control the pelvis, mobilizes joints and teaches pelvic control. It is especially good for swaybacks.



Lie as in the illustration, with the feet flat and as close to the buttocks as comfortable. Slowly tighten the buttock muscles and pull in the abdomen, flattening the lower back against the floor. Hold for five seconds and relax. Repeat as tolerated ten to twenty times, several times a day.

DAY 1

APPROVE AGENDA	30 min
BID REPORT	30 min
TREAS. REPORT	60 min
SAIF and	
DEFAMATION	45 min
EXPANSION	45 min

LUNCH

MINIMUM WAGE	90 min
STARFLOWER	30 min
BYLAW CHANGE	30 min
TREASURER'S TERM	30 min
ELECTION	60 min

*Agenda -
What happened
to office smoking
items as submitted
by Council?
Shea*



DAY 2

ANNOUNCEMENTS & ORDER	30 min
NWFWA (Newphwah)	45 min
LEGISLATIVE STRAT	60 min
HERBICIDE STRAT	90 min

LUNCH

INSURANCE	75 min
SUNBURST	30 min
SEXISM	45 min
4x4 SPLIT	75 min
CRIT/SELF-CRIT	30 min

Susan's for secretary.
Some basic insecurity about running for office has kept me quiet for so long, but now that my pride and attachments have diminished, I'll jump and shout and let it out. I'm running for the secretary position. Even if I'm not a famous hoedad, a little more election competition adds to the excitement, and if I was elected, I may add some excitement to the office as well. I love treeplanting (and con-picking) and all woods work, but due to a chronic back injury I'm only able to plant parttime. So I see this job as a good opportunity for me to help myself gain more knowledge and experience in forestry related work, and to continue to put energy into Hoedads and the co-operative movement. I have some office job experience, medium-speed typing skills and a high energy/efficiency level. Whether I'm elected or not, I hope to get to know everyone better. See you at the general meeting.
P.S. If I work an office job, I will live in town. (in case any of you wonder about my long commute from the farm.)

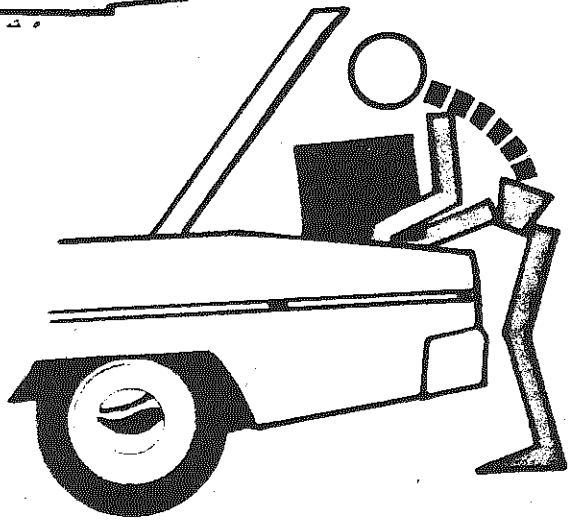
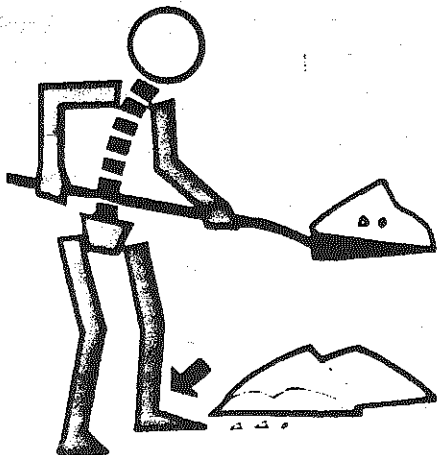
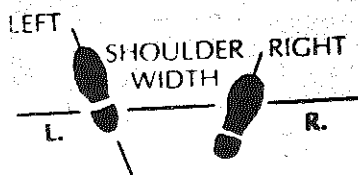
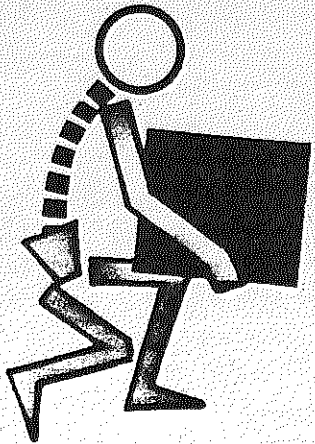
Suesun



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BENDING AND LIFTING
Good Body Mechanics Prevent Injury



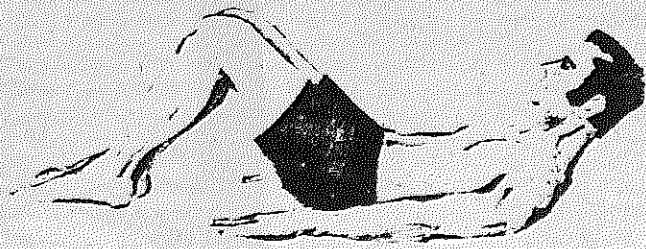
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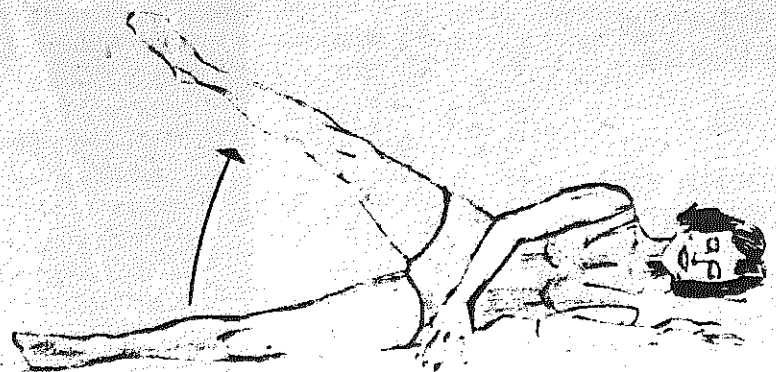
Sit-ups

Of all the muscles that support the low back, the abdominal muscles are the most neglected and among the most important. Sit-ups with the knees bent are the best exercise for strengthening the abdominal muscles.



The Side Kick

The side kick is a good exercise for the muscles on the outside of the thighs and low back.

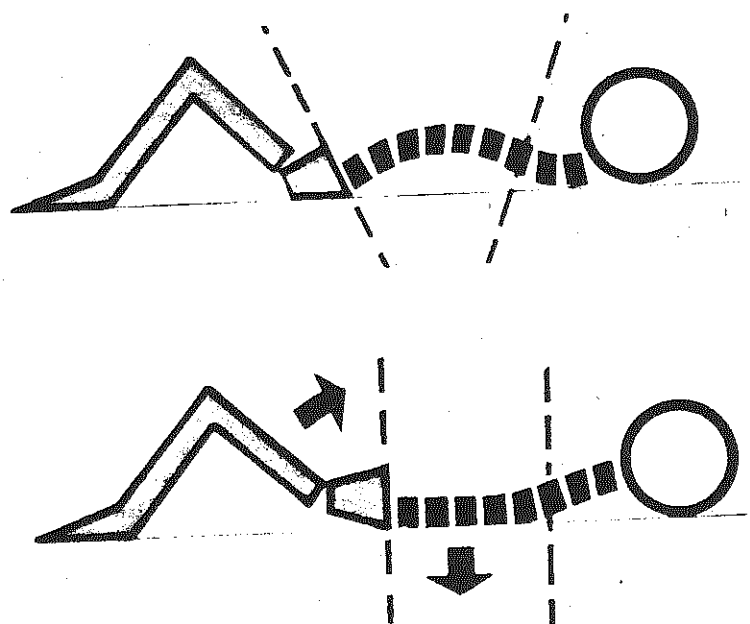


Lie on your side with the lower leg bent slightly at the hip and knee, so that your body will not tilt back and forth. Raise and lower the upper leg quickly until comfortably tired. Roll over and repeat on the other side.

MOBILIZING EXERCISES

The Pelvic Tilt

The pelvic tilt strengthens the muscles that control the pelvis, mobilizes joints and teaches pelvic control. It is especially good for swaybacks.



Lie as in the illustration, with the feet flat and as close to the buttocks as comfortable. Slowly tighten the buttock muscles and pull in the abdomen, flattening the lower back against the floor. Hold for five seconds and relax. Repeat as tolerated ten to twenty times, several times a day.