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General Meeting

MARCH  
11 + 12  
SAT & SUN

\* MCKENZIE  
BRIDGE  
HALL



# SAIF

Gerry Mackie has urged people to set aside the myths and emotions surrounding SAIF and to look thoroughly and rationally at this complex question. Bruce and I agree with Gerry. Why? Because first, as much as we'd like to ignore it, we are not providing each other with satisfactory coverage, and secondly because we are likely to be confronted on this issue again in the 1979 legislature. Edd Wemple has stated in council and, at several general meetings that this "battle" is not over and that we should prepare for this. Edd has added that he has little confidence that things will go "our way" this time. We need to evaluate just what "our way" is - Is it "our way" to have less coverage than that provided for most employees?-- with a company that could choose to drop us?

How do the present figures really stack up for or against us?

How much are we really concerned about each other? If SAIF is inevitable, what kind of input can we have to correct any injustices to co-ops? Precisely what are those injustices? How important is indemnification?....

The purpose of this article is to keep up the pressure to concern and educate members in order to be able to deal intelligently with this structural weak point and apparently inevitable confrontation.

PAM

Although he's not the editor here...

## AN EDITORIAL FROM GERRY MACKIE

From past experience with these issues, I can predict what objections there will be to this report. Those who wish to pick at the assumptions can suggest other reasonable approaches and methods based on the laws and regulations, not to mention reality. Those who wish to dispute facts should study the issues. Those who wish to oppose on philosophical grounds should brush up on their rhetoric.

If a democracy is to survive, its member must educate and inform themselves. Decisions must be made on the basis of fact and reason, not on ignorance, superstition, and fear. It's criminal to vote on a major issue without first gaining a relatively full understanding of the issue. Or at the very least, one should trust those who have experience and knowledge relating to it.

As far as SAIF goes the 1974, 1975, 1976, and 1978 presidents, as well as our lawyer and other experienced and informed people believe we should subscribe to SAIF. I cannot believe that those persons are moved by stupidity or evil designs.

As an injured worker who feels ripped off by young healthy workers who want to sidestep responsibility-out of misunderstanding, out of some kind of bogus Republican philosophy of "self reliance", out of a desire to keep a few more pennies on the dollar- I urge you to consider carefully.

## WHAT IS SAIF?

SAIF (State Accident Insurance Fund) is a self-supporting non-profit state fund which provides workers compensation and liability insurance to any Oregon company. It's a state run insurance company. They also provide legal representation for policy holders and guaranteed coverage, meaning they won't cancel you (unless you default on payments).

There's basically three different forms of coverage we could elect. They are:

1. Insurance by private carrier - this eventually costs more than SAIF because private companies are profit making (14% profit), SAIF does not.
2. Self-insurance (SAIF equivalent) - this requires a lot of cash on hand (\$500,000), and involves greater risks.
3. Coverage through SAIF through:
  - a. the standard flat-rate plan, no risk, no refunds.
  - b. the group plan, signing up with other safety-oriented enterprises to maximize dividends (which we can't do yet).
  - c. the retrospective plan, which seems best suited for us, and will be explained later.

## The Flat Rate Plan

The current SAIF rate for tree-planting is \$23.10 per \$100 of payroll. This does not mean it's 23.1%, because then you would be taxing yourself twice. The actual percentage would be 18.7% (23.10/23.10). This is the standard premium. There are still two other factors involved in figuring the actual take-off, which are the premium discount and our actual payroll. The premium discount for us would be 15%. So multiply our standard premium (18.7%) times the premium discount (.85) and that equals 15.95%. Now they take 15.95% of our payroll. The payroll is figured by deducting our Hoedad administrative expense (9%) and crew running expense (6%, a conservative average). So the actual cost is 15.95% x .85 = \$13.56 per \$100 of our gross, or in our usual terms, 13.56%.

OK, under the flat-rate system, SAIF would cost us 13.56%, which could change in a couple of years due to our experience rating. An explanation on how experience ratings work will come later. Now let's get into how the Retrospective Plan works.

## The Retrospective Plan

The retro plan seems best for us if we feel we're safer than the industry average and don't scam. On the retro plan you get a refund if you have a low level of claims, or pay more if you have a high level of claims. The refund comes six months after the policy year. The rate is the same as the flat rate plan, but the retro plan has added factors to determine the amount of refund. Let's start with the Basic Premium (BP).

At the beginning of the policy year you try to guess the minimum and maximum amount of claims you'll have for the year, and choose a basic premium (BP) that fits. Research shows that BP-118 would be best for us. BP-118 means the maximum we are liable for that year is 118% of our standard premium. Using our last year's income, our standard premium would be \$177,767, so with BP-118 we'd be liable up to \$209,765 that year. What happens if we go over the maximum? That will be explained in the experience rating section.

Now to determine the actual cost of claims you include these factors:

Basic Premium = 20% of standard premium.

Tax multiplier (TM) (pays for Worker's Comp. Board) = 1.06.

Pure claims (money paid to injured workers) = ?

Loss Conversion Factor (LCF) (SAIF cost of administering claim) = 1.19.

SAIF Dividend (dividends are not guaranteed, but they have happened every year) = 15% of standard premium.

The formula, using these factors to determine actual cost is:

$$(BP \times TM) + (\text{Pure Claims} \times LCF \times TM) - \text{Dividend} = \text{actual cost}$$

For example, if we had \$60,000 worth of pure claims in a year the actual cost would be:

$$(\$35,553 \times 1.06) + (\$60,000 \times 1.19 \times 1.06) - \$26,665 = \$86,705.00$$

On the next page is a chart to help illustrate the cost of SAIF at different claim and income levels. The eventual cost is calculated by assuming we drop CARE.





	\$100				\$1,311,213.	
	\$91	Income level minus administrative expense	\$1000	\$3500	\$5000	...
	\$85	Minus crew expense	\$934	\$3269	\$4670	\$1,114,531
		Minus SAIF rate				
	-13		-149	-521	-745	-177,767
Payroll.....	\$73		\$785	\$2748	\$3925	\$936,763

REFUNDS

		Present insurance expense (a constant on all claim levels)				
	+4	+46	+161	+247		+55,00
		Plus SAIF refund				
@ \$0 claim level.....	+12	+139	+489	+698		+166,746
Eventual cost .....	No cost					
@ \$60,000 in claims.....	+7	+76	+267	+381		+91,071
Eventual cost .....	3%	3%	3%	3%		3%
@ \$90,000 in claims.....	+4	+45	+156	+223		+53,220
Eventual cost .....	6%	6%	6%	6%		6%
@ \$132,000 in claims ...						

NO REFUND

Definition of payroll

As it is now, employers don't pay SAIF on their profits, only on wages paid (which is about 30-50% of their gross). We would pay on 85% of our gross. Once again, through the legislature, we should try to change this.



THE PRO AND CON OF GETTING SAIF-SUMMARY

The reasons to do it:

- 1) Instant sign up and drop- you're covered and pay only when working.
- 2) It's a non profit system
- 3) We can't be dropped
- 4) Decentralized claims control- we have a degree of control over what claims to honor and what claims not to honor
- 5) Philosophical and political reason- we should, as a coop, in addition to our democratic system, provide some economic stability to injured workers.
- 6) It would increase the possibility of getting work with private companies
- 7) Indemnification- It takes the gamble out of being sued, which could break the coop

The reasons not to get SAIF:

- 1) We shouldn't get it until the policy is improved and coops aren't at a disadvantage.
- 2) It could have a bad effect on other coops and self employed people.
- 3) There's an interim money drain between paying the premiums and receiving the refunds.
- 4) It doesn't cover off the job accidents and illness.
- 5) We eventually pay all the costs of claims and administrative expenses.
- 6) More red tape and bureaucracies.

BRUCE MAEDERER

BENEFITS

What are the benefits? Worker's comp totally covers any work related accidental injury or occupational disease.

Three day waiting period

Compensation for time lost is not payable for the first three calendar days the worker is off work due to an injury unless the employee is hospitalized as an in-patient or is off for 14 consecutive days as a result of the injury.

Major benefits include:

- 1) Medical Services- This includes medical, surgical, hospital, nursing, ambulances and other related services and drugs, medicine, crutches and prosthetic devices, braces and supports, and where necessary, restorative services.
  - 2) Temporary Total Disability- When the injury results in total disability beyond the statutory waiting period, the worker shall receive bi-weekly compensation for lost time from work at a rate established by law.
  - 3) Temporary Partial Disability- When the disability is or becomes partial only and is temporary in nature, the worker shall receive for a period not exceeding two years, that portion of the payments provided for temporary total disability which their loss of earning power bears to their earning power existing at the time of the injury.
  - 4) Permanent Partial Disability- When the evaluation division of the Worker's Compensation Board determines that an injury has resulted in a permanent disability but not total disability, an award will be granted.
  - 5) Permanent Total Disability- When the evaluation division has determined that that permanent total disability has resulted from an injury, a lifetime pension will be granted.
  - 6) Death Benefits- When the Evaluation Division determines that death has resulted from a work related injury, monthly payments will be granted to eligible beneficiaries and dependents. In addition, a burial allowance will be paid.
- Here's The Benefit Schedule for a Tempory Total disability.

Maximum- \$390.36  
Minimum- 90% of wage or \$100, whichever is less.

cont pg 18



There are some variables which could affect the eventual cost of SAIF. One is if people felt SAIF coverage alone isn't enough. Off the job medical and or disability would increase total insurance costs by 3-6%, depending on what kind of coverage was elected and your income level. Also the SAIF rates, dividends, premiums, et c. all can change, up or down, probably up.

Experience Rating

A very important thing to remember about SAIF is you pay for any benefits you receive. There's no free-lunches. If we had a real bad year for accidents and went over our maximum liability (BP -118), we would pay for it over the years to come. This is done by receiving an experience rating, which will lower or raise our rates, depending on actual claims we have. If we consistently have claims totaling more than our maximum (BP 118), or have a catastrophic accident, we get a bad experience rating and our rates will increase enough to cover the extra costs.

So why get SAIF if we pay for everything? If somebody sued us for a large amount of money, the courts (juries) would be inclined to make a much larger award to the person if we weren't under the SAIF insurance. Also, if we had SAIF, SAIF would be sued, not us. This is indemnification.

Some Questions

How would getting SAIF affect our employer-employee status?

Under the present laws, we are not required to get SAIF. There is a provision in the law that non-subject workers can elect SAIF. The Worker's Comp Board has said we could have a contract that recognizes we are a Co-op.

Is the SAIF system unfair to co-ops (Opinion) In some aspects, yes. We've come up with these reasons:

- 1) The cost of administration, SAIF is higher for employers, because typically it's an adversary relation between employers, meaning increased litigation by the worker's comp board, which costs money. On the other hand, Hoedads (Co-op) would should) not be trying to rip-each-other off, meaning less money involved in the administration of claims. Perhaps in the next legislative session, we, (true co-ops) could amend the rates to take this factor into account.



From full moon to full moon wimmin gathered, a conglomerate crew, a village tucked away in the Alsea forest. Every imaginable sort of woman came to give her energy, time, and skills to make this a workable contract. In some ways we are to praise ourselves and in others criticize, I hope to do both.

Womospace--such an important space; a freedom, warmth, frustration, exhausting, joyous space. Many emotions get tangled together and it's difficult to name or express them. Differences between working with mixed crews and the wimmin's crew became apparent. Mainly the caring human level with which FMR works on. The self concept/self pride is alive and healthy. Rarely in the month's time did negative feelings ride for long. Communication between one another was of the utmost importance especially when there was so many varied backgrounds coming together. The intimacy and caring for one another were overwhelming--I felt a welcoming acceptance from the very start, the want for me to be a part if I choose.

My views on a conglomerate are the sharing of responsibilities amongst the various persons. Responsibilities fell mainly on FMR and more specifically on a few persons. FMR's generosity of tools, space, energy, and food was almost too generous. Their sense of community, group orientation kept the contract maintaining. When camp was bombarded with folks there was always room in one way or the other for all. There was not a toleration, but a welcoming, of both men and women on crews who came to plug in. There was a recognition that all of us were in this together and the work had to be done. It would have been great if the contract could have been done totally by wimmin but no one had the foresight to realize how difficult this

contract would be. Especially when wimmin who said they were coming didn't.

The camp scene though chaotic was fairly well-organized. Camp person kept the home front together with little knowledge of how many persons to expect. They kept our morale up with full bellies and a warm yurt to return to after a full day's work. (The changing of persons helped morale too!) Recognition of the child-care arrangement needs to be given also. Not only did it give mothers a chance to work, with the sharing of the responsibilities, it gave other wimmin the chance to be around children.

And music cannot be forgotten--songs, melodies from that experience still linger in my mind. Music was the backbone of that contract, it always came through during the hard and the good times. Even one of the inspectors remarked he had never heard such singing on the slopes, people enjoying their work. Music was a drawing together force, a part everyone could in. Our first party was voices joining in song from 6:30 to way past midnight. No--music cannot be forgotten.

Hopes of this contract was that wimmin could learn skills from one another in an atmosphere free from intimidation that some wimmin feel from men. There was a big contrast from the first week and the rest of the contract. The first week's planting was dominated by the more experienced planters in order that there be enough work for the tubers. It evened out though. Many wimmin blossomed, came in touch with their potential as planters. I believe we all came away from this contract stronger planters. For many it was the first opportunity to plant lead, take part in strategy discussions. Along with the visual aid of tubing, strategy came in a new and cleaner light for many.

Lack of communication with Centre was one of our biggest fuck-ups. We should have made a bigger effort to call in, maybe we would have had more wimmin out there sooner. Also along with communication belongs the misunderstanding that FMR believed the contract to be a conglomerate from start to finish, expected longer commitments from wimmin. They did not expect to be responsible for the finishing while other wimmin felt they could put in time here and there. I would like to see a wimmin's conglomerate be an annual event but in that have wimmin be responsible/committed to the entire contract. I think it would make for a better work ethic and less of a burn-out on those left to finish.

Which finally leads me to the misconception many members in the co-op have about FMR and their "work ethic." Many believe them to be together solely for the womospace/relationship politics. Being there for the entire month I wish to bring light to the myth. One cannot erase the importance of a womospace but those wimmin are also there to work, to make a living. I saw dedication to work and wimmin who worked hard and long hours through some of the nastiest weather. There were few short days and even fewer days off--a grand total of two in a month's time. A ten-day work week is something everyone tries to avoid--but some of us were working nine and ten days straight because reinforcements weren't coming and production wasn't where it should have been. Can the same be said of people working on other contracts behind? A five-day extension was granted but we chose to ignore it, wanting to finish on time. With help from the co-op we were able to do that with much rejoicing. I hope everyone can come to see that FMR has a dedication to the "work ethic" when it was so wrongly said that dedication wasn't there.

I enjoyed and hated this last month simultaneously. I have never worked as hard nor learned as much. For me the experience has been valuable and worthwhile--I hope the experience can be repeated over and over again.

Martha with help from Norma, Deb, and Cathy. (Potluck)

"The Dance Bearer"

Where weary folk, toil, black  
with smoke,  
And hear but whistles scream,  
I went all fresh from dawn and  
dew  
To carry them a dream.

I went to bitter lanes and dark,  
who once had known the sky,  
To carry them a dream-----  
And found they had more  
dreams than I.

GREAT GOLDEN ALSEA WOOLY WORM  
(Walicus Tubercite Wocumma Splendicus)



Harriet Tuberman

Stewart Dowell

Punky Madrone



# Full Moon Rising

Full Moon Rising stayed four weeks in Alesa, watched the women come, go, stay. We were there through the high energy first week, high pressure struggling second and third week, and the rowdy, rescuing fourth week. Such intensity at times- 30 women eating spaghetti on Saturday night in a 22 foot yurt, 1 week into contract time, singing starting and continuing nonstop for 5 hours. It was stimulating to taste the other crews, listen to women's experiences and the need for more women's energy on the other crews. The changes in FMR, in each other, were all flowing. (FMR's reorganizing, folding, resulting small crew).

Crazy contract-must have been a thousand tubing songs, lathing jokes pinning puns. Tubing is a crazy way to treat trees and people.

Gladys FMR



I GOT INVOLVED WITH THE WOMEN'S CONGLOMERATE CREW because I saw it as an opportunity for me to gain experience organizing and being responsible; to learn through practice the logistics of working a contract, the business end, and the the practical tasks involved; and because I feel committed to the Women's Movement, a positive step for which this coop seemed to think the conglomerate would be. ... We got off to a slow start in spite of our large numbers. Slash, spacing hassles ( the pre-made scalps on the rehab units were 8 by, our planting specs were 10 by), the newness of the crew, low individual production, poor leadership and inexperience with tubing all helped to quickly get us behind on our 4.5 acre per day production rate. Spending all day working and all evening discussing business, we found little time for "consciousness raising" discussion.

The week ended with a wild drunken party, after which almost everyone left or got sick, leaving about 10 people in low spirits unsuccessfully trying to prevent the contract from getting further and further behind. My own feeling at this time were of anger and disgust at my co-workers for being silly, incompetent women; for not taking work seriously, for not working hard enough. I was exhausted, self-righteous, and as contract rep highly inadequate. My negative feelings toward women and about being a woman came to a head and erupted. It was heavy, but enlightening.

All's well that ends well though; we got out of the slash and into the gravy; and the third and fourth weeks Cougar Mountain crew, Red Stars, office people and a whole bunch of women came out and put in enough time to save the day. The contract was finished on time without even using our five day extension. Towards the end we managed to have some of the discussions people had envisioned beforehand, and in these and my experience of working with men again, poignant after so long a separation, I found answers to some of my personal questions about sex, roles, and work. I learned a lot from and feel enriched by my experience with the women's conglomerate. and thank the coop for causing it to happen. JILL, CHEAP THRILLS



## MUDSHARKS

Well, after a mellow winter the sharks are ready for munching up the spring slash. A none too meager winter, eager to move on at full strength.

Mean Mike's been bidding after a hard charge at the slopes. Mad Mike runs in and out of town, trying not to run the crew. Rich drives his borgward to the bar as we chase borgworgs through the slash. Walter makes money keeping track of petty cash and field tests new models of airtight stoves. Marti has moved into the Palace and paid off the Sanctuary. Topher's moved into his first pair of caulks and decided it wasn't too hard after all. We haven't seen Jenifer since the last Moore Mill invoice came in and why won't the bank honor our checks?

Jeff's been the Mudshark mouth at council; we're strongly opposed to everything that we're against. Continuing a previous trend, Paul has floated over from Wonders, though we lost Laurie in the switch. Elliot ditched Flyers to come rescue Kitty Lee from Chuck and Mr. Scatter. Sarah joined us to plant out her stomping grounds--we'd like to meet her there again next year. Karen gets all the mail, we just drop it down one box.

Vicki's been teaching us all to talk--yep, Slick's back. Unhampered by a slight case of Volkswagen neck, Ann quietly plants her way to the bank. David's cruising for a gravy office job--town has its attractions and he's sure to do a good job. Gale works for Bohemia Miners now and we hope he doesn't join Rick's co-op, at least until Big Steve gets the bus he's been talking about, so we'll have someplace to hold crew meetings.

Mouseperson has embarked on a five-year enterprise, the Starship, to seek out new contracts and more plantable ground. Susan has been juggling paysheets so that even Justin gets a share. That little guy already has a tooth. Marsha actually seems to like treeplanting--we can't imagine why. Our European contingent, that's Holly Allegra, is planting grape vines in France but they don't pay too well over there--she might show for spring gravy.

Yes we're Mudsharks, we're mudsharks, we don't know our ass from our holes in the ground. Just don't tell us what to do--we'll vote no. JS

# CREW NEWS

## HOMEGROWN

Homegrown is a seed that was planted few seasons ago. Our first contract we got snowed out, but the seed remained dormant in the ground. The ground was worked and loosened up, and now the seed has germinated. The sprout is following its genetic properties, and part of that process is breaking away from its parentage and reaching out to become its own separate entity. Homegrown is reaching out to become its own flowering bud. By the end of this spring, Homegrown, Inc. will hopefully have enough money for our own bonding and we will dissolve from Hoedads, Inc. Everyone in Homegrown is proud to be a Hoedad, and we will always be proud of our heritage. Homegrown would like to invite Hoedads to a Summer Solstice Breakaway Party on the river. The Summer Solstice has traditionally been celebrated in the upper South Umpqua valley as the opening of summer, the flowers, the river. Please join us.

Jah love  
Everything roots  
Purple bud





# POTLUCK

Potluck has lived up to its name of being a hodgepodge of diversity this winter. Not wanting to expand to a point where there is no room in the crummy for the springtime luckies, we invited and welcomed folks from other crews to plant with us. The biggest numbers were drawn from the Marmots, a co-op in Washington state. It was very interesting working with people who have different work experiences in other co-ops and crews. For instance, Marmots operates on an equalized hourly wage over the entire year; some of us had worked with crews that plant by the tree, and Potluck's been operating on a share system that allows for quantitative and experiential differences.

In Coos Bay we worked on the share by logging hours. An hour share is equalized over all of the hours on the contract. So if the crew was on the slopes for 8 hours, those who were productive log full hours. Others who weren't giving their full energies and concentration to the work, who lack experience, or who take frequent breaks, log less hours in half hour increments. Usually, new people log half to two-thirds of the hours. The crew needs frequent discussion and evaluation of workers' production and skills in order to make a share system work. Also, at the end of a contract, we try and do an overview of the entire contract. We aren't real comfortable with how we worked the share in Coos Bay. There wasn't enough discussion along the way and we need to recognize production workers more. We'll plant our early spring contract by the tree, and talk about our feelings again at that time.

Despite the fact that Potluck has consistently been working on the same contract since before the last general meeting, we've found that our most constant denominator has been "a new crew every week." We've trained eight people in Coos Bay, worked with over three dozen people, and had days when none of the twelve people in the crummy were with Potluck last spring. The other day we figured out that we have been in Coos Bay for two years and 5 months: '77 and '78, November thru March. We hit some real lows on this contract. Like those days when no one wants to go to work, and after dilly-dallying over breakfast as long as possible, we'd crummy up and then hang out on the landing before finally bagging up and wandering off down the slopes. That sparked some discussion about motivation and production and better work orientation. So we started crummying-up at 7:30, and when the crew clock got set ahead the camp person would kick us out of the yurt even earlier. Most of our planters cover ground a lot better now and there's no doubt that we're ending this contract much stronger.

Our spring hopes are to move around some. We don't want another long-term contract. We're also going to hang up our shovels for a while and get back into the swing of the hoedad.

Norma

What's the difference between a stump and a treeplanter?

A stump is dead  
A treeplanter is too dumb to die.

pg. 6.

## BIDDING BLM

Past winter BLM contracts:

1974- Salem BLM	\$22,000
1975 - Roseburg BLM	\$26,000
1976 - Eugene BLM	\$ 3,000 (progeny)
1977 - Coos Bay BLM	\$45,000
1977 - Eugene BLM	\$ 2,000 (progeny)
1978 - Coos Bay BLM	\$116,000
1978 - Eugene BLM	\$122,000 (Dorena)
1978 - Roseburg BLM	\$39,000 (Drain)

Past winter quarter total incomes:

1976-	\$195,000	1.5 % BLM work
1977-	\$224,000	21% BLM work
1978-	\$500,000 (approximate)	57% BLM work

Looking at this, Bruce accused me of trying to encourage more BLM contracts. That is not exactly what I had in mind, mostly this whole thing was motivated by curiosity. However, the numbers are dramatic enough to warrant everyone's attention for a bit. It's obvious that if we want it, there is more than enough work with BLM. And our experience has been that though BLM has little understanding or tolerance for typical Hoedad quirks of unpredictable work schedules and crew sizes, and ever changing reps, etc; they definitely appreciate our quality planting and no stash policies. Even though our quality has dropped while working for BLM, what they got from Hoedads is much better than what they are used to. By working with BLM and showing them alternatives to low cost, high stash methods, we are gradually changing their expectations. BLM demands on other contractors will reflect our influence and bring up prices.

Many crews planted a lot of trees for BLM this winter. Many negative feelings have resulted, not only based on money, but also on demoralizing work scenes like planting poor quality stock poorly because it was the only way to get the work done. And I've heard bunches of oaths never to plant BLM again. Maybe that's the way to deal with BLM next year. Or maybe through moderation and better understanding of our available work force, we can have plenty, but not too much, work in the winter so nobody's hungry or too burnt to enjoy the spring.

THINGS TO LOOK FOR ON AN HERBICED

Here are some things you may find on units that have been sprayed:

- 1.) Vegetation that is oddly curled or branches that have dips so that they don't extend straight. Swordforns, thimbleberries, big leaf maples, and douglas firs are noticeably susceptible to strange growth patterns.
- 2.) Branch leaf species that have dead leaves still hang to the branches.
- 3.) Dead trees and brush or dead grass.
- 4.) Healthy yellowing and missing needles from chemical burns.
- 5.) Frequent multiple tops on conifers.
- 6.) Flattening of systems or leaf stalks - ab flattening.
- 7.) There should not be signs of herbicides close to creek, running water. The distance varies according to the agency: The label says 25 feet from water, the Forest Service says 100 feet, and the State of Oregon says 200 feet. If you notice signs close to water, file a complaint.
- 8.) Unusual bleeding, headaches, numbness, dizziness, respiratory problems, and like symptoms.

Norma - Potluck



**DALE TRAIL**

OF ALL YOUR NORTH WEST ROBERTS, THE "MOUNTAIN BOOMER" IS THE CUTEST!

**UNIROYAL**  
BROUGHT TO YOU BY...  
MANNERS OF FINE OUTDOORS WEAR FOR THE ENTIRE FAMILY

THIS CUDDLY LITTLE FELLOW LIVES EXCLUSIVELY IN THE NORTHWESTERN FORESTS OF THE CONTINENT.

LIVING IN BURROWS IN THE GROUND...

HE EATS TUBERS & ROOTS OF BUSH-TREES.

REGENERATION EFFORTS HAVE INCREASED HIS NUMBERS.

HIS DIET NOW ACCOUNTS FOR A CONSIDERABLE PORTION OF LOST TREE SURVIVAL IN THE REFORESTATION INDUSTRY.

CONCLUSIVE DIAGRAM OF DAMAGE TO ROOT STOCK OF FIR SEEDLING BY "MOUNTAIN BOOMER".

HERE, A "TREE PLANTER" MISTAKENLY NEXT TO OR IN A "BOOMER HOLE" WHICH CAN OCCUR WITH UNWARRANTED FREQUENCY.

WHEN PLANTED INTO SUCH A CAVITY, THE TREE'S ROOTS ROT & DIE. AS SHOWN.

LYING CLOSE TO THE SURFACE, BOOMER HOLES COME IN WHEN STEPPED ON - MAKING REFORESTATION EFFORTS FRUSTRATING & DANGEROUS.

HERE, A CIVIC-MIND-ED TREE PLANTER EXTERMINATES THIS PERNICIOUS PEST FROM THE TREE FARM TO COME.

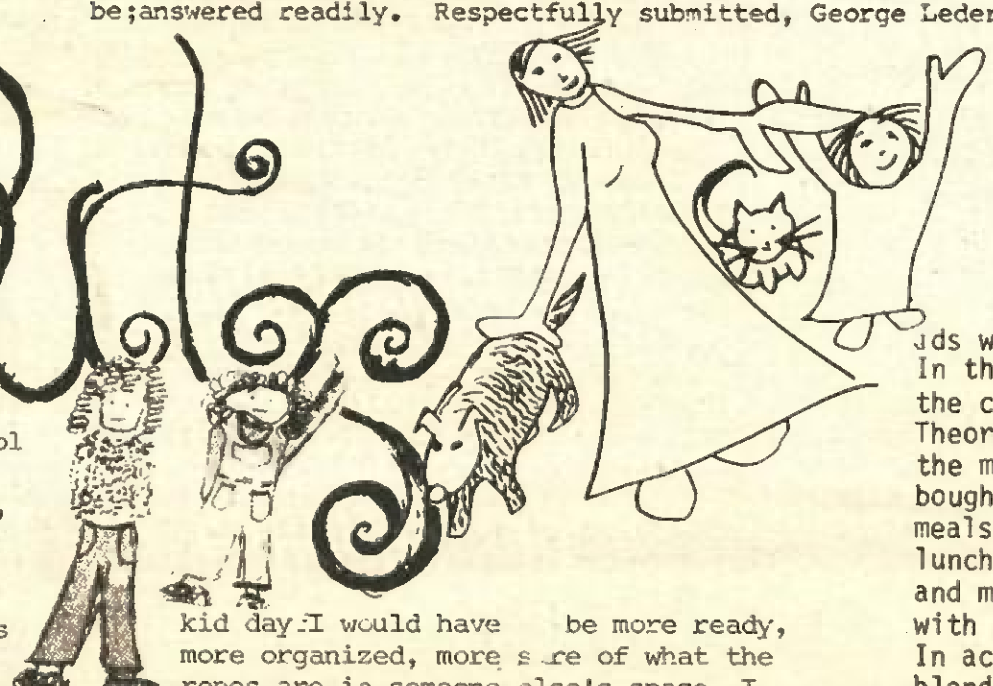


After giving the matter a good deal of thought, I've decided to seek the office of Hoedad Secretary at the March General Meeting. There are two reasons: First, I've learned a lot in 3 seasons work with Hoedads. I've gained knowledge and experience in contracting, mechanics, cooking, working in a group, as well as digging holes in the ground. I feel I owe the co-op a lot, and I'd like the chance to put something back. Second, I'd like to spend some time working on my house intown.

I'm excited by the many prospects for expansion in Hoedads' future, and good communication--both within the coop and between Hoedads and the rest of the world--is essential.

Not sure what else to say. I think I can do a good job. Any questions, comments or criticisms that people may have before the meeting, either oral or in writing, will be answered readily. Respectfully submitted, George Lederer.

# Sprouts



pg. 7.

If you have any educational material, books, et c., the school crew needs them

If you have anything of use, bring to George Lederers house. 2055 w 12 Hote' di waremart

## A Personal Report for Sprouts

I joined Sprouts this past February, when we made camp near Tiller to plant with the Homegroaners. For those of you who are unfamiliar with the uniqueness of this newest Hoedad crew--assuming we've given crew status at the next council meeting March 5--Sprouts is the official name of what has been called up till now, the school crew. Our uniqueness, of course, is that while we are tree planters we are also teachers, than when six of us (theoretically) run to catch the crummy at the starter of six in the morning, two or us stay in camp, one designated as "kid person" (in another environment we might use the word "teacher"); the other is the camp person. When a Sprout is on the slopes it's much the same as being on any other Hoedad crew except that we have the advantage (and I do think of it as an advantage) of planting with other crews at this point, we don't have enough members and certainly not enough high-rollers to handle a contact by ourselves. So we act as an auxiliary crew. But you all know what it's like to plant trees; what you may not know is that it's like to be a kid person or a camp person in the Sprouts camp. So I'm going to print the picture for you, but before I begin, I'm warning you that you won't be looking at it through rose-colored glasses but only as it is, and if you could have seen the scene in the midst of his last kid day, you may have thought it would have been better if we all wore rose-colored glasses.

My first kid day was as much a disaster for me as my first day with a hoedad. It was cold and rainy (just like my first day with a hoedad) so I ended up with eight kids ranging in age from 16 months to eight years, and myself in Randy and Randy's bus--no camp person that day. Without space and supplies at my fingertips I realized that I was totally unprepared to do any real trips with the kids. On top of it all the planters came home several hours earlier than I had expected them, and before I had a chance to clean up the bus. I was busted. I let the kids crash out the bus, I used up all the dry food, and to top it off, I used the empty sprouts bucket for dirty diapers. All that was bad enough, but then I heard someone ask one of the kids if she had had a good time today, and she said no. That was the final crusher for me. I knew that by next

kid day I would have to be more ready, more organized, more sure of what the ropes are in someone else's space. I was also thoroughly convinced already of the need for our 22 foot yurt, which was already under construction. Someone else's rig is in the end someone else's rig, and we only have three which are suitable for that many people anyway, and there's no central storage space for school supplies or crew food, and we need space to set up several trips with the kids at one time, etc. So the yurt became primary responsibility (it is a given that attention to the kids always comes first, and I haven't seen anyone working on the yurt when s/he was needed more with the kids), and tomorrow is finally D-day. The yurt goes up tomorrow down in the meadow next to the river, and Thursday we are hosting the Homegrown end-of-the-contract party in the yurt with the crummy tape deck and our inipi by the river and a keg of Lowengrow.

After the beginning, my kid days became better and better and fun for all of us. I love these kids (some of whom I have known several years already: Yarrow, Israel, Aron, Ela, Rambo, Serene and, while he was with us, Josh). One day we worked on a play together and performed it for the workers when they came home; one beautiful sunny day we spread a blanket on the ground in the meadow and made dolls. Each kid person has his or her own unique contribution to give to the kids not only in the way of talents and knowledge but in the way of personality too. I feel it is one of the advantages of this system that the kids learn how to deal with a variety of people -- as we all must do anyway. One of the disadvantages, of course, is that with a different kid person each day there is a lack of continuity in what we are doing. We are trying out a new system with the onset of this new contract which we hope will alleviate that difficulty: each kid person will take three days in a row instead of one, and there will always be two adults in camp.

We have offered reading, theatre, art, music (one of the most successful days was Greg Wahs Rubber Band), group games, dance, sewing, weaving, writing and arithmetic. And, besides, the kids play a lot with each other, and one of the most interesting aspects of this job to me is the group dynamics in the

kids world.

In the meantime, what is the camp person doing? Theoretically s/he prepares the meals -- most food is bought communally and evening meals are communal as are lunches for those in camp -- and makes things run smoothly with and for the "kid person". In actuality, the two often blend into a cooperative effort in keeping and teaching the kids; often one person will take the younger kids for a period of time, and allow the other to explore some more mature areas with the older ones. And always we have needed someone to work on the yurt. Another function of the kid and camp persons is to keep the kids out of the hair of those adults who are trying to just take a day off.

We have eight adults with us currently: Cloud, Randy, Sandy, Paco, George, Karima, Greg Wah and myself. We are not all parents, but we share an interest in and love for kids. If you are a non-parents treeplanter and are interested in knowing you.

At this point we prefer not to take on any more pre-schoolers unless a full-time parent or aunt or uncle or somebody will be with him or her. We are a new crew, and anyone who has been in on establishing a crew knows the difficulties that entails; we are also a new school, and anyone who has been in on establishing an alternative school knows what that is all about. But we are excited about what we are doing, and we are willing to experiment to find out what is going to work best. Our differences are our richness, if only we can learn to value them. And after a kid day there is only one thing to say: I sure am looking forward to a nice quiet day on slopes tomorrow."

Diana "Sprouts"



Dr. Etyl Blair of Dow suggested that the chemical industry is unable to bear the costs of development of herbicides for forestry. Perhaps then the forest industry should invest in a relatively idled national resource-- human labor. The creation of a workforce, like the creation of a chemical, is not just something to be blundered upon and muddled through. It calls for investment, planning, experimentation, and imagination.

The workforce is there; the organization is potentially there. The organization of a vast, mobile, skilled and efficient workforce servicing the forest industry of the Western United States (including the labor shortage areas of the Rockies) is hampered only by structural barriers.

Hazards of Herbicides

Any management decision must consider the risks and benefits of the contemplated action. The logistically simple, low-cost method of mass aerial spraying to enhance forest productivity in service of the need for fiber may be valued more than the health and livelihood of forest citizens and neighbors. If such is the evaluation, the forest industry must realize that it cannot purchase the peace and goodwill of its neighbors through public relations. No matter what the minimum risk and maximum of benefit, those who suffer the damage do not often appreciate the benefit.

The Forest Service has been repeatedly assured that its use of these agents constitutes no hazard to the population. Although scientific opinion differs the majority opinion seems to be that data as to toxicity and exposure predict that no hazard will result.

On the other hand there exist a wealth of strikingly similar complaints associated with aerial phenoxy exposure from the Montagnard tribes of Viet Nam to Oregon, Minnesota, and Arkansas to mention a few. It is indeed significant that spontaneous opposition to herbicide use has developed in more than a dozen scattered locales. This phenomenon can only be explained as mass hysteria or the rational response of citizens experiencing damage.

This vast collection of ignored and uncollated "anecdotal" data cannot be brushed aside. If reality does not conform to our theory and its predictions then it is the theory which must be revised, as reality does not go away. One possible explanation for the discrepancy between theory and reality in this issue is the observation that women and children seem to be much more strongly affected than men by exposure, while applicators and researchers are almost all men.

To clarify some epistemological confusion, there is nothing inherently wrong with anecdotal data. All "anecdotal" means is that the data are the result of other than a controlled scientific experiment. Most of our management decisions and nearly all our life decisions are made on the basis of "anecdotal" data. To illustrate, the decision to remove thalidomide from the market was based on the anecdotal data of the presence of hundreds of deformed offspring. It would have been unconscionable to insist on controlled scientific experiment involving 10,000 exposed fetuses and 10,000 control fetuses before taking action.

There are some who claim that there has been no "proven" incidence of harm in thirty years of use. The standards of proof demanded by those making this claim are such as to virtually guarantee its truth. The damaged citizen must first of all go to lengthy and expensive tests to prove harm, lengthy and expensive tests to prove exposure, and then be able to establish beyond all doubt that harm and exposure are related. The first two hurdles are difficult enough while the third is impossible since harm can always be ascribed to the operation of some "other" factor. Since those conducting investigations often have a scientific and/or economic interest in the belief that harm is not related to exposure, harm is always ascribed to those mysterious other factors rather than to phenoxy exposure.

Numerous instances of the described process could be cited. One example within recent memory is the couple who complained of water contamination and associated physical ailments. The Forest Service took water samples which turned out highly positive, but the agency failed to inform the couple of the results for months. Since contamination levels were far higher than that thought possible by prediction of phenoxy behavior in the environment, Forest Service investigation concluded that its samples must have been defective. This continual putting of the cart before the horse has produced a distorted scientific picture.

Another example which easily comes to mind is the Hoedads' experience with the chemical thiram, once used as an animal repellent on tree seedlings. The following process I wish to describe as the "citizen's cycle" and I offer it, with all due humility, to professional toxicologists as a model for the evaluation of citizen complaints.

Years ago we treeplanters were asking what is this funny white stuff on the trees we handle all day long? We were told not to worry. Then people began to notice that whenever there was the white stuff people got sick. We were told that this was impossible. Then people went down to the libraries, found out that the funny white stuff is thiram, that it is toxic, and that our symptoms are identical to thiram poisoning. When we pointed this out we were told that yes it may be a little toxic, but you can't possibly be exposed to enough of it to make you sick. Then followed years of medical verification and the rallying of scientific opinion. When finally we had proved both harm and exposure (though our opponents would not concede the relationship of the two), and were close to gaining governmental action, the lobbyists came out and predicted the collapse of the forest industry should thiram be denied to them. In the meantime most managers have abandoned its use, not so much because of concern

over its toxicity, but because of increasing recognition of its uselessness as a management tool.

I was seriously poisoned by thiram and believe me it is very disturbing when a scientifically and economically interested "expert" will declare to the public that your suffering is merely a delusion. Similarly to hear lobbyists predicting the collapse of the forest industry publicly, but privately admitting their suspicions that the substance is useless. This experience has made me quite skept-



Portion of Remarks Submitted to USDA/EPA Symposium on the use of Herbicides in Forestry

tical. My objectivity now favors the citizen over the scientist, the safety over the benefit.

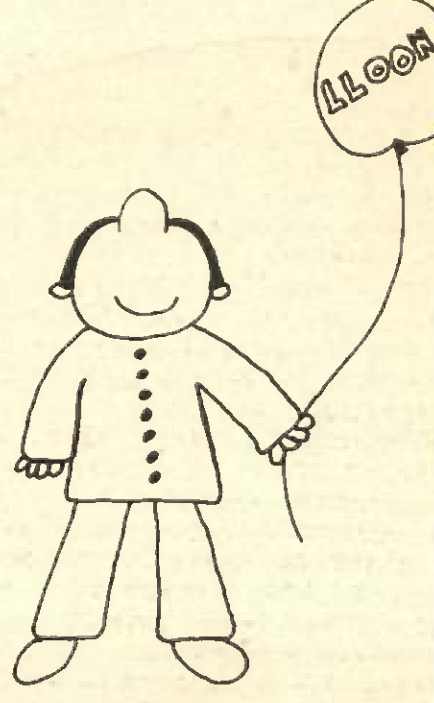
Samual Johnson, in a philosophical dispute, proved that the world exists by kicking a stone.

Last week, just as I was preparing to attend this symposium, one of our crews came down with "mass hysteria" while working on a unit recently treated with 2,4,5-T. Half the crew experienced the flu-like symptoms. One woman began to bleed from every orifice.

Some scholastics maintain that these "stigmata" could not be caused by exposure to 2,4,5-T; rather they are psychosomatic or the result of divine miracle.

I lack the faith. I kick the stone.

--GERRY MACKIE





## CREW FEED BACK ON THE SEXISM ISSUE

The last general meeting instructed the council to develop a list of topics to lead the sexism discussion. The following lists were gleaned from the Council minuted of 1/16/78, pgs. 12&13

Potluck, as a crew has decided to make a conscious effort in the following ways to evaluate sexism in camp and at work. The ideas proposed are a collection of ideas from various crew members and are not necessarily supported by each person. Potluck respects the right of each crew to its autonomy and only encourage the following:

1. As a crew, we actively look for wimmin planters to keep a balance of men and wimmin.
2. We are trying to be consciously aware of our language so to heighten our awareness and facilitate growth.
3. As a crew we are open to crit/self crit amongst the crew and the coop in general.
4. At this time, we see the necessity to encourage wimmin planters to be the primary rep and reps to the Forest Service. This not only trains wimmin to deal with the bureaucracy but encourages the forest service to deal with wimmin as equals.
5. We make a rotation of all camp responsibilities so that all persons are contributing members of the crew. We encourage wimmin and new planters to learn to drive the crummy, use the chainsaw, c cook, etc.
6. We support the interchange of skills and knowledge between ourselves and others.
7. We plant by the share. We believe this method of planting encourages wimmin and new planters to remain with the crew by equalizing the pay and supporting their income.
8. We have been trying to encourage all persons to learn strategy. A suggestion has been made to have a strategy committee plan the day's strategy. This committee would consist of the previous day's NPF, that day's NPF, and a new or interested planter.
9. We actively support each other by having crew consciousness so to maintain a more flexible and viable crew.
10. We actively support both wimmin's and men's activities as growth facilitating processes.

### Sexism--10 points

1. Confront it openly when it happens, support consciousness-raising, open discussion.
2. Seek out women members and support them.
3. Men confront sexist attitudes and behavior in other men.
4. Women confront sexist attitudes and behavior in other women.
5. Encourage women to take positions of leadership (bidding, council, contract reps).
6. Both men and women educate each other in order to break away from traditional role patterns and to learn new skills.
7. Discuss the historical/cultural basis for sexism in post-industrial capitalism.
8. Encourage women to become more assertive and confront intimidating, aggressive macho attitudes.
9. Encourage the balancing of male/female energies in each person for personal growth and awareness.
10. Approach the above in the spirit of love, openness, and unity.

Cheap Thrills



AMAZON

PEACOCK



VOTE

pg. 9.

Campaign Propaganda--JR Ogden

My full name is John Ross Ogden, most people call me J.R. I've been a Hoedad for four years. I'm running for the position of Treasurer. I've been crew treasurer for Potluck for over a year and I'm in the process of training a new treasurer for the crew. I feel that I'm more than adequately knowledgeable in the crew books.

My familiarity with the crew books points out the problems that crew treasurers seem to have. One of my specific goals is to remedy some of those problems. Other goals are not that precise because of my general inexperience with the office of Treasurer. My initial hit concerning the Treasurer's office is the importance of the record-keeping function. I believe record-keeping cannot be underemphasized, it protects the co-op both externally and internally. We are beyond the hippie business image and we should continue our progress. And I feel confident that I can continue in the tradition of progress.

Thank you.

--J.R. Ogden

Dear Hoedads--

I'm running for one of the Hoedad Central bookkeeping positions coming up for election at the General Meeting. As far as I know, now, 2/23, no one else has announced any similar desires, but I hope that changes by the general meeting. I prefer to see a field so that the coop has the opportunity to make a choice.

I'm able to work immediately following the G.M., depending on what Kristi and Marcia and Gerrie care to do. See ya there!

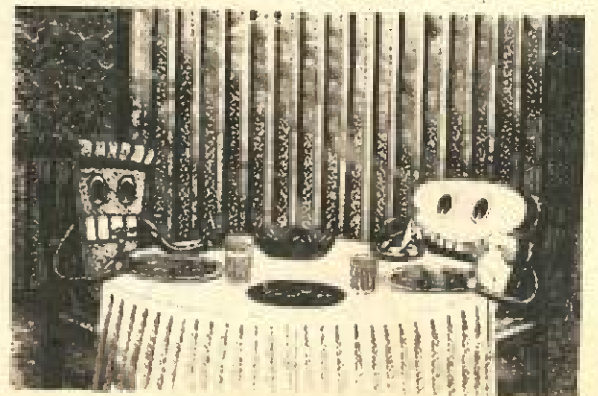
Love, David (MS)

More Campaign Literature

To me the job of Secretary is communications. Every aspect of the job relates to communication. I see the secretary as the person whose job is to make it so everybody in Hoedads can know everything about Hoedads. A resource and information person. Someone to ask for more data and material. A person to record and analyse council meetings, to provide overview, historical perspective and continuity. To achieve this will require a lot of research and time.

There are many reasons I want to do this job. I expect I will learn more from one year as Secretary than two years of college. I've got the energy to study now. To me the job itself is very attractive. There's nothing I'd rather do. I expect this job to be the most challenging and the most rewarding I've ever done.

--Mike Bresgal





from  
MARCIA . . .

about What the Hell I'm Doing  
in There All the Time

--Record all transactions and keep the financial records in order--paying crews, bills, logging invoices.

--Present to the members in as useful a manner as possible the information contained in the financial records.

--Work with crew treasurers on crew books.

--File for all appropriate taxes, licenses, etc.

--Provide agencies like the bonding company and the bank with the financial information they think is necessary. This must be accompanied by explanations since our records don't exactly correspond to the records they are used to dealing with.

--Responding to requests, demands, etc. from government agencies for information and initiating contact to get things clear before they get out of hand.

--Help prepare and present quarterly budgets.

-- Arrange loans that have been authorized by council or the general meeting with proper collateral and afterward monitor the repayment of these loans

--Set up systems for recording and using our information more efficiently.

--Pay bills on time.

--Act as a representative of the co-op.

You may well ask--what are those financial records good for anyway???

There are different levels of information. On a financial statement you see one level. This level summarizes all the information and consists of totals in each category. Contracts receivable lists the total amount of money that we have on invoice but we haven't received yet. Accounts receivable--crews lists the total amount of money owed by all the crews. This level of information gives us an overall picture of what's happening. It provides a good summary for ourselves and for the bank and bonding company of our financial situation and any changes from month to month. Balancing the books monthly also provides a mechanism for making sure we have entered everything in our books correctly. Still, a balance sheet's value is limited. Unsupported by backup records with which you could explain what those numbers mean, a balance sheet would be useless. The bonding company has asked us for "schedules" of various accounts several times. A schedule of contracts receivable would be a list of how much each crew owes. These make up the next level of information. They give some meaning to the totals. If we were unable to provide them, our financial statements would have considerably less value.

BUT--in order to have this information with any accuracy at all we must have even more information. We need to be able to show where each contract invoice came in, when the money came in, how much money has come in and how much hasn't, have the invoice and show what happened to the money. For accounts receivable from crews, you need to be able to show what each crew owes money for, how much each has paid back, and what was done with the money. Of course, to be useful all this information must be arranged in a way that it can be entered and found and checked for accuracy as easily as possible.

So--what's the point, you ask? I'm making a pitch for the idea that attention to detail and insistence on verification of all information is not pettiness, but a requirement of the job. In this business, problems don't go away, they just add up. And dealing with them pays off for us. How? We know how much money we have and where it is. We know how much things cost us and when we paid for them. We know what we need to know to make a loan, to make a budget, to go to Salem, to do whatever we want or need

to do. We know we can get bonding--I can tell you that we got by for a while without those records but we can't do that anymore. The bonding company lowered the boom about that quite a while ago. They wanna see a well-organized business and to them that means responsible bidding, good contract work, and accurate and well-organized records. To get loans from the bank, to respond to the Small Business Administration within five days to answer a bid protest, to be prepared for an audit . . . it pays.

A final point on this subject. . . I think it's important for all of us to realize that all, yes all, of our individual records, including our cash reserve figures, depend on crew records. Having central's books together can only take us so far--ultimately we depend on the crew books. I think that this is one of the places we should put some energy into improving.



About a year ago I had this gnawing feeling about our cash reserve. We had no way to show that the numbers on each person's page added up to what we showed as our total cash reserve. We had always done the best we could, but there was no good way to check. We decided to find out. We went back through all the records we have and laid out everybody's cash reserve and added it up and it came out to about \$4,000 more than what we were showing as our cash reserve total. After that we made the necessary adjustments and made plans to be able to check our figures quarterly from then on. We now make lists of each member and quarterly additions and deletions to his or her cash reserve arranged so we can add them up and check them against our totals. This has been hard to do but without it our cash reserve total would once again be unsubstantiated and, most likely, wrong.

This winter the treasurers' council made several presentations to the council of guidelines for a discussion of a proposed loan policy. This was presented again at the last general meeting. Ed Farren has been working on another, similar, proposed loan policy. I am encouraging the membership to seriously consider and discuss our loan policies.

We need to think when we make loans. In order to think constructively it is a tremendous help to have a framework

for analysis. This framework can include an outline of all the uses we wish to make of our cash reserve. Currently we use it for cash for bonding; for paying crews when they get an invoice but the money isn't in yet; cash for loans to crews to pay crew bills for insurance, equipment bought on credit, etc.; for emergency advances to crews who go a long time between invoices; to cover temporary deficits in the administrative budget; for deposits for the bond for the contractor's license; to back loans to crews at O.U.R. or to make direct loans to crews. Whether or not we want to do all these things--or whether we want to do all these things--or whether we are willing to give some of them up, at least for a time, if we want to do something else--would be taken into consideration. We have a certain amount of money and a certain amount of things we want to do with it. When what we want to do adds up to all the money and we want to do something else, there are two things we can do--we can increase the amount of money we have and/or we can decide that we won't do something(s) we used to do, or do less of it, at least for a while. It is this point we must plan for. In the process of making a loan policy we would be making collective decisions about what we want and/or need to be doing with our money. And when we would make an exception to our loan policy, it would be because we felt it was worth giving up something or making some adjustments. To think, to consider the consequences and then accept them along with our decision, could make us more flexible and more able to live with our own decisions. I should add here that there are, of course, never any guarantees in decision making and projections about the future --always it must be based on probabilities rather than certainties. Even so, I still think a collectively-arrived-at loan policy would be better than our present "no policy." Because every time we make a loan, it affects our next loans and is in fact making policy. But these decisions are arrived at without the benefit of some focus for analysis. This could lead to us finding ourselves more boxed-in and actually less flexible--just the opposite of what we're trying to achieve.

Finally, I would like to stress that a loan policy include strong inducements to as full a discussion and communication as possible.

There are Some Problems Here:  
The Crew Treasury

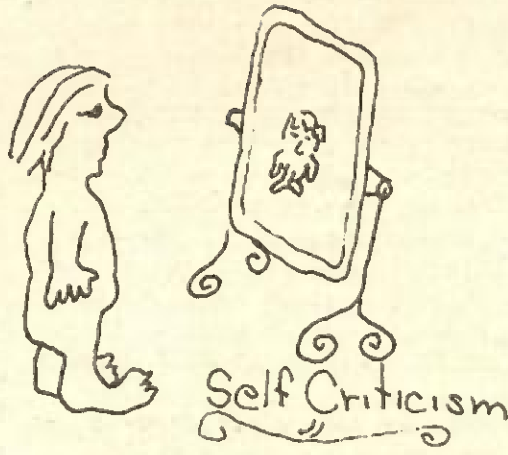
(1) Crew treasurers are having to spend so much time doing crew books that they are either losing too much planting time or they're not keeping up with their books or both.

(2) It's hard to find replacements before the current treasurer totally burns out.

I have felt for a while now that crew treasurers are suffering from a lack of good training in basic book-keeping principles and going on for a long time without ever really understanding the system. This leads to treasurers facing constant problems, getting farther and farther behind and losing more and more work. I have noticed that some crew treasurers who seemed to know how to do the books best, spent the least time hassling with them.

cont. next p





In the beginning I was concerned about how little money we could operate with and unsure about the bank loan procedure. There were times when I hesitated to pay crews right away. I was afraid we wouldn't have enough money. This was interpreted by some as a power trip. It was, to the extent that I was acting out of my own insecurity rather than a more objective basis. I believe that this situation has been corrected both through my own increased knowledge of what is possible and what is not and also through the criticism of a friend.

It was all too easy at times to be critical of a crew records and to forget not only how burned out when I was a crew treasurer, but also that it was my responsibility to provide crew treasurers with adequate training. My record is spotty on this point. I have tried, however, to be available to help whenever possible and to encourage treasurers to ask for help.

I did not keep on top of the insurance bookkeeping problems. I assumed at times that things were going smoothly and that things were understood when they weren't. I always pushed it to the rear burner. Pam has assumed a lot of the responsibility and done a real good job.

I got burned out and have cut down my attendance at council meetings. Sometimes I missed because it was the only time to do other work. I still intend to pick up my attendance again --just broke down for a while.

On the whole, I tried to do a good job. I still feel I left a lot undone. I tried always to put the needs of the crews in the field as a priority, to make the information I have available to as many people as possible in as clear a manner as possible. I have tried to be on top of all deadlines for tax and other things (I was a little late on one last year) and to maintain a strong picture of our record-keeping and financial status for the outside world--and this past year we have had a lot of the outside world to deal with.

I wish we hadn't shined on the criticism of office people at the general meetings.

This last year has been incredible in terms of the pressures brought to bear on us and our response has been strong. Our struggles in the legislature were exciting, exhausting and enlightening. There are a lot of weird games that people are playing out there. And they're playing the games that they think work for them--that play to their positions of strength. And if we try to play their games with them, we're gonna be at a disadvantage. We've got our own strengths and our own game and I think that's how we oughta play it. Some people think we're a myth, a scam, a lie, a phony. We know we're not. We know that workers can get together and take their lives and their livelihood in their own hands and succeed--cause that's just what we're doing. We make mistakes. But our strength is us. And that's what we have to use. I'm sorry now that we shined on a swarm of Salem last spring. When we went up there with the Logrollers and Cougar Mountain it was powerful. The people up there saw that there really were a lot of people involved who do have a real stake in what's happening and who wanted to do something about it. And the Hoedads who went got a real feeling about what was happening up there--who could come back and participate in a real way in the decisions that had to be made. And let me tell you, I felt a lot stronger going up there with all those Hoedads than when just a few of us went up there literally quaking in our boots. This isn't just past history. The battle will continue for sure. So if we feel that our strong point is weakened because of lack of cultural education or whatever, let's get on it. It's gonna take all the strength we got.

Singin' the Insurance Blues or  
. . . Takin' Care of Each Other

Nobody seems to like our insurance program. But it seems that we get what we pay for--which is not enough. There's some people moving into some hard times. It makes me feel bad. We talk a lot about being sisters and brothers and taking care of each other. Nobody can do that alone. It's gonna take us all feeling a lot closer together than we do now--cause to take care of everybody we all gotta put in together and that means willingly giving up some of our individual perogatives. The way it is now, our insurance helps, but not enough. And most of the gestures we make to individuals who need help are great, but they're one shot deals. Working on actually making our commitment to each other a real thing is gonna take some sacrifices and some hard decisions. It's gonna cost us--are we worth it? There's something wrong with every answer--but no answer is worse.

--I would suggest a better training program. More concentrated time spent learning in the beginning could save a lot of lost work time later, not to mention eliminating a lot of problems with the books. A number of treasurers feel they are unable to spend this time while losing planting time. We need to find ways to work this out.

Crew treasurers have pointed out that horrible record-keeping by crew members--lost tree totals, incomplete hours records, no indication of which date the trees were planted on or the date, no receipts or records of what happened to the petty cash--has cost them a lotta lost time. Crew books depend a lot on the consciousness of all of the crew members about their part in keeping their records together. What the treasurer does is put together the information about what happens each day with the crew--if that information is not available or is fouled up, then the treasurers can't do their jobs.

--It would be helpful to develop better forms, etc. that crew members would find easy and convenient to use.

#### About Having a Hoelad Treasurer

When I ran for treasurer I didn't think it was necessary to have a person who was the treasurer. After a year of being the treasurer, I'd like to share my thoughts on that subject with you again. I now think it's worthwhile to have one person whom the membership has selected who is committed to a full year's time to make sure that everything that needs to be done is done and is done right. It provides consistency over a reasonable period of time. It makes that person accountable for the work that is or is not done--and everyone knows this. It makes clear an individual commitment and feeling of responsibility that I think is essential. It says you know and I know that I'm gonna be on top of it for all of us as best I can. In addition to the internal benefits, it says the same thing to the bonding company, etc., and frankly, that's what they want to hear.

#### Some Things That Still Need to be Done

- (1) We need to work hard to develop answers to our insurance problems.
- (2) Develop a crew treasurer training program including written guide. Improve crew books.
- (3) Prepare an information packet --one for each crew and one for the office.
- (4) Update and improve our book-keeping system and write instructions.
- (5) Continue to research and establish the viability of our agent status and consider any other tax problems.
- (6) Write a guide to central's financial records.

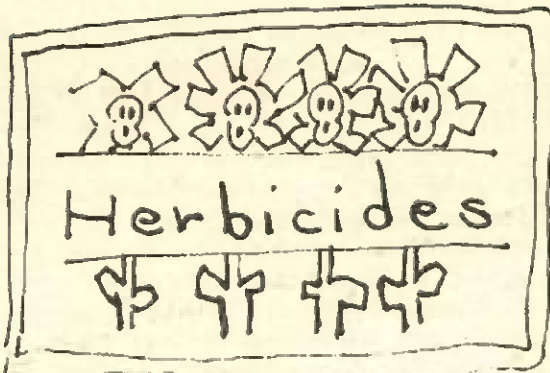
#### From Me to All of You

I've been through some kinda changes since I've been in Hoedads. I've been scared with each new step I've taken. But you've had confidence in me and supported me and that made me believe it was possible. Words can never say enough. Thank-you. I love you.

--Marcia







ings about herbicides, as I have (and will) written items on different aspects of herbicides. Sometimes things I write will be pretty technical, as I think it is important to convey the known information about herbicides as completely as possible, and some people find that information useful to their understanding. Othertimes, though it's more difficult for me to do so, I'll try to relate my emotional/intellectual life-oriented perspective, which some might call wholistic, and which comes from a place of concern and anger. Always I want to be relevant, and appreciate feed-back on that issue, so that I can learn to communicate.

I've always been a lover of things that creep-fly-slither-swim-run-sting-flower-smell-and shower my senses with delight. Life is the one quality we share with all organisms--I respect that basic relationship. I do not respect the blatant humanis destruction of each other or of those creatures which are not clever enough to figure out how to defend themselves (hooray for cockroaches), which seems to be so widely accepted. I believe that this earth is a delicate balance of interactions, and that that balance is being degenerated primarily by the greed of a few power-oriented consumptive people dragging behind them the masses who generally feel helpless, frustrated and hopeless.

In the process of destruction, chemicals in our environment are radically altering the ecology of all systems, terrestrial, aquatic and aerial. Accumulated toxic effects have been shown to occur low on the food-chain already, and are suspected, in areas of concentration, to be moving up the chain into higher organisms. This process is most obvious in the oceans which are particularly sensitive to particulate contamination. Radioactive sludge and chemical wastes have disrupted the biological processes of approximately one-third of our oceans, according to Cousteau whom I respect in his knowledge of the oceans. This is a water planet, depending on our oceans for regeneration of our atmosphere, moisture of our continents, and production of food. Without our oceans, we will not survive.

Now I'm not a hysterical environmentalist with a pessimistic overview of the chances for human survival. I'm just in love with this planet, don't feel it right that we continue to alter our environment so that somehow we continue to exist at the expense of the lives of other living beings, and am tired of the destruction led by a few, all for dollars and power. I believe that the ecology of life systems reaches a point at which the degradation cannot, or only with great difficulty, be reversed.

It seems to me as I look around at the death produced by herbicides and other chemicals, the genetic deformities and cancer rates in humans and other animals, the pollution of the air and water and land and space, that we're getting pretty damn close to the point of no reversing. I don't like it. Herbicides hit home to me that's all. I think they are a big, big, problem.

--Marla

The following is an edited excerpt from an extensive report published by the US Dept. of HEW in 1969 entitled Report of the Secretary's Commission on Pesticides and their Relationship to Environmental Health.

There are almost 100 different chemicals (probably more by now) and combinations of chemicals that are used effectively as herbicides. There are three basic types of herbicides depending upon their effects on plants: contact, systemic, and soil sterilants.

Contact herbicides kill plants through direct contact with the foliage. Generally the effects are acute and the plant dies quickly. Contact herbicides may be selective in their action or they may be non-selective and kill all plants.

Systemic herbicides can be absorbed by either the foliage or the roots and may be translocated through the entire plant system. They are usually selective in their toxicity and they usually have a chronic effect on susceptible plants.

Soil sterilants are chemicals which prevent plant growth when present in the soil. The length of time for effectiveness may range from less than 48 hours to more than two years.

(There are a variety of herbicide types; listed here are those which we are probably most interested in. You should remember that this is a government report, and while it is more objective than most such reports, facts and figures are not 100% credible necessarily as the data for these statements are not well defined, which is one of the objections anti-herbicide people are constantly raising.)

(1.) Carboxylic aromatic herbicides --This is a large group of synthetic herbicides. Their activity includes contact, systemic, and soil sterilant action, depending upon the compound and method of application. They can be divided into five types (with the phenoxy acids being the ones most of concern to us).

(a.) Phenoxy herbicides are a selective group of compounds used for broad-leaf weed and woody plant control. They are systemic in nature and in warm moist soil persist 30-60 days (this is debatable and they have in fact been shown to persist for much longer periods of time, i.e. over a year to two years). Examples are: 2,4-D, 2,4,5-T, 2,4,5-TP (Silvex), MCPA, and others. The recommended rate range for use is from 0.25 to 2 lb/acre. These are considered only slightly toxic to man and other animals. 2,4,5-T and 2,4,5-TP contain a contaminant byproduct known as TCDD (dioxin) which is admittedly (by industry and government) the most toxic known man-made chemical.

(2.) Aliphatic acid herbicides--The chemicals in this group are grass killers with limited toxicity to broadleaf species. At low rates of 3-6 lb/acre they are agricultural herbicides, but at 10-50 lb/acre they are temporary soil sterilants. They are only slightly toxic to humans and warm-blooded animals. Examples are: Dowpom (dalapon) and trichloroacetic acid (TCA).

(3.) Substituted phenol herbicides--These are used for contact killing of all weeds hit by the spray. They are applied to railroad and high rights-of-way and industrial areas as well as on agricultural crops. They are also used as pre-emergence herbicides. Their persistence in the soil is only about 3-5 weeks (definitely questionable) and they are not translocated in the plant. Examples are: dinoseb (DNBP) and pentachlorophenol (contains dioxins). Their toxicity to mammals is considered moderate to very toxic.

(4.) Heterocyclic nitrogen derivative herbicides--These chemicals are agricultural herbicides (which can be used in forestry too) with low mammalian toxicity. When applied at 1-4 lb/acre demonstrate good selectivity, some showing pre-emergence and some post-emergence activity. At higher rates 10-40 lb/acre a few are effective soil sterilants. Examples are: Aatrex (atrazine), Princep (simazine), Miloga (propazine), prometone, and amitrol.

(5.) Herbicides falling into miscellaneous category include urea derivatives, chlorinated compounds, aldehydes and others. The group includes at least two compounds, paraquat and diquat possessing higher mammalian toxicity. They are used in agriculture as well as in industry. Other examples include: Tordon (picloram), Sinbar and bromacil.

Glossary

Acute--severe, immediate in effect.  
 Chronic--long-continuing effect, possibly not drastic, initially.  
 Pre-emergence--before or at the time of break, prior to leafing-out; or before shoots start at ground level.  
 Post-emergence--after plant has broken out, foliar; or after ground-level growth has begun.  
 Systemic--throughout the whole plant system; roots, stems and leaves.  
 Translocation--moves from one part of the plant to another, i.e., from leaves to roots, in order to effect a higher percentage of kill in the plant.

More to come.



So sometimes  
I'm just makin' love to  
the Mother,

and pumpin' her  
full of baby trees  
while she rolls under me  
and sheds rain tears of  
joy and life

and my glasses get all  
muddy (along with the  
rest of me) and  
the mud her flesh  
and I cant' see  
and I get so stoned  
and turn around and  
see the mountains  
rollin' away  
to where I'll go someday.

which makes it all  
one big psychedelic, homos  
incestuous relationship,  
don't it now?

I mean  
I'm pretty straight myself,  
ask any body!



# LOAN POLICY

Sometimes crews need money for expenses related to work, such as fixing the crummy, buying tools or special equipment, or for operating money. These are usually referred to as start work expenses. Crews are urged to get start work loans at OUR.

What happens at OUR is that your crew joins the credit union. Normally it takes 30 days to become a member, so it's good to join before you need a loan. After you are a member, you can apply for a loan. Loans are usually decided by the loan committee meeting on Thursdays. Generally the limit is \$1000, although this is somewhat flexible. The first loan will require 10% of the loan amount deposited in your account, adequate collateral, and a co-signer. Once a loan has been paid back successfully, the co-signer and the collateral may be waived.

Often crews are in a big hurry to get money, or can't get a loan on their own and turn to Hoedads as a last resort. The council can authorize freezing shares at OUR for start work loans of up to \$1000 to crews or to individuals who are crew backed. Crew backed means a crew has met and decided to accept ultimate responsibility for a loan. Crew backed loans need a time limit, a specific amount, and a repayment plan. The bonding company recommends that we limit our loans to one year duration. Hoedads prefer to loan to crews rather than to individuals, since the crew will always be around, but individuals may be transient.

Individuals who have specific start work expenses and who wish a loan should get their crews to ask for the loan. Hoedads can loan to the crew with the crew liable. The crew can give the money to the individual. This secures the loan for Hoedads.

Collateral loans to groups inside and outside Hoedads:

These loans need some kind of good collateral. They should be for a year or less, and have clear repayment plans. There should be at least 3 weeks for discussion of the loan throughout the coop. The loan should be decided by the general membership, either by a referendum, or at a General Meeting. Like a By-Law change, a 2/3 majority

of the votes cast would be needed to pass such a loan, with abstentions not counting as votes, and at least 90 people voting. It's in this area that we've made our biggest mistakes, like WOW Hall and CHEC.

We should note that Hoedads members cash reserves are not very good collateral. First, if many people use their cash reserve as collateral, the money is tied up and is unavailable for assignments of claims for crews or for coop projects. Second, while such loans are ultimately secure, the immediate situation is that a member must leave Hoedads before their reserve money can be collected. It would be a big drag if we kicked somebody out in order to collect on their cash reserve.

Cascadian Farms put up grain dryers and farm tractors for collateral. The Chile people put up individual people's notes for collateral. The Oceana loan is backed by parts of 10 Hoedads cash reserves.

Also, there are subscription grants like the Guatemala Relief gift, and the donation to Edd Wemple's campaign. For these, members of Hoedads promise to pay either a share of the total amount, or a fixed amount. Central fronts the money

More mud & Sharks workin' for the Private Company  
Crummy is leaving.....Wait..what about me  
Walk up the road that today is a creek  
Hopin' that proofin' will keep out the leak  
Pre-trim the Elktons after washing them off  
'Let's build a fire" Toffer says, with a cough  
Weather today might be clear and fair  
Raingear's in the crummy- too late to care  
Fully loaded and ready, we climb to the top  
Tryin' not to itch that oak that won't stop  
Talk about borgwards this slash is too much  
Old growth poison oak, rock faces and such  
Shade block those trees & plump out each pile  
Sit down here and rest awhile  
Waterfalls, rainbows, storms and snow  
Plantin' between raindrops just keepin' the flow  
Sun's out- too hot! Let's leave after one bag  
Tomorrow I'll be sure to remember to sharpen my dag  
With my orthpedic tee bag and my lunch and coats too  
I'll head back to camp early- fight off this town flu  
Hey -is's Mike Hennick ready to leave with his load  
His four-wheel ride slides over the mud road  
We're camped now at Bandon at 35 a day  
Then to Parks Creek now Camas Valley's extra pay

Dorena is waiting, again it is heard  
People are crying out- subsidy is the word  
Elaborate planning and coordinating fell short on this quirk  
Alls we needed was something to carry two months work  
Now we'll stop to examine what's proper and real  
Divide total trees by each crew I still feel  
(Like I didn't want to leave club Coquille)

Rich



"I joined the Hoedads because I like working outdoors."

immediately and is reimbursed by the members. A council or G.M. decision is needed for these. Interested parties write a payment contract for people to sign, and collect signatures.

With all loans, both inside and outside of Hoedads, it's necessary to discuss the details with the secretary (Ed Farren) or the treasurer (Marsha Brett). They can explain the intricacies and help people prepare their loan requests so as to avoid as many hassles as possible. Also, before going to Council, loans should be considered by the treasurers council.

Finally, our experience has been that the more energy put into making a loan the easier time we have collecting it, and the better the feelings are all around.

This piece was written to clarify how Hoedads should make loans. I'm asking that this be approved by the General Meeting to serve as a guide to making future loans.

Ed Farren





# ACCELERATED RATE of Change

Men and women can ask themselves what is a family unit? Is it a man, woman and child, or is it two women or two men or single parents? The essence of change is in these questions. To fear the new definition of self and family binds us to the idea that only through the traditional family can we leave an eternal mark, someone who will live on in this state past death. To struggle for infinity or eternity in this way is to struggle to regress toward the belief that when boundaries are not clearly visible, exploitation and total consumption can reign free.

The symbol for eternal (god space) is the stars and beyond, eternal space. At this time, the real, romantic and religious definition of space is limitless without boundaries. Space to us is still a void that can consume everlasting life and accept the overflow from earth. To redefine space as limited, to change the idea that space is eternal, means the last frontier has boundaries. It means that future generations will have to deal with everlasting pollution when the physical boundaries of space can be seen and when pollution of that space can be defined.

With the awareness that space may be limited we can then redefine our role as propagators of the earth. We can also redefine the relationship of people to people. Accepting birth control and a new definition of family or of self fulfillment is the beginning of the populus entering the age of space travel where limits are new horizons. Human potential is not limited to visions we can see. If we know there are boundaries we cannot see, we can approach life today with a new awareness. Generations of the future will see the boundaries we cannot, as clearly as we see physical boundaries today. The ocean, the air, the land are faced with pollution on a level that past generations would never have imagined.

The human resource movement is the symbol of future thinking. We can define exploitation boundaries on space not in increments of tons of pollution, but by degrees of human potential to change. For the human race to enter the age of space, carrying with it the blindness of youth that has been so enjoyed to this time, change will be as difficult as adolescence is for the individual. To enter the space age blindly we run a high risk of polluting through ignorance. If we bring into space a limited potential for change while trying to further the interests of the earth, we will also bring a refusal to accept the full potential of space. Our attempt to further the interests of earth in an arena understood by most people through symbols, will point to the need for today's accelerated rate of change. The symbol of "god space" changing, not with the second coming but by the arrival of humans, threatens basic religious and social beliefs unaffected to the present. The human race has outgrown some beliefs but has difficulty passing them by and moving forward to new symbols. The process will not be slowed. Humans cannot stop the change movement and the environmental movement. Although every human being will participate, these changes are hard to accept because no one has a religious or social order that has an already developed map. Furthermore the present social and religious leaders strive to keep these changes from happening. For example, some Christians oppose the gay rights movement as being a threat to the family unit.

The family unit, the traditional trinity of man woman and child has served the function of growth-female, support-male, and propagation-children. For the continuation of the human race this arrangement has been successful in terms of covering and consuming the earth and in forming the concept of eternal life or infinity. Some social changes at this time in history can be viewed as a threat to family or Christianity and to eternal consumption or business.

Why is social change such a threat?

Birth control marked the end of a seemingly limitless era and the beginning of change. The task of change has been assigned to women because of their burden of child-birth. With birth control available at around 97% efficiency, women can choose to structure their life and family, and seek fulfillment not through child birth but through personal growth. Personal fulfillment without children now signals men and women to redefine the family unit. Both men and women have to question and seek to develop a new social map.

The family no longer must stay together for life and children do not have to be and are not the binding factor.

The concept of infinity allows the human race to view anything with sightless bounds as if it were there for total consumption.

From the age of berry-picking to the present the seemingly limitless bounds of the earth have been consumed by the idea of land ownership, mineral consumption and over-population. The people of the earth have viewed finite resources everlasting because the boundaries were beyond the scope of vision at the time.

The future, too, holds the potential for exploitation of a seemingly limitless resource that can be polluted before pollution can be defined on its terms, sailed before it is charted, considered infinite before the boundaries of space can be seen.

The "god space" is the tranquil space of the stars where a wish will bring anything or put anyone in a state of glory for eternity. The quest for eternal life is the greatest psychological asset to the organized exploitation of space, the zone close to the heart of god and everlasting.

The concept of infinity is in the stages of change. It is evident in the changes being developed by the human resource movement, the women's movement, the gay rights by force or by not recognizing that the change exists, just as we cannot ignore the need for birth control, that gays have rights or that women are half the human potential. People who are unable to feel the freedom of change happening today will be left believing in contradictions and out-dated symbols.

--D.M. Dillon

This is a story by  
from Sprouts.

Maria (Jennifer)

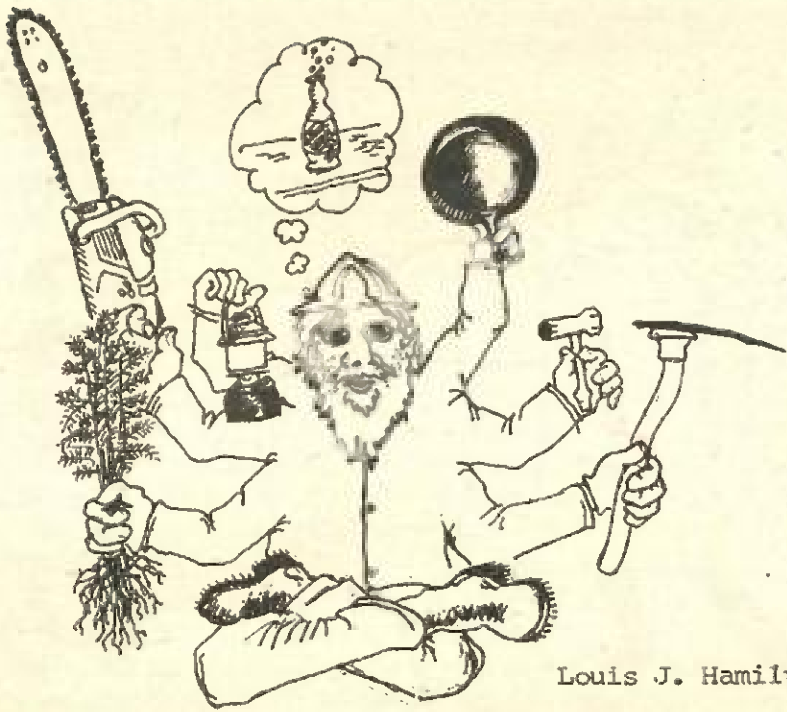
Wants UPON a Timy  
TheR Was a  
Cat and a dog.  
The dog did not  
like the cat. but  
the Cat didnt lik  
the dog. So  
The dog got a  
Pickly ~~mat~~ mat.  
and set the mat  
down. the cat Sat  
on the maT. and  
got mad at the  
dog. The dog sed  
im Sorey.



Sheltoon in early spring

Hit that old rhythm today that planting  
dance  
With the day riding past on every breeze  
Passing flowing planting  
A familiar half-heard song, wind in the  
trees  
It's a tune it has words always changing  
swiftly  
Is it the creek?  
Is it your name? Is it the trees?  
The radio waves caught by the hills  
bouncing side-hill echoing the frogs  
Or is it hoedads pounding opening the  
earth  
Is it the silent falling of once great  
trees  
Now naked, exposed and broken in the rain  
Trees sawn and charred and left on the  
rocks  
Their stumps and roots clutching the cliffs  
for a hundred yards in all directions  
Is it the last shreds of a faller's death  
cry  
Pinched beneath a log.  
In the rain it's the drifts of clouds  
and mist floating up the slopes  
In the sun it's the hot little mudsharks  
in a blistering sun  
Filling the air with prehistoric cries  
and loud happiness  
Go for it.





Louis J. Hamilton

# ARCHIPELAGO ANECDOTES

A collection of recollection  
by Paul Swanson

Never one to end a song on a sour note, I would feel remiss if I didn't draw you a picture of personal integrity in the endless degrading maze of corporate America. How's that for purple prose? Corny as it may sound, it is true. Unfortunately maybe that one cannot write an unabashed personal accolade without turning around and apologizing, but there it is.

Louie once told me, "I never punched a time clock in my life," and then unraveled the tale of his inventing of a better spark plug. After going through a number of barrels of burnt and fouled plugs, Louie hit on a couple of principles which would prolong plug life 10 times. The real story here is in the endless attempted corporate ripoffs of his invention which he'd mostly managed to elude, but not without a lot of personal cost. Many of his sentences began with, "And then them bastards. . ."

But, fox-like, Louie always got out relatively unscathed and headed up to SE Alaska for another round of life in the

In a wild and windswept part of the Northwest coast, near where the continental land mass of Turtle Island\* sweeps up into the peninsula now known as Alaska, there is a region of rocky, green-tufted, rainforest islands called the Alexander Archipelago.

The earth is a crusty limestone, released 10,000 years or so ago from the remnants of the last great Ice Age, and now covered with the thinnest layers of rain-leached topsoil. The dominant forest canopy of Western hemlock and Sitka spruce is relieved by an occasional Red Cedar or Alaskan Yellow cedar strip in lowland drainages where groundwater lingers a little longer than it does on the slopes. And, too, there are the muskeg swamps -- acres of spongy, wet, moss-covered marshlands dotted with dwarfed lodgepole pine and stunted hemlock.

A very thick, tangled, and nearly impenetrable understory of brush -- salmonberry, huckleberry, elderberry, gooseberry, devil's club -- crawls over all the areas that are not covered with old growth trees. On any recent clearcut, the common denominator is the same:

The brush jungle.

This remote corner of the great Northwest was once peopled with the great Tlingit tribe. ("Tlin" means "tide" in Tlingit language, "git" is Tshimshian for human; thus "the tides people".) These days, the human population is gathered into small cities, logging camps, occasional towns, native settlements, and fisherman's outposts.

In the middle of the Archipelago is a land mass called Kosciusko Island, so named after an exploring Russian count of the late 19th century. And at the southeastern tip of the island there is a bay called Edna. A group of us lived here for two summer seasons, thinning trees in this tentative inroad of human economic culture into the wilderness of Southeast Alaska.

North America, in native jargon

Edna Bay Revisited

Until the mid-fifties, this cup of sea, this gentle haven from the strong westerlies, was the home of a logger's camp. During the second World War they came, lured by the lust of a hotly cranking wartime economy -- a lust for the old Sitka spruce. Tall, fat, and heavy; needles with a sharp devil's bite (a rich blue-green in the rain), the spruce was used to fashion



ing Fir

a long, to the north wind's song,  
beaten a rhythmic time;  
dark green crest did the eagle rest,  
ring of the Northern Clime.

\*\*\*\*\*

and with saw, and with wedge, at last,  
I have conquered my mighty girth;  
I sway--then tear my straight way  
in the shuddering trees, to earth;

er of birds in trembling flight,  
laughs dropping one by one)  
high--and prone I lie--  
, undone, undone!

--Alice Rollitt Coe

"ling Fir" was taken from a book  
Poems of Trees, A Sidney  
Memorial.

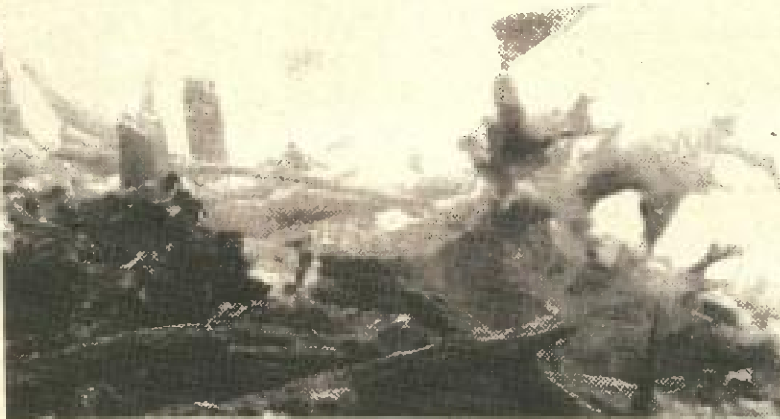
ney Lanier, 1842-1881, was an  
poet and Confederate soldier.  
as a musician (flutist with the  
Orchestra of Baltimore) and  
much attention to the relation-  
music and poetry. His own poems  
use of musical principles as  
Symphony." Some of his shorter  
ke of Trees and the  
he

woods. His life had been a cycle of  
trying to market inventions, hassel-  
ing with the greedy bastards, and tak-  
ing off for R & R in the wilderness.

Everyone said that old Louie was  
the only one around who knew how to  
call out wolves. And he'd take off  
for weeks at a time to Point Baker,  
fishing salmon and drinking up  
legendary amounts of alcohol. Before  
I left Alaska, he and sidekick Gaylord  
returned with a harrowing tale of a  
drunken mishap in which Gaylord's  
boat capsized when another drunk  
climbed one of the trolling poles.

And I got a chance to sit in a  
couple of times with his guitar. While  
I'm no great shakes as a picker, I  
still pretend to have a few licks now  
and then. But this time I was re-  
duced to chording and rhythm-guitaring  
to amazing versions of "Malaguena"  
and various jazzed versions of 1940's  
pop tunes, Bob Wills, and a couple of  
classics.

Now I don't believe in heroes.  
But once in a while you meet a very  
human being, and that privilege I  
call inspiring without a blush.



CON't pg 15



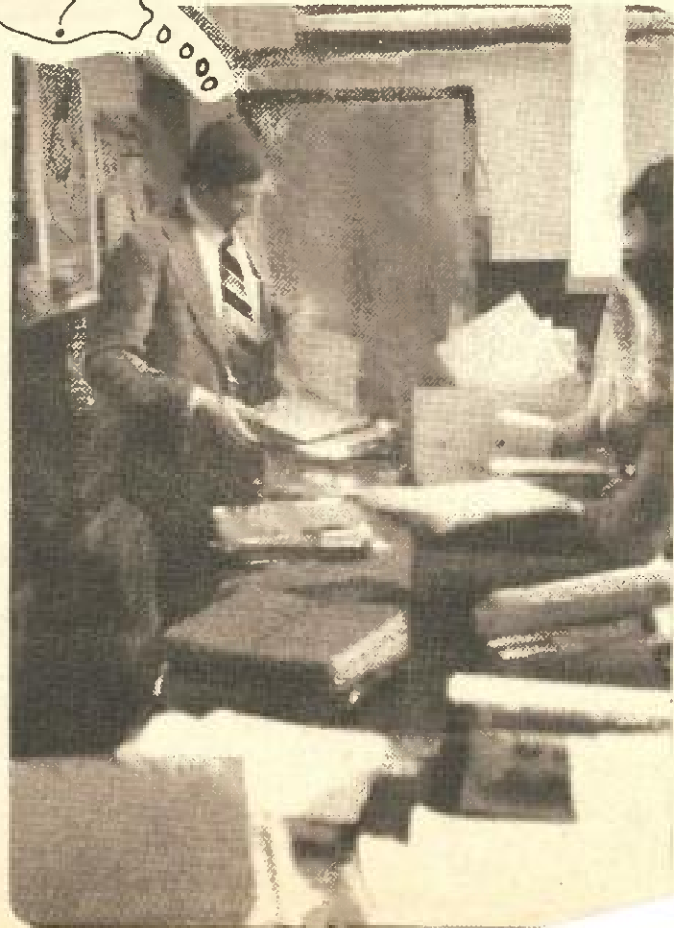


BLAZERS  
GAME AT  
10?



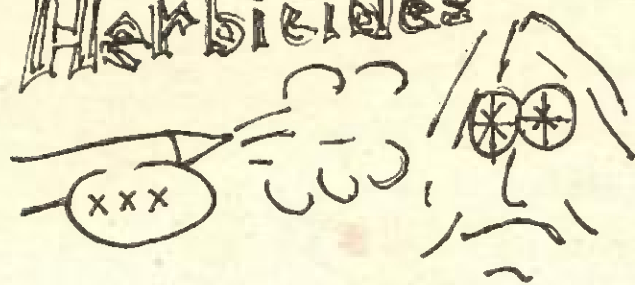
GOD THESE  
PLATFORM  
SHOES ARE  
KILLING ME

So  
THESE ARE  
THE 'BOOKS'  
?





# Herbicides



pg. 13.

are persistent, especially when applied in diesel oil. To continue to work means possible exposure to harmful substances. Different people have different levels of sensitivity to herbicides; some will notice nothing and others will have all kinds of symptoms. I think it is reasonable to assume that if a number of individuals sense chemicals in one or more ways, then you've got a sprayed and herbicidally active unit. Crews would have to discuss ahead of time probably how they would deal with such a situation.

If you do feel that the crew has been exposed to chemicals, either obviously and drastically (i.e., the probably exposure of Logrollers-Pot Luck-Thumbs in Coos Bay recently) or unapparently (i.e., crew just seems to be exhibiting general symptoms above), then I would suggest the following documentation:

(1.) Individuals should keep symptom journals, describing in as great detail as possible what their health has been; include everything, no matter how insignificant it may seem to you, as it is easier to weed out unlikely side-effects than it is to try to project what else a person may have been experiencing. Keep your journal for at least a month; everyday in the beginning and later, as your health improves, only when something irregular occurs.

(2.) Someone should take responsibility for noting probable origin of exposure, listing particulars, and follow-up with a conversation with the inspector if possible. If exposure was while on a unit, weather conditions for that day would be informative, as would description of damage to the vegetation (conifers and other trees and brush), and descriptions of animals seen or not seen on the unit.

(3.) If a crew experiences obvious exposure on a unit, and there is extensive damage to the trees, especially the conifers, photographs of that damage would be interesting and would add a lot to the documentation--not only are these chemicals damaging our health, but they are also damaging to crop species, and therefore not a very sensible management tool.

(4.) If direct exposure occurs, and people are feeling sick after working on a particular unit, it is important that some people have blood tests taken, with subsequent analysis for chemical residue. Those people with the most obvious and numerous effects are likely candidates, as their bodies are apparently sensitive and are reacting strongly. Blood tests should be taken preferably within 24 hours, with a maximum limit of 48 hours. Samples have to be sent to a special lab for analysis.

If you do feel sick, there are a few things you can do. Get lots of rest, eat lots of vitamins, drink lots of fluids to flush your system, and DO NOT drink alcohol until you feel normally healthy again.

Now some folks may beel this an unnecessarily long dissertation on concern over exposure to herbicides, and paranoid to boot, but all I've got to say is I sure hope you're right and I'm not. . . . I feel our best protection lies in prevention and documentation at this point, and our position is strengthened when we can lay some facts on the table--facts which no one else seems willing to check into for us. Like in so many other instances, it seems hanging together is preferable to being scattered. If you want to talk further about this, or need assistance in documenting or having samples analyzed, Fred Miller, Norma Greir and myself are available.

--Marla Gilham, Logrollers

There is a growing concern in the co-op (and elsewhere) over the toxic effects of herbicides. I think we can safely assume that the manufacturers, and most of the users of herbicides are not readily going to try to demonstrate that herbicides induce side effects in humans which are undesirable. One of the problems in demonstrating herbicide harm is showing that adverse health effects are in fact real, and that people in rural communities and workers in the forestry industry are being exposed to these chemicals at dosages greater than those the "general" populace receives. It is possible that these dosages are significant enough to produce long-term effects, some apparently minor and others of a degree which would be called permanent physiological damage.

Documentation of adverse health effects has been placed largely on the people who fear they may be subject to such damage. We are all exposed to some amount of herbicide when tree-planting, both on the unit and through the water we drink, depending on the contract, time of application, herbicide used, etc. It is my feeling that Hoedads is in the position to document a wide range of toxic effects, both subtle and obvious, and that it is in our best interest to do so. I suggest that crews discuss whether they feel concerned enough about herbicide effects to make a conscious practice of observing changes in their health.

Often, herbicide effects will manifest as general fatigue, flu-like symptoms (nausea, chest congestion, sinuses, weakness), irregular menstrual cycles in women (late cycles, ovulatory bleeding, unusually heavy cramps, etc.), low morale (herbicides may depress the central nervous system), to name a few. It is possible that a number of these symptoms, in conjunction with known probably exposure to herbicides, indicates general exposure. Women's hormonal systems are particularly sensitive to herbicides, and widespread menstrual irregularities in the women of the crew are a pretty good indicator that something is going on.

I suggest that crews check their unit description sheets for herbicide treatment and talk to the inspector if the unit(s) has/have been sprayed to find out which herbicides were used and when (some districts use a sort of code system). If any of the phenoxy herbicides (2,4-D, 2,4,5-T, and 2,4,5-TP otherwise known as Silvex) or picloram (Tordon) have been used within the last 1-1½ years, you might be suspicious. I would suggest that you do not drink water off of these units, and that you try to check-out the same for your camp water supplies. Also, don't eat wild foods on these units, or nearby, as herbicides have been shown to accumulate in wild berries, mushrooms, and other edibles.

If you are working on a unit which has a recent spray history and you notice an acrid smell which will probably affect eyes, nose, throat, chest or scratches on hands and arms first, then it is likely that there are still some active herbicide or carrier (the medium in which the herbicide is mixed--could be water or diesel oil, usually) compounds on that unit. It is my personal opinion that people should not continue to work on a unit with active chemicals, and some of these herbicides



Special thanks to Potluck, Red Star and Logrollers for donations towards reprinting Just A Few Easy Questions, a comic book pointing out the dangers of grand jury abuse. The book is just about ready to go to press, and your total donations of \$80 helped.

THANKS.

--Amazon Reality



# Insurance UPDATE



pg.14

There have been some basically good changes in the CARE policy except for the \$2 increase in the monthly premium. (I have made note of these changes in council previously) The first is that pregnancy is now included as part of the regular medical coverage instead of having a separate deductible of \$750. This can actually be good or bad depending on whether or not one has other medical expenses in the same year. The less the deductible, the more beneficial. HMBA is compelled to offer the same coverage as CARE at a \$100 deductible for a lower premium and for less hassle.

Accidents related to drug abuse and alcohol are now covered by CARE and therefore also by HMBA.

CARE is continuing as usual. The billing involves various degrees of hassle. Often in a month there are one or two new sign-ups who don't make it on the policy either due to turning in the application too late, or because they have left out information on their application (how many times can I correct birthdays and social security #'s). Two people that I know of are refusing to sign-up yet are working. According to policy, new members are not supposed to be included on the policy for the first month- the company has said nothing yet about this or anything else we might be doing in violation of the contract.

The CARE medical coverage and claims have been cut and dry. The problem is that some people find out too late that they are not satisfied with the high deductible. Some degree of "scamming" goes on in order to be covered under the \$500 special off-the-job accident benefit. I have no way to realistically assess this problem.

HMBA now has 110 members and 12 dependents. It has been pretty stable

but I feel it needs to increase the pool to look secure. I predict we will have a \$2000 headway for March (less than that of the last few months) this translates into approximately 3 large claims in a month and we're at zero. HMBA has been gaining a few new members each month. Last year membership dropped by about 25% for the summer - this amount of people rejoined again by November. We are averaging one large (\$500 to \$720) claim each quarter although we had two in Feb. and one in Jan. HMBA is behind in it's housekeeping because it was abandoned by its board of directors- Toby, Laurie Patterson, and Roberto, leaving only Bruce and Marcia who already have too much to do. It shouldn't really take too much energy to remedy the situation. HMBA is far-out but unless the evaluation is ongoing, we could end up in the red without knowing what hit.

CARE disability claims are in the same state of unpredictability as before. There has been only one new claim in the last 5 to 6 months-status unknown. Some have gone a month or more without receiving payment. One person was dropped for having a parttime job though forced to take a job by inadequate payments. Another was dropped for being out of contact. One person has had no problem.

Maybe someday we'll learn to deal with CARE's disability maze but they'll learn some things about us, too. Has anyone seen the Equa-fax man?

Marcia and I have been trying to iron-out the mistakes in last year's billing to locate and distribute an elusive credit.

A tid-bit; if you wind up in the hospital and don't have insurance and are a little short on cash, you might apply for Hill/Burton funds (preferably before they turn off the I.V.). Hill/Burton is not a scam and was set up for low-income people who do not qualify for Welfare. Those hospitals that must comply are required to reduce or eliminate a certain % of fees each year for eligible individuals. These funds are not guaranteed since the hospital could at any time meet its monthly quota.

And for the future.....

I think we should get SAIF. They have no reason to withhold benefits from a person, nor any reason to obscure their policy with long, confusing sentences.

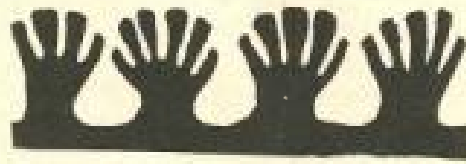
It seems like our cash return from CARE has been fairly high although we have no way of knowing. It may well be because (according to Burnham) those with jobs involving less risk than tree planting comprise the bulk of CARE's policyholders though at the same rates. If it's robbery, I don't feel comfortable playing Peter or Paul.

Judging from Gerry's figures, the worst part about the cost of SAIF is that the refund and dividend are a year and a half in coming. The big variable is the amount of claims- I have been using \$60,000 as a estimate.

Our present system is in the queezy position of not really being able to meet the insurance standards we've set for ourselves at our GM's. It taxes the low earner at a higher % than the high; those newest to the coop are the ones most likely to go temporarily uncovered; and it's ageist (Joe Bestler's rates would be \$82.20/ month). The hassles with the disability cases are another reason. I've heard of nothing yet in the way of a good alternative other than SAIF- there's always room for research. I also think its better to get SAIF before we're forced to.

-Pam

P.S. If nobody takes my job we'll have to get SAIF.



## COAL MINERS

I feel a solid bond with the coal miners back East, and their struggle. They are laborers like us, although their damp, dusty mines are far more dangerous than our slashy, sprayed units. As we finish this newsletter, the radio says the coal miners are rejecting the companies' contract offer. Jimmy Carter may try to force them back to work. The 160,000 coal miners have stayed out 90 days in the longest coal strike ever. I think we should be aware that these militant strikers consider the main thrust of their movement to be for medical and retirement benefits, the fringe benefits that we don't have in Hoedads. Subscribing to SAIF is the first step to getting the benefits the miners are fighting for.

Ed Farren

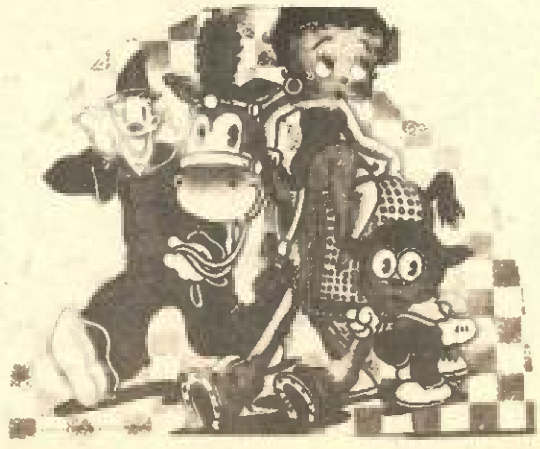


(Cont from pg 24) "Gay Rights"

The anti-gay rights emotionalism in Lane County is part of a bigger surge of anti-Democratic Rights feelings both here and throughout the country as a whole. There have been many marches and demonstrations by right-to-life people condemning abortions. They have succeeded on a federal level and in some states, to have abortions abolished for low-income women. The right of a woman, sometimes including men, to have or not have a child has been taken away. Within Hoedads for instance, we would have many more hoekids running around if it were not for low-income abortions; how many people are ready to be parents if they accidentally conceive a child? The issue is not abortion, but the right of women to control their own lives.

There are several people in Hoedads who are gay. If you really stop and think about what it means to deny someone a job because of their sexual preference, you would find that several familiar faces would disappear from our company. Oppression is a problem that is somewhat familiar to most Hoedads. The kinds of looks one gets when going into a restaurant when one is dirty from a hard days work. The difficulty in renting a house because people choose to live together and they work at manual labor that is socially considered menial. The difficulty in getting credit references or trying to cash a check; and on and on. These kinds of things aren't much different in kind from the kinds of oppression that gay people experience every day of their lives, Register to vote, and vote NO on the gay rights amendment appeal.

Fred Miller, Logrollers





the frames of fighter planes. Cut over in a thoughtless wartime fury, the logs were taken in little arcs from water's edge. If you listen, you can almost hear a faint splash as the huge trees crack and fly into the sea. Floating A-frames yarded out the larger trees, the jackstrawed hemlock and spruce remaining where an old cast iron chainsaw laid them down.

Edna Bay is strewn with rusted reminders of another time, another moment. A floating dock of whole spruce logs remains solid and intact, mooring for fishing boats and air taxis. Log rafts held together with enormous rusted spikes. A pile of cable, fenders, choker cable, sits in the bay, welded to the ocean floor in artistic confusion -- returning to rust what man has wrought. An air compressor and the hulk of an old truck were rendered useless years ago. An old forest service cabin and a pump house were spared, but the only other remnants of buildings are thick spruce platforms resting on concrete footings, mushrooming here and there in the woods.

Edna Bay is part of the land, which, since 1905, has been a U.S. Forest Service fiefdom strutting with the name, "Tongass National Forest." It is by far the largest national forest we have. Our men in green have dutifully squashed any attempts at squatting. Local people tell tales of "unauthorized" cabins put to the torch by the ever-vigilant green squad.

So it is not enough for one to be willing to brave the violent sou'easters to live in a place where rainfall reaches a 14 foot-per-year average. Few are able to find a way to live on the land for very long; most are vagabonds who log or fish salmon for a while and then return to the cities.

Such a tentative relationship to the land invites the most interesting amalgam of fringe characters; people who love the beauty and challenge of wilderness enough to be there, yet infected with the gypsy blood of a culture in motion. The understanding of our Hoedad lifestyle was surely no difficulty to the "local" people, as we were all passengers on the same ship of state.

I am recounting a part of this journey shared with two distinctly different couples, as well as one remarkable man who has found his niche.



Samadhi Ashram

In October of 1976, I stumbled into a truly odd business deal which brought me into the acquaintance of two remarkable people.

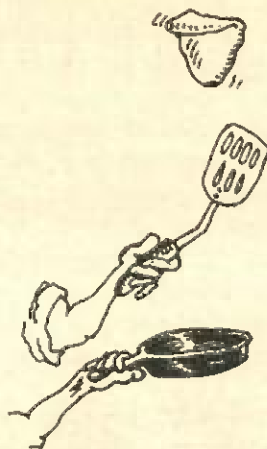
Bob Mathias first approached TNT Thinners in September of 1976 with an offer to subcontract some "density plots" which he was cutting for the Forest Service. The crew did six acres of simulated commercial thinning on Kosciusko Island, partly out of curiosity and partly as a favor to our beloved COR Ron Bonar.

Shortly thereafter, a grizzled old character with a salt-and-pepper beard and a Georgia drawl showed up in baggy pants. His way of talking and moving was vaguely reminiscent of Groucho Marx, and his store of one-liners proved endless. It wasn't long before he got around to the point of his visit -- he had come up from San Francisco to do a thinning job in thick older second growth. Armed with a Mini-Mac and a similar-sized Homelite, a pair of cork sandals, and some camping equipment. A great adventure, but one small problem. He was losing his shirt, and wanted TNT to bail him out.

Dave Woodie and I talked it over and decided that we were bored enough with Kosciusko work and confident enough in the prowess of our Jonsereds Stihls to take it on. So, after a bumpy ride in a fast outboard cruiser we found ourselves in Port Alice, an abandoned logging camp on Heceta Island. And, we were in for another treat. We met Virginia.

Virginia was Bob's wife and sweetheart who was in love with him, Alaska, and Bhagwan Shree Rajneesh, not necessarily in that order. With a little prompting, she described herself as a devotee and showed us a sandalwood mala (Hindu prayer beads) with an etched porcelain likeness of her guru-saint hanging from it. She fed the two of us a fine meal centered around a coho salmon Bob had caught.

Woodie and I finished the thinning on Heceta Island, moved on and did another little job on Tuxekan Island, this time with Suzanne Fuqua's able assistance on chainsaw and pancakes.



It wasn't until almost a year later that I saw Bob and Virginia again. The crew had taken John and Debra's boat over to Port Alice to check out a thinning subcontract. Though not interested in more Alaska work I went along anyway, mostly for the excursion and to renew the acquaintance.

Almost as soon as we docked I got in into a long conversation with Bob. He'd begun to put the pieces together since the previous summer, had become sole caretaker of Port Alice ("I turn the generator on in the morning and turn it off at night") and with all the spare time afforded in his occupation had cooked up some intriguing potential scams to outwit the Forest Services' stranglehold on land rights. Among the ideas were building float houses and starting an oyster farm. At last word the oyster beds were looking likely as

a way to get a 99 year land use lease.

Also, since I'd last seen him and Virginia, they had been to Poona, South-east India, where Virginia's guru has his ashram. The interaction between Bhagwan and Bob proved to be particularly interesting.

Upon entering and leaving the ashram, each seeker is given an interview (called "darshan" which means "divine presence".) Bhagwan apparently likes to encourage people whose stay is limited in time to open a meditation center in their area. So at closing darshan, Bob informed Rajneesh that he wanted to have a center at Port Alice when he returned to Alaska. Rajneesh, in this account looked first pleased, then a bit puzzled, and asked, "Where is the nearest large city?"

And Bob replied that, well, Seattle and Anchorage were only about a thousand miles away, but there was a town 50 miles from there and a grocery store 15 miles away. Catching the humorous spirit, Rajneesh continued the line of questioning. Bob said that when the interview was over that Port Alice with its population of black bears and deer and eagles had become Samadhi Ashram. I learned that over lunch at their trailer -- and like to tell people that this summer I ate a hamburger and listened to a tape on Tantric Yoga at the Alaska Samadhi Ashram Meditation Center.



Alsea Amazon Presentation

- (1) One bottle of pop, two bottles of pop, three bottles of pop, four bottles of pop, five bottles of pop, six bottles of pop, seven bottles of pop, pop.
- (2) Fish and chips and vinegar, vinegar, vinegar, Fish and chips and vinegar, pepper, pepper pepper, salt.
- (3) Don't throe your shit in my backyard, my bakcyard, my backyard. Don't throw your shit in my backyard, my backyard's full.
- (4) Red wagon painted brightly, red wagon see how she shines.

All Hoedads are to memorize these words in time for the general meeting. You will be taught the tunes.



# FORESTRY CONFERENCE



OSPIRG FORESTRY CONFERENCE 2 - 25 - 78

Written remarks from Edd Wemple, panelist

" I spoke at this conference and was listed as a member of Hoedads. The following is a text of my remarks. Greg Nagle, Mike Bresgall, Ken Miller and Issa Simpson were also present."

My intention is to define what is happening in the timber industry today and depict how this is affecting our economy, then suggest some alternative approaches to the timber industry and how to achieve those goals. Today, in the Northwest, we see the multinational corporations buying out the small mills. Our small communities are disappearing cities are growing, and with that comes attendant high costs of living. Capital is being centralized also. Automation and mechanization is creating a large pool of unemployed workers.

The industry has invested in "old growth" technology and wants to finish that off before converting to less profitable second growth, and other waste wood. Thus, we see over cutting on private lands, with no replanting or poor regrowth on south slopes and rocky ground. The industry is pressuring to cut the roadless areas on public lands and is attempting to oust politicians who oppose this view.

Large companies invest in marginal wood use only for future use. The concept of "break even" is not widely practiced, even if that would provide stable employment for a community. Hardwoods, small logs, pulpwood and others are burned.

The chemical companies and the timber industry have close ties and together they have a big stock in using herbicides in our forests. Hence, we see a buildup of toxic chemicals in our environment, court suits and EIS challenges on public lands. Log exports play a large role in the world commodity market game, and many jobs are exported each year as we send raw logs overseas. The labor market is close to being dominated by aliens from Mexico. Planting and thinning employ thousands and many are illegal immigrants. These people are poorly paid and mistreated. Their presence allows the job market to be controlled by low wages, poor conditions and unscrupulous contractors.

What else could we be doing? Community owned businesses to keep marginal mills operating on a cooperative basis, would get at a fundamental need: To serve a community and not just the few owners of a business.

Labor intensive management of public and private lands would do a lot to eliminate the coming timber gap. The need is for quality work at good wages. Cooperatives, partnerships and even public works jobs would tend to remove the labor contractor who is using illegal aliens and doing poor quality work. Salvage of hardwoods, firewood, small logs and pulp wood could also be undertaken by these business structures which, due to government regulation or support, are superior to employer/employee structures.

Legal aliens should be allowed into this country in greater numbers if it is true that local people won't do the work. Stiffer laws should be passed to penalize the contractor who brings in illegal workers. Unionization of forest labor is a consideration for the IWA, the UFW and the Northwest Forestry Workers Association.

Changes are also needed in timber practices. Shelterwood cutting on south slopes will require less time to plant back. Continuous cuts should be considered on North and East slopes, as we lose a tremendous amount of blow-down around small units and through poor road location.

Understory planting of Spruce, Cedar, and Hemlock will replace some spraying, as will manual release, burning and shelterwood cutting. Brush cycles probably are enough fertilizer to the soil to make them a useful process, not worth opposing.

Replanting is essential today as wood is an important part of any attempt at more total and proper utilization of wood products. How do we achieve these goals? The cooperation of government and citizenry is needed on four levels: Communities, local government, state and federal government.

Local government must support the formation of community organizations capable of channeling low interest loans to community owned businesses. Community development corporations are the most likely form to use, and these are merely a representative group, organized to handle citizen needs through

a corporation controlled by the local people. Appropriate technology (waste wood use, marginal return) demands appropriate investment (SBA or FHA loans) because the large corporations won't invest in such break even ventures. Government support is needed since workers seldom have the capital to buy a mill and develop an economic democracy. Only government support can counter the control of the multinationals.

Local government ordinances should take these forms: 1.) mills should be required to give a six month or one year warning on shutdowns. This would allow the workers time to gather funds and form a cohesive organization. The lack of these two points defeated the Westfir Workers Association attempt to buy the Hines mill. 2.) Local government should channel public works money into labor intensive of forests (public) and put surplus O @ C money into the ASCS cost sharing program for small woodlands, with pressure on the federal government, public works can phase into specific USTS @ BLM budgets to be bid out to the private sector. 3.) Limit our spraying around homes and watersheds to avoid health hazards and court suits, and to create jobs. These goals should be included in land use planning goals and incorporated as zoning. Land use planning laws require local input on such matters, and zoning has the weight of law behind it, though zones are easier to change than federal or state law.

The state effort at change is through the legislature: 1.) The board of forestry should be political and be advised by technical people, as is the legislature, and not the reverse as at present. Forestry decisions are not merely technical but are political. 2.) Ban 2-4-5T and other dioxins sprays. Chemical use should be subject to cost comparison with alternatives before use is allowed. 3.) A program to pay people the expected harvest value of their trees, at an early stage, must be available, because small woodlands are not being managed. Who can afford to wait thirty years on an investment? 4.) The OFPA needs changes. Shelterwood continuous cutting, alder as fertilizer, spraying practices, waste wood utilization, should be reconsidered.

The federal effort is again legislative: 1.) No company should be allowed to purchase federal timber if they export logs from their own lands. 2.) Public works money should be earmarked for labor intensive management of our forests and in the future, the specific budgets of the USFS @ BLM should be raised to allow such work to be bid out into the private sector. 3.) Money must be budgeted for administering salvage sales. 4.) The ASDS and FIP programs must be strengthened for the small woodlands. 5.) New salvage sales must be set aside for small, rural mills. 6.) Cooperatives must be supported through inclusion in the cooperative bank bill before congress. 7.) Specific timber practices must be presented and promoted at public land use meetings for federal forests. 8.) Ban 2-4-5T on a national level.





Another newsletter deadline, just time for a few quick thoughts. One is the hope that Hoedads will not be engulfed by the broader society. We seem to have our external defenses in order but have little to defend us from internal decay: I mean the competitive, individualistic, dog-eat-dog world constantly surrounding us and constantly beckoning to us to abandon our ideals. Once, we all planted by the share. . . .

Along with this goes the hope for respect for the minority. Now a certain amount of skepticism is good, but there's a thin line between skepticism and conservatism, the fear of change. Hoedads was not created by a divine act, but was improvised, made up by its members as we went along. Whatever the merits of three recent issues--workers' compensation, office raise, Dorena subsidy--how much of the discussion has been skepticism and how much conservatism? And in a democracy how can consideration be given to measures which benefit only minorities (injured people, office workers, Red Star crew)?

One thing we have to do is spread the knowledge. Bookeeping, contracts, treeplanters' health, legislative, whatever, the information is there but just not efficiently distributed. Perhaps a commitment to more formal education. We'll see how the bidding-contracting and bookkeeping seminars work out. Perhaps a folder or pamphlet for new members--structure, history, tradition, etc. You can't learn everything from a book but it helps out along the way.

Sometimes work done other than the immediate maintenance of Hoedads is called "politics" and is seen as a waste or a scam. Sometimes I think that way. The better way to see it I think is as an investment for the future. Some examples--the Mapleton claim cost about \$2,000 in time which some people saw as a waste. Result? The work environment in Siuslaw has changed much for the better, saving us tens of thousands of dollars. Thiram probably cost about \$10,000 so far to fight. Result? Thiram is nearly driven away and we save tens of thousands

in not getting sick anymore. And we must squarely face the fact that without the election of Jerry Rust, Hoedads may not have survived the vicious attacks it has been subjected to in the last year.

My last thought--that we look hard and deep at the coop and its issues and shun the short-range view for the long-range vision.

--Gerry Mackie

EAST LANE COUNTY  
MAY  
VOTE EDD  
PRIMARY

WHY ARE WE SO FAR BEHIND? (point the finger at yourself)

I've been a Hoedad for five years and we seem to have the same problems every winter. People like to say they will work for a duration of time and then when the cold, clammy rain gear and the muddy boots get a hold on you, it all fades in a dream of more money in the spring when the weather is nice and you are not burdened with the extra weight and the gloom of those grey drab skies.

There are some people who do what they say they will do. Starting with Detroit, all five crews who went there were short by half and we ended with liquidated damages. We then proceeded to fuck up in Roseburg BLM (the fall one) and the big one in Dorena. When the money wasn't so hot, the crews seemed to shrink (it seems size and strength is directly proportional to the money to be made) and the second Roseburg BLM is behind and Alsea doesn't seem to be -ble to make it on time. I sometimes wonder why some of these later contracts were bid while the others were known to be so far behind

I don't know of one crew who can say they have had it completely together since the beginning of the season. A lot of crews have had it together for part of the time and maybe a few never have. It's time we stopped blaming other crews and people for a problem that is a manifestation of all our collective individual apaceouts. Don't say you will be around maybe so you'll have a space if you decide you need some more money or some more exercize.

Steve Osden



Well, I've been going door-to-door getting people to sign my petitions to get on the ballot. 1500 or so have signed. Seven times the number needed. I'll meet everyone in East Lane twice. Only way to go, personal contact makes the difference in a large field of unknowns with no incumbent.

It's hard to miss the politics going down today--Rust had a recall movement being mounted against him by Archie Weinstein; I'm being branded a socialist. Hoedads is being called for the stands taken on Thiram, herbicides, SAIF, tree burying. We're getting to them, the truth hurts--right in the pocket book and the heart. Now what? A follow-through takes time, people, money, commitment to learn, grow, teach, stand up and tell it like it is and should be.

Today, the feeling in Hoedads is strong to stay out of politics, do our own thing and not get involved. Watch out. Only a fool would expect to be left alone now. You have to deal with SAIF, ARC, phoney co-ops, toxic chemicals, aliens, IRS, AFL-CIO and rock dropping inspectors. Hoedads needs a sense of roots--what are our policies, where did they come from; history of Hoedads, of co-ops. What happens to co-ops historically when things are as they are now? Isolation is a mistake, the only strength is in numbers. If you aren't personally interested in cooperative politics, don't hold back those around you who are by questioning their motives, and challenging their pay rates for political work. The sense of Hoedads' needs should

rise from information, and people should act when they are informed. Representative government is great when grassroots democracy is not practical. Learn to trust each other from your work in the slash together. Lead and follow each other.

Oh yeah, my campaign. I'm going to win, even though it may take till the general election in November. Right now it's a toss-up. Most people seem to be "against" everything with no positive proposals for the problems of today. Some have money, some are well-

known as mayors. I'm just active, going everywhere, talking to the issues. For example: timber taxes pay half our school budgets and half the county budget. We must keep that revenue up by intensive management (plant, thin, brush), salvage blown-down logs, hardwoods, small logs and firewood. Or, herbicides aren't safe and we must look for alternatives. Or, county government doesn't set tax rates, but rather it administers state and federal programs. We can cut taxes by running efficient courts, schools, sheriff's office. And on and on. I want to talk to the general meeting about the politics of today and the roles we can all plan in controlling our daily lives. You know, in theory, government is one big co-op with everyone having a legal say, also just as with Hoedads, for better or worse, by agreement or not, by default or power move, certain groups or people control. I suggest we have a rightful place in today's local system and should step up and take it before it is removed by the inevitable power play or decision or default.

Edd Wemple



# SAIF cont. from pg. 3

Average Monthly Wage	Actual Maximum	Benefit 2/3	Circled 9 0%	
10	780.72	6.66	9.00	\$200
50	780.72	33.50	45.00	\$200
100	780.72	66.66	90.00	\$200
200	780.72	133.32	180.00	\$200
300	780.72	199.98	270.00	\$200
400	780.72	266.64	360.00	\$200
500	780.72	333.33	450.00	\$200
600	780.72	399.96	540.00	\$200
700	780.72	466.62	630.00	\$200
800	780.72	533.28	720.00	\$200
2000	780.72	1333.20	1800.00	\$200

If a worker has a claim she goes to SAIF and fills out a form. The form is then to Hoedads. Hoedads then says whether we agree with the claim or dispute it. If we agree that's it, she get's the \$\$\$\$. If we dispute it, it goes through the Workers Comp. Board appeals process. The Hoedads also states what the workers

average wage is for the purpose of benefits. Again if there's agreement, that's it, if there's a dispute it goes to the WCB. There's been a Question as to whether SAIF covers backs, tendonitis, ect. The answer is, if secretaries are reporting bad backs they take a hard look. But if treeplanters are reporting bad backs, that's to be expected. Generally, if the organization agree's with the claim that's the end of it.

What if someone has a pre-existing injury or a reinjury? Then would we be reluctant to take them on as members, them being injury prone? No. Every worker pays 14 cents per work day (no dividends, refunds, retros.) to the Second injury Fund, which pays for reinjury. The Reinjurs claims costs don't come out of the organizations SAIF pool and thus affect our rates; they come out of the statewide Second Injury Fund.

Other features of SAIF are that it's good just about anywhere out of state. You're covered while out of state. There's no sign up or sign off for individual persons. The organization is covered and sends in a monthly report that includes only the payroll and the premium. There's no waiting period, you're covered the second you start work. You don't pay when you're not working, as you pay only on your payroll.

One way we can get this insurance to a down-home level is to tie it to the crew. If a worker has a claim it goes to the crew. The crew decides whether the claim is valid and the crew treasurer computes the persons average monthly wage based on some Hoedad-wide formula. When the refund comes it could go back to the crews on the basis of the amount of claims the has. This could be worked out on some simple formula.

## tendonitis

This, along with back troubles, is our most common complaint with tree planters. I went to two different doctors about this and they both independently told me the same thing: "you are using too many milk products!"

Most vegetarians or semi-vegetarians tend to do this to get their protein. They eat cereal with milk, cheese sandwiches, butter on their bread, cottage cheese and fruit together, yogurt to snack on, and keifer when they can get it to treat themselves.

We are no longer babies, nor are we growing children, therefore, we do not need all this dairy product consumption. Not only do we not need it but our bodies can't handle it. It builds up too much calcium in our

systems leading to weak and flabby tendons, legaments and bones. This, not overwork, is the major cause of tendonitis.

My first question after discovering this was: well then, what do I eat for protein? Again both doctors concurred: a good vegetarian diet consists of grains and seeds and nuts, fruit and vegetables (especially raw), legumes (beans, peas, lentils), and sprouts of every kind.

Try combining your grains and legumes for better protein assimilation. Sprouted wheat bread unbaked, like Wayfarers' bread is a meal in itself.

Minor causes of tendonitis are jarring movements and not keeping your wrist straight while working with the dag. Solution -- keep your wrist

straight in line with your arm and let loose just before the dag hits the ground; then don't grab the dag down near the bracket and bang away at the ground for this jarring motion can tear weak tendons and put you out of work for a considerable time (3 weeks to two months). If the ground is broken away properly before the tree is attempted to be planted then this motion can be kept to a minimum. The more you bang and jab at the ground with your hand, around the dag near the bracket, the more you are jarring your tendons with every motion of your arm. This is just good preventative measures against this all too common complaint in our business.

Dave Taylor

pg. 18.

# Life at Growers Market

Last January, there was a series of tenants' meetings in which all the tenants expressed criticism, anger, dissatisfaction, frustration, things-have-to-change feelings about Hoedads as tenants. Their feelings seem to build up for a period of time, then burst. Out of those meetings came a proposal, which was: at the March General Meeting we decide to either change our use of the building radically, or actively look for another place to live, and in the meantime, be more consciencious of our noise level and use of common space.

The problem as they see it, is our needs and uses of the building are not compatible with theirs.

Some of the specific complaints are: over-use of the parking and extended camping, dominance over the common space, frequent high-level noise (which hinders their functioning, concentration), general dirt and messiness.

After those January meetings, us office folks, for a while, made an attempt, however feeble, to keep Hoedads from gathering in groups greater than one, making conversations, jokes, plans, etc. Well, needless to say, it's a drag to be in that role and it's close

to impossible to quiet down Hoedad energy.

We're big, full of energy (usually) and need and want to talk, shout, and be with other Hoedads.

During the last two months, I've looked around for possible new Hoedad space, just to see what's available. What I discovered is: Downtown space is expensive, has very little parking, and is generally congested. Warehouse, industrial park-type space has potential but at a glance the problems would be extensive remodeling, being far away from Hoedad life support systems (post office, banks, coffee, beer, food, etc.) and being surrounded by industrial-type things. Residential areas wouldn't make it because of zoning and predictable neighbor hassles.

It seems the best possibility is a business area, outside of downtown, with plenty of parking and space. I didn't find any, but with a full-time intensive search, I think we could eventually find something that suited our needs.

What about Hoedad acres? I personally don't like the idea of Hoedad Acres as an alternative office space because of transportation problems. A

lot of people live in town, without vehicles, and there are a lot of facilities in town that everyone needs to use. What about leaving the Hoedad office in GM and getting Hoedad Acres for our other activities? I think it would be real impracticable (and not healthy) to separate the office from general Hoedad socializing, communications and meetings. Also, is get-together space worth the expense?

Well, back to the problem, what do we do? Stay and change? Just stay? Move? I suggest these questions be considered in preparation for the general meeting discussion.

If it important to you to stay in Growers' Market? For what reasons? If we stay, what suggestions do you have to cause change? Do you feel the tenants' requests are reasonable? If we decide to move, would you want to lease or buy? If we buy a building, should we arrange a contract to pay it off fast, by putting a lot of money into it? (This would lower interest costs, but tie up our money). Eventually, if we sold the building, who would receive the benefits? Only present members at that time?

Bruce



I would like to present Red Star's position and perspective on the Dorena subsidy.

Like any other question of depth this problem does not exist in isolation but in an environment and with a history. So the subject is not simple and will require more time than would at first seem necessary. In fact it will touch on many aspects of the company's operation. I will begin with the making of the Dorena bid..

I. The History

Dorena was not bid the way we usually bid a contract. Although we realized it was less than desirable work, we bid it to win. The reason that we did this is because we had lost too much better work that had opened earlier.

Here, perhaps, we are open to some criticism ourselves. If we saw this happening we should have picked a priority contract for RS, and bid it at our price. This is what we have done numerous times in the past. ( Mendocino '76 & '77, and Alsea '22 ) In fact we did that for a small early Fall contract in Pierce, Id. However we failed to see the trend and put in our bid and so did not save ourselves from what was to come. And so contract after contract fell due to too high bids caused by Bidding Committee conservatism.

So here we raise the question as to why so much work was lost. We think it has to do with the different crew styles. We believe in each crew being able to set it's own habits and patterns of work. But let's face it, treeplanting is a very demanding job requiring a high level of energy output. On top of that, we are in competition with other workers who are being exploited and therefore must work even harder for a living. As a co-op with no profit rake-off we have a competitive edge, but this does not allow for easy cruising.

The point is this; it is unrealistic for crews with lower production to expect to earn \$60-70/day in the competitive Fall market. When they do it forces up our bids and causes the company to lose work that faster crews would be willing to do.

This is why RS often prefers bidding for ourselves rather than going with the co-op bids; we know we can do work that other crews don't want.

In any case this brings us to one crazy week when we had 3 large contracts with over 30 items to consider, the last of the Fall contracts: Salem BLM, Willamette, and Eugene BLM. It took three meetings, a total of over 20 hours, in one week

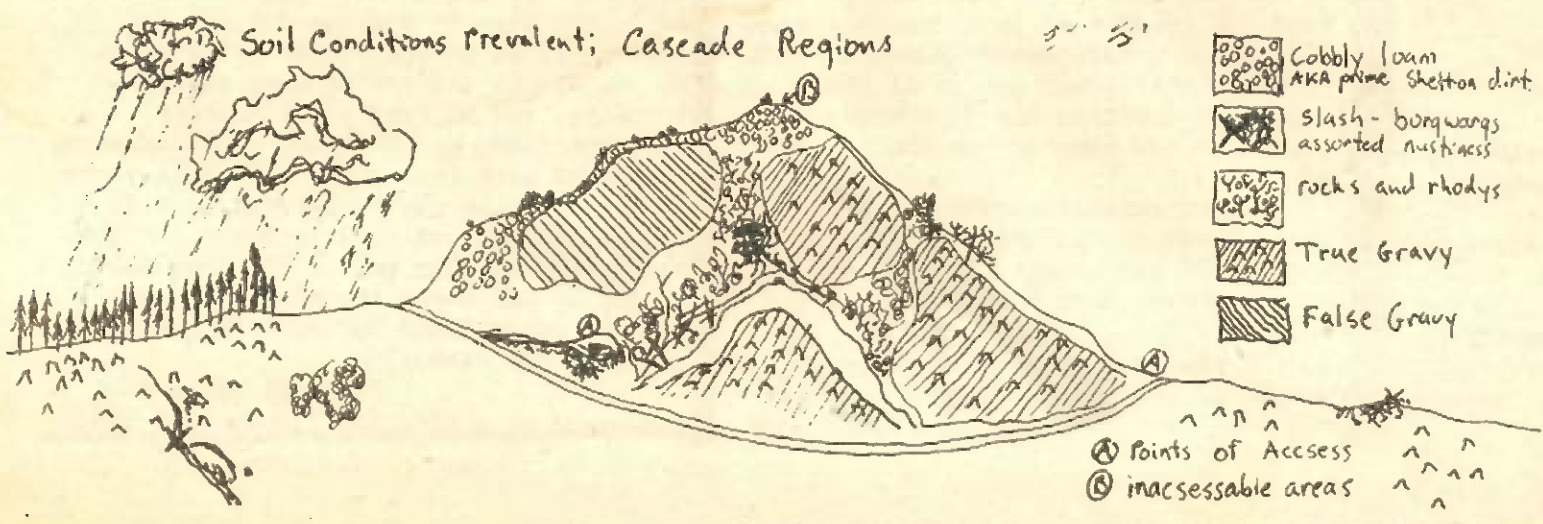
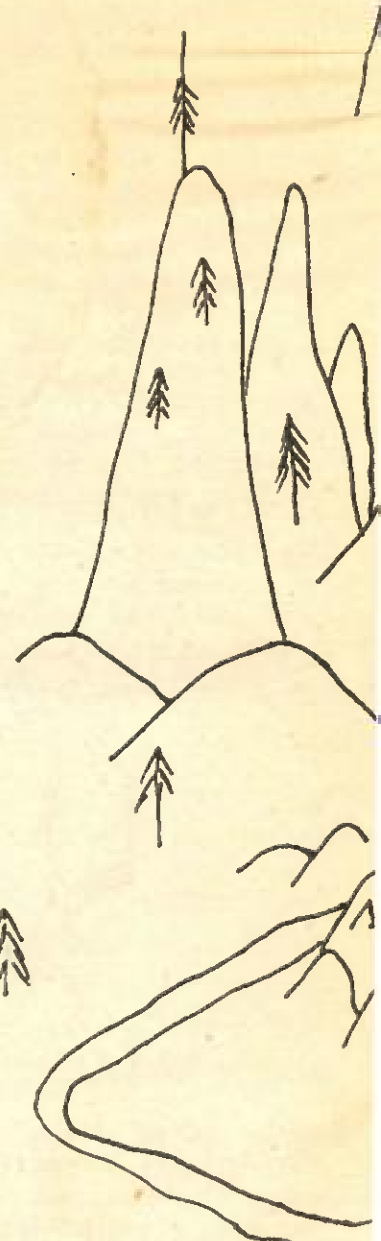
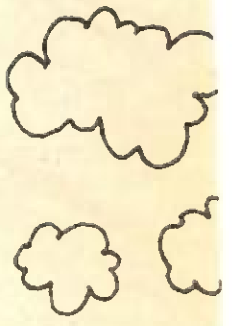
II. The Dorena Bid

At this time RS was in Pierce and I (Malcolm) stepped into the Bidding room. Here again we criticize ourselves for not having better prepared the situation. I was not advised of the situation as a whole nor even selected as a rep. I was only told that the crew wanted to work.

This was true. RS did not want to be out of work for the fall and winter. Nor did we think that it was in the interest of the co-op as a whole to have only a few crews working and having to support the administration by themselves.

I presented this position and I presented it strongly. Yet Salem BLM was bid and we didn't win one item. Then the Willamette and Eugene BLM opened one right after the other. Now the co-op was scared of being totally out of work in Nov. and Dec. We won in the Willamette but we needed more so we bid Dorena to win.

When the chips were down the bidding committee put in a superb bid. We won 3 items by 3% or less. Here I must accept criticism, I became so involved in my point of view, that I over reacted and lost perspective. We were not in error in bidding Dorena, but we should have limited ourselves to one or two items. For late Nov. and Dec. it would have been all right. In fact this was the first time since 1973 that there was work in Dec for anyone who wanted it, and, even though it paid low, it was better than no work. But we did get too much.







The story of Jack and Shirley, the Fullers, is not as light or as enlightening. In fact, without careful treatment it could prove just plain depressing. So I, your raconteur, will do my best to transform ugly reality into tolerable melodrama.

It wasn't long after my return to Edna Bay that I learned that TNT had gained a few new neighbors in the wonderful world of Kosciusko Thinning.

Jack Fuller had subcontracted a thinning unit from Bob Francis, a 45-year-old thinning whiz from Seneca, Oregon, and Kosciusko's other contractor. Before much of TNT crew trickled into Edna Bay for summer work he had become friends with Toby.

Shirley was an integral part of the now infamous team, his wife and mother of a two-year-old son, Jeffrey Lee. I can still hear shrill echoes of her voice wafting over the dull roar of cookshack noise, "Jeffrey Lee, come back here," or, "Jack Fuller, take care of your son," (her emphasis).

In the relative absence of television, movies and other electronic noise which was part of the ambience of the Edna Bay wilderness, the old art of storytelling made a few thrashing flops and in the casket of contemporary human indifference. I remember well the grunts and belches after a full dinner, prior to a fast game of poker, and someone piping up, "I remember the time. . ."

On one memorable evening, old Jack led with that very phrase as opener and we were treated to a rollicking tale of his alligator poaching days in Florida.

Visions of a younger Jack with less premature grey showing through at the temples; hauling his varied nets and lures through Everglades



DARE TO JUGGLE, DARE TO GRIN!

Maybe you're already acquainted with the delights of juggling, maybe you don't know how, but have always harbored a secret desire to learn such a graceful skill (and you can look sharp and real cool too). Let's get together mornings at the General Meeting and play. Bring river rocks, bean bags, hard rubber balls, rings, pins, Elkton 2-1's, whatever.

swamps. Constantly dancing the tango of evasion with the Highway Patrol, walking the tightrope between prison and zoo, prison and pet shop fence. . . In a silent fascination I dubbed him "The Alligator Man".

Shortly thereafter, Jack Fuller tore up his ankle cartilage trying to broad jump the omnipresent jungle of logging slash on the unit he was working. During his convalescence he managed to pull in a 500-acre contract for more Kosciusko thinning.

Well, after June 1st, the streets of any Alaska town are crawling with tourists hunting down the elusive Alaska job. In the back of everyone's cranium rests a vague recollection of gold rush stories one heard as a child, or perhaps an image of Charlie Chaplin stumbling around the Klondike. Or the more modern legend of "Pipeline Man," the mythical character who joined the class of the Rockefellers by driving a truck 18 hours a day. Most folks, in fact, end up canning fish, driving taxis, or hustling tips in the ubiquitous bars.

Small wonder when Jack Fuller invaded the Ketchikan youth hostel with a promise of \$150 per day just for strolling around with a baby chainsaw, that he quickly came up with a dozen takers. These guys became frequent visitors to Edna Bay, for salmon, for company, or for Saturday night poker.

And they were perplexed! Soon they discovered that living in the woods meant eating bear steak and oatmeal, living in plastic lean tos in the pouring rain. They also discovered that contrary to advance publicity, they were grossing \$6 per hour as wages. The list of complaints and gripes grew daily.

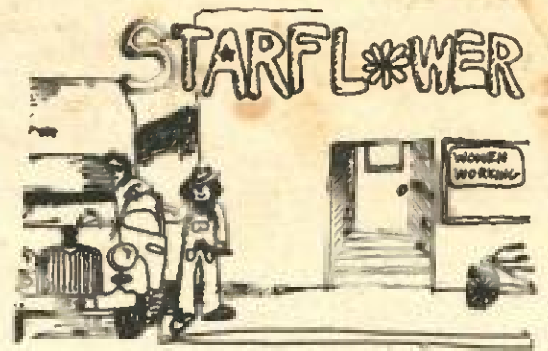
And the story of Jack and Shirley became more and more, "the appeasement of the shrew." Nag, rag. Gripe, gripe. Little invisible elves of worry were digging trenches in Jack's brow. Still, he didn't deign to grab a saw and train a few people in the art of thinning, preferring more and more frequent plane trips to Ketchikan to take care of "business".

One day in August, Jack, Shirley and Jeffrey Lee hopped on a Webber Airlines floatplane and were never heard from again. They left a trail of unpaid creditors and unpaid workers, absconding with a Forest Service partial payment of around \$15,000, and a furor that echoed for weeks around the communities of Edna Bay and Ketchikan. One can say for them that they were entirely unprejudiced in who they ripped off; that is, everyone with whom they did business. The only qualifier is that John and Debra miraculously emerged with clear title to a fishing boat bought from him. TNT carried only a token of the load; Sally mounted and hung a small uncashed check for saw chain he had written some time earlier.

Of course, ugly rumors were rife for weeks. "Jack was the pseudonym of an escaped con." "Jeffrey Lee was in fact the product of an incestuous father--daughter relationship" (someone found Shirley putting her age at 16 rather than 19, which would in any case have made her 14 at the time of her son's birth, etc.)

It is sometimes remarked how much human behavior resembles that of various members of the animal kingdom. A certain bird comes to mind in this case: the vulture.

I prefer to remember the felonious couple as "The Alligator Man and Shirley Has that sort of "ring" to it, y'know?



STARFLOWER COMPANY  
Loan Proposal

WHO WE ARE: Starflower Co. is a worker owned and controlled feminist collective. We are 21 women and 4 men who make our living distributing wholesome foods. We work in a non-hierarchical structure. Each worker has access to learning skills in any aspect of the business in which she/he is interested. As a feminist collective we recognize the particular social and economic oppression of women in our society; we provide women job opportunities where they can gain skills which are often denied them.

We are organized into 5 teams: warehousing, bookkeeping, trucking, purchasing, and maintenance. Our decisions are made by consensus at weekly meetings. We are all working towards the goal of a non-exploitative economic system through the food distribution network.

Our primary markets are coops and natural foods stores here in Eugene. Among others, we sell to Grower's Market, Community Store, Willamette People's Coop, New Frontier, Kiva, West end, Zoo-Zoo's, and the Truck Stop. We also sell to many Hoedad crews, including some in Alaska and Washington. We distribute all over Oregon and in Idaho and sell to other community based warehouses on the West Coast. We are now in our sixth year of operation.

HOEDADS STARFLOWER CONNECTION

Starflower has borrowed money for almost three years now. We have always paid back the loans on time, and in some cases, early. The following is a brief summary.

Amount	From	To	Interest earned
\$4500	10/75	11/76	\$466.88
\$5000	1/76	2/76	\$33.33
\$5500	8/76	8/77	\$411.89
\$10,000	8/77	10/77	\$133.34
\$10,000	8/77	10/77 m	\$195.56

What we would like/ are willing to do: We wish to borrow \$20,000 again for a period of 120 days at 8%. We would like to have the option of paying back the money early if we are able. We are willing to have Hoedads put a lien on our inventory as collateral and to have the Hoedad treasurers examine our financial statements.

Starflower is in the process of negotiating a move to a new location. We are applying for a Small Business Admin. loan and believe we will get it.

We plan to use the \$20,000 for inventory, as we have done in the past. We are now in the period when sales increase, and so must our inventory. At the same time, we have some extra expenses connected with the move. With this money from Hoedads we can be assured we will not be out of stock of certain foods for the community. At the end of the four month period we can repay the money through surplus accumulated during this period and from our cash flow.

Margaret Cormier  
for Starflower 686-2151



# RED STAR

CONTINUED FROM PG. 21

Also, the C.T. deserve mention for their dedication to principles of solidarity. Their leadership and selflessness on the subsidy issue is greatly appreciated. We can all learn from them lessons on the spirit of cooperation.

Finally, Thumb deserves mention for the way they have strengthened

themselves as evidenced by their smooth transition into Dorena.

#### IV. In Conclusion

We wish to make known that we do not attempt here to point fingers and lay blame on anyones shoulders. We are all different and entitled to our differing styles.

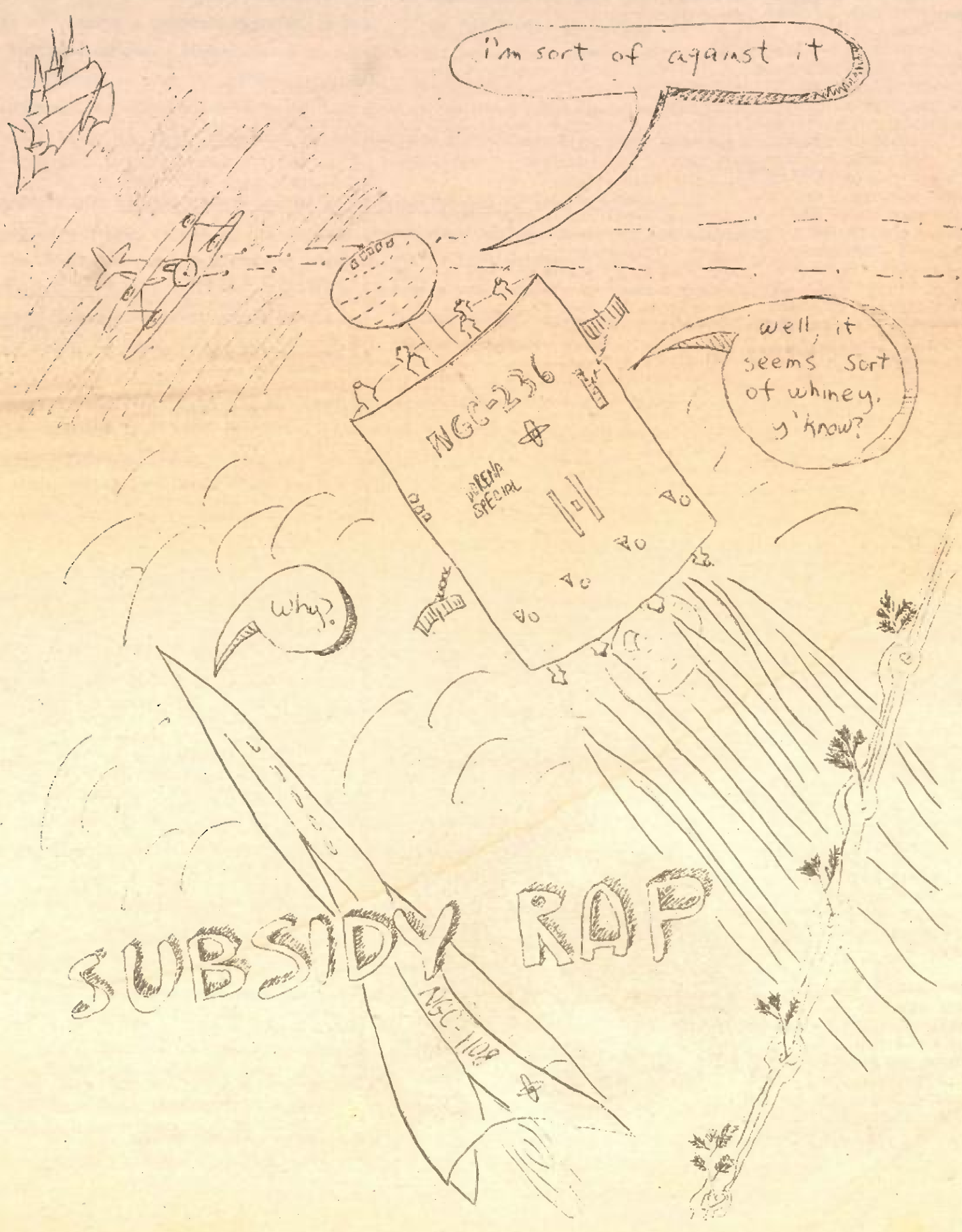
We do, however, want to point out actions and attitudes which we see in the co-op and feel to be detrimental to our functioning as a strong cohesive unit. Our upbringing has not

taught us how to deal with criticism in a constructive manner, but it is necessary for us to do so anyway. There should be no place for defensiveness, as a few have exhibited, in the co-op, tho this is a hard lesson to learn.

Petty antagonisms are also detrimental and should be avoided. And so we offer this criticism to the co-op as a whole that we may grow and look forward in unity together.

Malcolm, for R.S.

This DRAWING WAS found by Ed when he was pg. 22. Clearing up After A Council meeting.





As it turned out our reason for fear had not been ungrounded. Sure enough when work started, even though no one else had been interested in Pierce, and even though it was so small that only half the crew went,; because we were the only crew to have worked at all, we were asked to sit out of the first round of openings and wait for Dorena to open. Then, after a few rush days in Detroit, we went to Quinault. Here we had our bad days and our good days but mostly we had our snow days. On the slope our average hourly was at an all time high, but sitting in camp day after day after week, half of us came home in debt to the crew. We even considered defaulting Quinault at one point because we were losing so much money waiting for the snow to melt.

Then came Dorena. We started on Jan. 2, by the end of the month we had 180,000 trees in the ground. In bidding we pushed strongly for the company to not be tied down too much by Dorena, but to bid more lucrative contracts for a burned-out co-op. We did, but R.S. and T.V. had to stay while others left.

At this point all the other crews in the co-op were on better paying contracts. Other crews which have lower production were making more than we were. Furthermore, the crews that left had done all the replants on this side so we were working Dorena for less money than the crews that had been here previously.

We decided an adjustment was in order. We wanted either a subsidy to lift D, not to parity with other contracts, but at least to a reasonable planters wage; or to be shuffled to another contract. At the joint bid-council meeting we said we wanted 4¢/tree, which we felt to be reasonable, or to go to Moor ML. We did not preclude the possibility of going elsewhere but we agreed that a subsidy was the most efficient way of dealing with the problem.

We made clear that we were willing to go to any other contract and still support the 4¢ subsidy. But the co-op decided subsidy was more efficient tho it was reduced to 3¢/tree. We further want to emphasize that we do not favor a subsidy simply because we are not making enough money. We do so because we feel that there has been a lack of responsibility on the part of the co-op towards our fall and winter work. This includes all crews which didn't show up in Detroit with the strength they said they would have in the bidding room.

We think a lot of criticism is due to the Coos Bay crews which for week after week were at half strength. And who took 3 weeks to get started. This was supposed to be a 2 crew iteh, yet 3 crews were so far behind that no help was available for Dorena.

But, tho Coos Bay may have been worst of the space outs, as Steve Osden points out they are not alone. There were many crews in Dorena (ourselves included at times) who did not show up full strength or who left early or without planting at ll. C.T. took a longer than necessary break and returned in almost pitiful strengths. Almost every crew wained to miniscule production when they saw the end of Dorena and a new contract ahead. We admit to this failing ourselves in the last week.

But mostly it has to do with production. It seems as tho R.S., N.W., M.S. and C.M. were the only crews that came anywhere nearing the size and strength they projected. When the co-op makes an honest error and people work hard to make up for it R.S. will do its share.

But when crews are not living up to their responsibilities and not carrying their share of the load, then the strong crews are in fact subsidizing the rest of the co-op.

This is what Steve Boone meant when he said that when called in to help failing contracts (as with Diamond Lake last year) the strong crews are in effect being penalized for being together.

It is for this reason that a subsidy in Dorena is not a precedent of consequence. It only states that when a few crews are left cleaning up a long-term co-op liability while other crews are on better work, the co-op will support that contract. (By now I assume all understand that it is Dorena that is being subsidized, not R.S. -- Dorena is the lowest paying contract I have worked since 1974.) And so we think the co-op as a whole should reinstitute the 3¢/tree (as of 2/1) Dorena subsidy.

On the positive side, I think a lot of credit is due to the T.V. from the first day of Dorena to the last they have worked as a fledgling crew without complaint. Tho their size has grown and dwindled and grown in succession, they have stuck to it and even looked on it as a strengthening process. We hope that D has acted to weed out the dedicated from the hanger-ons and applaud their strength.

newsletter crew: Ed, Chris, Zek, Vicki, Kristi, Mike B., Bruce, Pam, Jennifer, Gladys, Suzanne, John W., John C., Marty, Lee, Linda, Marta, Fred brought Marta, Norma brought coffee... no one brought pizza.





## How Does the Gay Rights Issue Affect You?

Well may you ask. At first glance, gay rights could seem unimportant to the average treeplanter, but local politics and its ramifications are becoming of more and more interest to many Hoedads. This is a political issue that all of us need to inform ourselves about.

The main issues are job security and housing. The Human Rights Ordinance of Eugene bans discrimination in employment, housing and public accommodation on the basis of race, sex, age, creed or mental or physical handicap. In October, the City Council, after much heated debate, amended the ordinance to include the phrase "sexual orientation." This was to protect people who were good tenants or employees from being fired or kicked out of their homes just because of who they slept with.

A local well-financed right-wing group freaked out and got enough signatures on petitions to refer the issue to the voters on the May 23 primary ballot, as referendum #51 to appeal the ordinance. This will be a big election, including the County Commissioners' race. There will be a lot of politicking, and a lot of name-calling. A group of people have formed a coalition to insure the issue of gay rights doesn't bog down in stereotype and bigotry.

The Eugene Citizens for Human Rights is a broad-based, grass-roots coalition of educators, politicians, progressive clergy and just plain folks. We are Democrats, Republicans, conservatives, communists, anarchists, feminists, lesbians, faggots, christians, Jews, atheists; you name it. Many of us are your neighbors, co-workers, friends and even family. The 1977 Kinsey report says at least 10% of all adults are homosexual. This makes about 10,000 gay people in the city of Eugene. Obviously you can't tell us all by sight. That is because we are real people, real workers, with families, lovers, good times and bad times just like everyone else. Only we live in constant fear that everything we have built will be destroyed by the wrong person knowing we are gay.

This ordinance, if approved by the citizens of Eugene, will not make people love or even like gay people, just as the anti-segregation laws in the South didn't make life a bed of roses for blacks, but these laws do provide a basic structure with which to fight discrimination. Each of us should be assured of a job, a place to live and a place to eat or drink. When they deny some of us these very basic rights, the rest of us are in danger.

Many of us are moving towards the realization that our single vote can make the difference. When you go to the polls May 23, vote NO ON 51, the anti-gay referendum. Pass the word.

If you want to help, ECHR has its offices at 825 Monroe #4. Or call 485-1075. We need many volunteers. We also need much cash. Send your donations to ECHR, PO Box 405, Eugene, 97440.

## Why Should Hoedads Support the Gay Rights Amendment?

This is an issue that is far afield from planting trees, but fundamentally affects us as we go about our lives. Gay rights is a part of a larger question of Democratic Rights. That is, as citizens in a country with laws that supposedly guarantee equal rights, all citizens should enjoy the same freedom and the same opportunities. Our country was supposedly founded on these principles. History classes in schools glorify these principles to the point of boredom; in practice though, we are far removed from equal rights and the history classes don't talk about that.

When any group of citizens is denied their rights of equality under the law, it is oppression. Oppression is sometimes referred to as unequal treatment. As has happened with many minority people, particularly black people, there is the law that says equality and there is the practice of oppression which is discriminatory and unequal. The practice of oppression singles out certain groups in society with the singular aim of denying them the opportunities of the rest of society. Minority groups have fought for years to gain only their due rights as citizens of this country, and still have failed to get elementary treatment of equality for themselves. The civil rights struggles of the 60's was a non-violent and sometimes violent response to the denial of Democratic Rights. This issue gets down to the real shit of how a society is going to function; most basically, does the government apparatus, the State, perpetuate lies and bigotry?

Historically, gay people have been among the first grouping of peoples to be attacked because they do not, by their very existence, support the notion of what the roles for men and women should be. It is in one sense a very different kind of oppression that gay people suffer than racial minorities for it is the only group of people oppressed simply because they choose, in private, to conduct

themselves differently than what the prevailing social norms are supposed to be. Racial minorities are oppressed because of their very fact of being is different than the majority of people; their cultural practices may also be different, but their oppression is in the first place because of different skin color. It also is true that heterosexuals practice similar kinds of conduct in the privacy of their homes as homosexuals. Another example is the anti-Equal Rights Amendment fight that is going on. Many women, often affiliated with churches, are saying that women should not have the same rights as men and are being somewhat successful in scaring people with distortions about equal rights. e.g., we will have to have the same toilets for men and women, or that women will have to be combat ready in case of war, or other equally irrelevant tripe. Again the fundamental question remains that under law all people are supposed to have equal opportunities but do not. Little by little the rights we do have get chipped away by oppressing or trying to oppress people through legal means such as anti-abortion laws or anti-right-to-organize work laws, and illegally through terror tactics of intimidation, beatings, firings, and threats.

The current anti-gay rights campaign is being spearheaded by the same people that are anti-abortion, anti-ERA. They see the same evils every where. Gay people are child molesters (false), gay people want to influence children to follow their horrible practices (false), gay people aren't parents (false), gay people are not responsible and productive members of society (false), and other myths they try and perpetuate. There is a strong religious tone to the hysteria against gay people with frequent problems in the society? Well blame it on uppity women! No jobs? Goddamn women should stay home and have kids! Taxes high? Welfare women knocked up getting free abortions. Got moral problems? Blame it on the queers for degenerating society!

There are a couple of good reasons this is a concern to Hoedads. One is that anti-democratic rights drives never do stop with just the current target; there will always be some groups who do not deserve equal treatment. The extreme end of this view is what Hitler was about; a race of pure white genetic stock rid of all the "unnatural" characteristics. This is not the current climate in this country, but the anti-democratic forces are headed in that direction. Solving social problems by ignoring the conditions leads to severe repression of most people. The question gets down to whether people should be denied the opportunity to teach, to be parents, to go to school, to live in a house, to do many things, simply because they do not choose to follow the role models of the dominant majority. To get some perspective on gay oppression, try and think what it would be like if you couldn't express love or affection to someone in public, the simple act of hugging or kissing carries a danger. Having to hide to the outside world who you really are and daily fearing you will make a mistake and people will know. Having to play the same social games as heterosexuals in order to 'fool' people. Living in fear does not make for healthy people. Homosexuals have a high suicide rate, high incidences of alcoholism. The problems gay people face for employment, housing, political participation are clearly discriminatory. In addition, they are often beat up, taunted, baited, scapegoated, and psychologically scarred. In the past couple of years there have been several incidences of threats to gay people and their places of business have been attacked here in Eugene. (Continued on page 14)



Well if nothing else is happening in this job, I sure am getting to know the meaning of the word "rookie". But what I want to know is, when does a rookie stop being a rookie? For all of you who are rookies now and know what I am talking about and for all of you who were rookies (bet you you even forgot you ever were one, didn't you? But you were ... every one of you was a rookie once, and I'm here to remind you of what it was like), I dedicate this treatise.

I was a lucky rookie in the beginning (I happened to have someone with me who was sincerely interested in teaching me how to plant trees, and how to do it well. As I was sincerely interested in learning, we got along famously. It was hovel planting, and the first day was sunny and warm, and only half a day at that. Every day I would slurry my trees in a bag up, always watching to see if my teacher was going to disappear over the top with the high rollers or if he was going to plant with me again until I had enough confidence to plant with just anybody. And so it went for a week, at the end of which I was very high, loved tree planting, loved camp life, loved the crew, and had \$80 in my pocket. Then my honeymoon was over and it was time to join the Sprouts working with the Homegroaners in Tiller. The first day was wretched... no music in the crummy. No one seemed to notice I was with them. I felt like I just blended in with the mud. It was definitely a rain gear day. ("It's so depressing to see people putting on their rain gear," I heard someone say from the back of the crummy.) And it was a 3/4 mile walk-in through the gumbo. And my toes were froze and my hands were numb, and I wanted to get out there and start planting and what was everyone doing just standing around talking? (Smoking.) But someone has to show me where to go and how to plant with a hoedad. Finally it began, and my friend next to me said, "You swing it like this," and she was gone, following the line. I plodded on the best I could, trying to make a dog make a hole in the gumbo, and every once in a while my friend on the other side of me would say, "Do you see that reprod right next to you?" or "That's a good place for a tree right there." And then I was called for a couple of bad scalps (no one told me how big the scalp had to be or how to do it with a dag), and then I threw my dag in the ground and pulled a tree out of my bag and leaned over to put it in the hole, and something in my back said, "You better not do that again." I stood up quickly and said, "What do you mean? Don't be absurd; of course I can bend over." So I did, and this time my back screamed at me: "YOU BETTER NOT DO THAT AGAIN!" Okay, okay, okay, but it wasn't that easy for me to accept, and I stood there with frustrated tears blending with the rain on my face. Then I shouldered my dag and walked out through all the planters and I knew what they were thinking: "There goes a rookie walking out." I was mad and I was disappointed, and I spent a miserable afternoon in the crummy.

It was two weeks before I could plant again, but I was rearin' to go and determined to do well. This time I had a Sprout in front of me and a Sprout behind me, both helping me and both watching out for me. I felt very secure. And at last I hit the gravy. And I cut the handle off my hoedad and began getting much more power in my swings. My trees were

good and I was following the line and had help where I had trouble. At lunch break on the second day I took a swim in the river. Wonderful. Some of the Homegroaners even started razzing me, and I felt I had arrived. I made a bad rookie mistake, though, the day I planted long after everyone else was in the crummy and they were all waiting for me and missed the big fight with Ali on television because of it. (This is my formal apology to all of you for doing that. It was an honest but a bad rookie mistake.)

The next day was my kid day. My body was sore, but that was to be expected, I thought. My right forearm was especially sore, and I did notice as I chopped wood that the soreness seemed to be getting worse instead of better. The next morning as I rushed around getting it together to catch the crummy, I tried to pretend that it wasn't really hurting every time I moved it or tried to pick up something, until finally I couldn't ignore it any longer and had to admit that there was no way I could even pick up a hoedad. So I had to lay off planting again, and after my initial burst of angry tears, I put my arm in a sling and adjusted to being one-handed (my apologies to the editor for this left-handed typing job). The crew consensus diagnosis was tendonitis and the suggested cure was immobility of the right wrist until the pain ceased. As of this writing, it has been twelve days and I am still one-handed.

So I have been a tree-planter for a month-and-a-half and have planted a total of ten days. My best day I planted 164 trees. (Not much to you, maybe, but to me it was a high day and a satisfying feeling.) We had a visitor from Green Side Up one day, and he got angry at me for some trip or other and laid a diatribe on me. I don't remember all the words (I wish I did; it was a classic speech), but the words I do remember are "... and you say you have tendonitis after only two days planting! And you call yourself a tree-planter! I planted a year with tendonitis..." Well okay mister, you go ahead and do that to your body if you want to, but I'm not going to do it to mine. You're just an old be anyway. ... Someone else told me I got hurt because my body is old. Well, yeah, I'm not 23, but I'm only 33, and that's not too old to live in the mountains and haul my own water in buckets and my wood in a wheelbarrow, to terrace my garden with a maddox and build my own house with lumber I hauled on my back. My body is not too old to do that work, and I know it's not too old to plant trees either. If I could only get used to it.



And then someone had the bright idea of making me NPF for this new contract. After considering it, I thought it was a great idea; I have been useful around camp and with the kids, but I sure would like to be making some money. In the end it was decided that I was too inexperienced. So tonight I volunteered to go to Council next Monday, and I get the same rap: too inexperienced. Is a rookie with one arm so useless as all that in a tree-planting camp? Maybe so. Well, tomorrow I'm going to go to the pre-work and gain some experience, any maybe Saturday I'll follow the inspector and learn something about NPFing. Then I'm going to go home and plant some left-handed fruit trees and cover-crop my garden with a left-handed hoe; then I'm coming to the General Meeting and then am I ever going to plant some trees! Because, you see, in spite of it all, I like planting trees, and one of these days I am not going to be a rookie any more.

Diana (Sprouts)

FROM THE HOEDAD HOUSE

Hoedads, We have had an interesting year working with the Lane County government, to say the least. The newspapers, of course, have kept everybody up to date on the latest crisis, outburst, or colorful situation, but they haven't gotten very close to many things that are happening quietly and continually behind the scenes.

Things have changed this past year, and I think for the better. There are more public meetings than ever before, the elected officials are more solidly in control of the administrative apparatus than ever before. And there area fair amount Of new ideas and concepts being introduced through the government to the people. Without boring you with all the details, a list of some of the new happenings would be:

- use of council-like forums throughout Lane Co. gov't. Such as the staff team and the department heads group which were formed through the re-organization.
- Low-cost spay and neuter clinic
- Ban on herbicide use on county roadsides.
- Hardwood and slash utilization task force.
- Lane Economic Development Council
- Gov't support for the cooperative concept, such as the CETA firewood coop program, WWA and the Economic Research Associates feasibility report for Westfir/Oakridge.
- The office of Appropriate Technology is doing research and development in such things as composting toilets and grey water systems, solar and wind energy production, family farm viability, farmers market in downtown Eugene, recycling, etc.
- County forester program.
- Many others in various states of development.

We have not been able to accomplish all that we would wish, but we are looking ahead to 3 more years. I hope that the familiar Hoedad faces will continue to come into the office and I hope some new faces will join them this year. If I were to list the Hoedad individuals who have participated with us in our efforts, this letter would go on forever. So enough is enough. The eyes of Oregon are upon you. . . Keep up the good work!

Hal