

hoedads coop, inc

TOGETHER....

Full Moon Rising Logrollers TNT Different Strokes
Natural Wonders Potluck Cougar Mountain Mudsharks
Homegrown Cheap Thrills P.F. Flyers Red Star Thumb
Westfir Car-tune-ists Eastwind Firefighters



FALL '78



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DEADLINE

The Olympic Prison

In 1974 the International Olympics Organizing Committee chose Lake Placid, New York as the site for the 1980 Winter Olympics. In order for this site to be approved by the United States Olympic Committee, two major conditions had to be met: 1. A city-wide referendum for local approval. 2. There must be adequate facilities or funding to improve the site. The referendum that passed included a requirement that monies for construction come from the state of New York and the federal government. Also a "secondary" use must be found.

The Lake Placid Olympic Organizing Committee approached the Economic Development Administration for public works money for construction. It was discovered that the Public Works Act of 1965 doesn't include money for housing. Problems began to appear in late 1976 when the Office of Management and Budget (OMB) was hesitant to approve the allocation of federal funds unless a "secondary" use was found.

Congressperson Robert McEwen (His district is the Adirondacks) approached Congressperson Slack who is on the House Appropriations Committee. Slack also chairs the Appropriations Subcommittee on State, Justice, Commerce and Judiciary which happens to be responsible for the Federal Bureau of Prisons budget requests. Slack arranged a meeting between McEwen and Norman O. Carlson, Director of the Federal Bureau of Prisons. In January 1977 the OMB approved the youth prison. The State of New York subsequently condemned 150 acres of the Adirondack Park and sold it to the federal government for one dollar.

It is important to note that the public seemed to be unaware of any plans for a prison. Also, the concept of secondary use was used to railroad the construction of a facility that would "meet the needs" of the athletes and the corrections system. Usually, it takes a long and involved process before any final approval of a prison is made. It is questionable that the primary use is for athletes who will



be housed for two weeks while the secondary use is for youthful offenders who will be housed in the prison for a much longer time. The proposed prison would be 350 miles from any supportive services which violates the Bureau of Prisons' own policy for prisons to be near such services. Furthermore, it is estimated that the prison population would be 60-70% Black and Puerto Rican. The number of Blacks in federal prisons has increased at the rate of five times that of whites in the past five years.

While the Carter Administration criticizes human rights violations by foreign countries, there are over 582 jails and prisons planned or under construction in the U.S. at this time. The U.S. rate of incarceration is higher than any other Western industrial country except South Africa. In the past eight years there have been 23 new federal prisons and the Bureau is requesting money for the construction of 66 new federal prisons. That imprisonment is the most expensive, most destructive, and least effective response to crime, is reflected by the fact that of the 1.5 billion spent yearly on corrections, 95% goes to custody (bars, walls and guards), while 5% goes to rehabilitation (education, health services, etc.)

The Olympic Prison can still be stopped. There are alternative secondary use proposals such as a permanent training center for athletes (The Amateur Sports Act of 1978, H.R. 12626), or public housing. Such alternatives would mean one less prison in this country.

There will be a demonstration October 20th at 12:00 in front of the Federal Building in Eugene.

Stephen Chapman

Lane Citizens to Stop the Olympic Prison

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Eugene, Oregon 97401

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Sitting here 5:00 p.m. Friday deadline. The newsletter is to be put into production tonight. Here I sit stoned. Where's your newsletter article I ask my elf.

Rehabilitation and maintenance:

There are several things about rehabilitation and maintenance that are attractive and desirable.

1. It is a necessary step towards bringing our forestry practices up to a acceptable standard.
2. It will add a whole new dimension to work available to forest workers. This would fill out our work year so much that it may allow us to work more locally, providing forest workers with a more stable work situation.
3. It would increase the amount of work to the point where new coops can begin working year round.
4. This kind of work is made for coops. It requires logistical planning, flexibility and a tremendous amount of coordination at this, new, stage of the game. Contractors will have a very hard, and/or expensive time time bidding these contracts and the supervision problems they will face seem impossible. This work is intensive at all levels. You need lots of people.

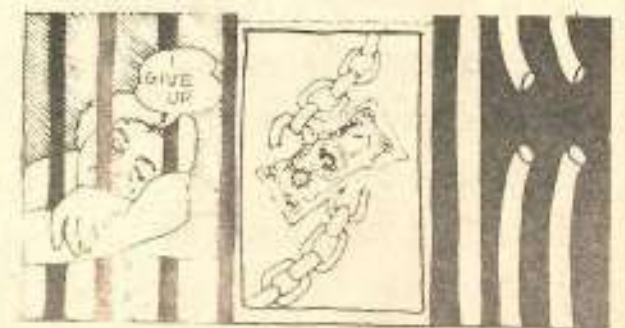
Anyway, we the watershed people are looking for ways we can initiate some work. Find some ranger district to pay us to do stream enhancement or some revegetation technique. The rehabilitation of the South Umpqua as an alternative to the Days Creek Dam flood control project. You know Anything....

If you want to hear any of a wide variety of watershed raps I've developed don't hesitate to ask.

Economic benefits of a labor intensive watershed repair and maintenance industry.

Dead Line?...

Try Line three



For folks who have been away for the summer, and haven't heard the goings-on, we've been connecting with the Environmental Medicine Department of Mt. Sinai Hospital in New York City about doing a study of treeplanter exposure to herbicides. One of the doctors from Mt. Sinai has been out here once already for about 5 days, and we met with him, talking about the logistics of studying Hoedads and other treeplanters, and about the politics involved. They seem to be right there, listening to our concerns and being real up-front about how they would approach this study.

Some background on Mt. Sinai: they are apparently the only environmental medicine department in the country which doesn't get any funds from industry; they usually work on occupational exposure problems and mostly through unions; they are the people who first blew the lid on asbestos exposure to workers; they are used to doing BIG studies and a million dollar study is not unusual for them; they are already investigating TCDD (dioxin) exposure to workers in a pentachlorophenol plant; they are getting the Harvard TCDD analysis equipment real soon, which is the most sophisticated equipment available; they are very interested in TCDD exposure and are in touch with the international medical and scientific communities about this and other problems. Basically, they are very professional and credible.

What they are interested in doing is looking at a representative population of treeplanters, (Hoedads, other cops, other contractors, BLM and FS seasonal workers), as many as can be reached. They would be looking most specifically for signs of TCDD contamination, but will also be analyzing samples for other herbicide residues and effects. Examination would include blood, urine, and fat sample analysis, full physical examination, detailed questionnaires on past health, current health, reproductive system abnormalities, etc. Blood, etc. samples would be analyzed for chemical residue as well as for abnormal enzyme levels and all other levels normally conducted in a full blood/urine/fat scan. The idea is to get a complete



picture of what is going on in a person's body and then to put together the abnormal stuff and see if there is something unusual going on in treeplanters' bodies which links up with the sort of stuff you would expect from herbicide (especially TCDD) exposure.

We have stressed to them all along that it is important for them to look at more treeplanters than just Hoedads. This is because our exposure may have been different, due to our awareness, and also because of political realities, i.e. isolation -- it isn't just Hoedads who are exposed, it's a lot of other folks too. They are in agreement with this, and are trying to check-out some connections we gave them on F.S. and B.M. and IWA. We hope to give them a list of some possibly co-operative ARC contractors (Rasmussen, Watley, Schartz, ?).

So what has been happening on this end is that we have gone into the Hoedad records and pulled out information on everyone (almost) who ever planted trees with Hoedads, and have organized this on a by-the-crew basis. Information on years worked was taken from the Cash Reserve books, and info on age, sex, correct name spelling, was taken from insurance records. Some records are not available anymore, as they have been lost, so there are a few holes in the compiled stuff. The charts for each crew are organized in categories of active, inactive and resigned persons. Name, age, sex, years worked with Hoedads ('74, '75, '76), years worked with other contractors (same thing, by the actual years), most recent address, and whether that person has been reached about this study are the categories that we are trying to fill out. So far, name, age, sex, and years with Hoedads have been compiled by us as well as the records permitted. The charts have gone back to crews for additional information and corrections, and should have been returned a week before the general meeting so that changes can be made on the masters.

What we are asking people to do is take it upon themselves to check out their crew's chart during the general meeting, and add specific information on themselves and anyone else who is not around (inactive, resigned) for whom they can fill in some of the blanks. It is important that we fill in as much of this information as possible, because this is the last opportunity to reach a lot of folks for their input.

So the things to do are:

1. Make corrections of existing information on charts.
2. Make additions for yourself and anyone who is not around. It is important to fill in the gaps on inactive and resigned persons.
3. Be sure that the column on years worked with contractors is filled out by the actual years worked. This is not the number of years worked (i.e. 3), but is the actual years ('73, '74, '75, etc.).
4. And check out people's addresses, your own, inactive/resigned, etc. We need the most current ones possible.

It is important for everyone to do because Mt. Sinai is going to have 2 or 3 doctors out here sometime in mid to late October, and we will be talking about moving this study along. If they can see what sort of population they are talking about in Hoedads, they can get an idea of how many other people they must contact in order to have a representative sample size (the more people, the more reliable the data, etc.). There is one distinct advantage about Hoedads, that is that there are a lot of women in Hoedads compared to other treeplanter groups (1/3 to 1/2 of the coop) and women usually have more visible effects from exposure to herbicides than do men (their hormones and reproductive systems are more sensitive to these chemicals).

Mt. Sinai is talking about doing this study this winter or spring, if this comes together. They will pay all expenses and will ship their medical teams out here from NYC and set up

at a local hospital. It is possible that we can time their coming here to examine treeplanters with a Hoedad General Meeting, in which case we would extend meeting time from 2 to 4 or 5 days, when a lot of people are in town. Mt. Sinai says they can examine from 150-200 people a day, each examination taking 4-5 hours. That means a lot of medical people to move that many people through such a thorough examination. We have already been in touch with the other NFWFA planters, and have heard from Green Side Up (they want to participate also).

Two things we forgot to tell you. (1) Mt. Sinai has sent a letter assuring us that any information we send them will be absolutely confidential and protected legally by medical/patient laws. The IRS will not get hold of these charts through Mt. Sinai. (2) We are in no way obligated to do this study with Mt. Sinai. If for any reason we don't want to continue, i.e. Mt. Sinai can't get other planters or contractors to cooperate, we can very easily withdraw our involvement with them.

People should get in touch with their crew reps for more information, but if they don't have the answers, talk to Ann Cohen, Steve Pardo, Cathy Calish, or Marla Gillham. The binder with crew lists for you to look at will be in a real conspicuous place at the Meeting. Thanks for helping us out.

Herbicide Health Study Committee

This Space For Rent



ISOLATION



As a result of many different kinds of conditions occurring the past two years, Hoedads has become isolated. This isolation is expensive/time consuming/energy expending and leaves us extremely vulnerable in terms of the reforestation industry and in the larger political arena where many decisions are made. It has consequences in both the short and the long run.

All of the stuff below was done virtually alone, our own initiative and self-reliance. It has also taken a huge number of logged hours, volunteer time, countless hours of talking on crews, in meetings, on the slopes, conferring about claims/suits/coops. The short run effects of Isolation are time money and energy expended to forge and maintain a precarious position. Consider the following:

- *we do much work of benefit to all contractors in the business
- *we have initiated talks with the forest service and BLM about job conditions and seen them change
- *some of the job conditions we have talked of are, contractual clauses, problems with inspectors, unfair inspection systems, inept contract administration, problems with coops herbicide use, microsite planting, and many other areas including silviculture.
- *we supply at least some leadership publically within the industry and we do it in a vacuum
- *we aid many coops in terms of our experiences and growth
- *we have been tenacious about chemicals and their harm to workers
- *we have greatly aided establishing quality standards within the industry
- *we have done extensive lobbying

The long term effects of Isolation mean we will not be able to influence the Reforestation industry and this is very important for us to do. This business is growing at a very rapid rate; we need to be able to influence the direction of development, the conditions that affect reforestation work, and the economics of the work. If we don't consciously plan a strategy of making alliances to achieve some of our goals we will be unable to seriously deal with needed changes.

Take the example of herbicides. It is clear that herbicides are an occupational hazard—a matter of job safety; there is very little to protect workers from exposure. It is an industry wide problem and affects other workers even more than ourselves. The only way that we will ever have any real control over the way herbicides are used is to convince other planters and woods workers that herbicides are too dangerous to work in and that spray units should not be worked. Only when a large number of us refuse to work on herbicided units, will the use be drastically curtailed. Raising people's consciousness about the dangers, trying to make legal change

examining manual release, talking to decision makers all are good things to do along with many other tactics we have been using have and will mitigate the impact for us; however until government agencies and large corporations know and understand that workers will refuse to work sprayed units, herbicides will continue to be heavily used.

The reason is that the timber industry simply has too much money and power and affects almost every public decision made about herbicides.

Another example is trees-per-acre contracts (as opposed to definite spacing contracts) Although there are problems to be worked out, t/p/a is better for workers because it gives us better control over our work, takes advantage of our experience, and is superior silviculturally. To introduce this contract industry wide, it will be necessary to gain the support of other contractors.

These two examples and there are many more, are used to show that we need to have a strategy that takes into account other workers principally and other contractors secondarily. Our interests lie with making the strongest alliances possible without compromising our goals. It may mean defining some goals also.

There are some important external factors that bear on our situation. The first and foremost is the strength of the timber industry. We talk of reforestation casually, but we are talking about millions of bucks perhaps even a billion dollars, in the next couple of decades that will be up for grabs—that will go in somebodies pockets. Our forest, private especially, and public are in poor shape and at least that much money will be needed to rehabilitate the land. The industry do now and will even more so, try and control the direction of forest research, reforestation practices in general, so that they maximize their economic gain and feed the growth of larger corporations with more power and influence. At any point, and I think it is getting near, that they think Hoedads is more than just a pain in the ass, they will move on us with the many ways they have at their disposal. There is a whole host of legal and illegal things that could be done to disrupt our operations. This has been an historic manner of operation of large corporations to crush any opposition at the point where their profits are being challenged.

Another consideration is that the leadership at the national and often the regional level in government agencies is inept, hesitant, corruptible, and bends with the prevailing winds. That presents both difficulties and opportunities to influence national policies in forest management.

A third consideration is the state of the economy in the Northwest and the changes that are going on as old growth timber is liquidated.

The key to the economic future of the Northwest lies in the ways the land will be reforested and how forest products are used. We are in a somewhat unique position because of our history.





The three stooges have been the leadership of the ARC and have not been tending to business and hence the ARC has been completely ineffective in representing the concerns of the contractors. We could point out the effectiveness of our work on industry problems and encourage them to support some of our suggestions.

I suggest we write a letter to the ARC members, candidly explain our position, where we can work together where we cannot, acknowledge the differences we have with a few of the inept leaders and suggest that our common concerns are more important than trying to get Hoedads. We could offer a suggestion of how a committee could meet and start talking about this. Negotiations may take a long time. I think it is worth the small effort to try and get a large potential gain.

A few added thoughts. It is my belief that if Hoedads gets squashed or broken up in one form or another in the next couple of years, Reforestation will proceed like every other capitalist industry with virtually no examination of each new bit of technology, as long as it saves money and secures profits. At the same time workers will be scrambling to keep jobs and have to work in unsafe conditions, and the exploitation of people will increase. We occupy a critical position.

There is also a need to reestablish our basis of trust when we are talking about this kind of stuff. We have had plenty of disagreements and long and vociferous arguments in meetings and on the slopes. We have made decisions that were unpopular with a large minority and decisions that have been unanimous. Suggestions have come from people's heads and hearts and that is important to keep in mind; losing that perspective will weaken us terribly. The reason I emphasize this is because we need to talk and come to grips with the varied politics of ourselves and seeing that political decisions are necessary. Our work, by definition of a cooperative, is political. To those people who do not wish us to get involved in politics in the wider sense, I would say that the only way we will have some security and affinity with other workers is to identify those issues that can unite us—the more people the better.

To those people who dislike so much talk about politics, I would urge you to examine the basis for your dislike of political stuff and come forth with criticism so we can make the distinctions about what positions we take with your input.



what we have challenged with our positions on herbicides is the right of the timber industry to use any methods in their quest for profits, no matter what the effect on the larger social/forest environment. In our desire to work in a safe and productive manner and to find those management methods both safe and beneficial we run smack into the timber industry; there is no way to get around it. They will come gunning for us soon.

Whew! this is getting long, I hope you're still here.

Sooo that is why we can be concerned about our isolation and why it is necessary to link up with other people where and when we can on the issues that we have in common. What follows are suggestions of how we could proceed.

It would seem that most important is to make contact with other workers in reforestation. By contact, I mean trying to find ways in which we can talk with other people and find out where we can help each other. The treeplanting union presentation is a possibility in that direction. NFWA is also another place for contact. A more active and hence more controversial step would be in a month or two we could take out 1/4 page ads in several newspapers warning treeplanters of possible dangers when working on sprayed units and asking for affidavits of workers that have been sprayed, or sick.

It may be possible to approach the Association of Reforestation Contractors (ARC) and try and talk to them about common problems we have as contractors, such as:

- inspector determination of plantability
- speedier payments from the govt.
- consistency in inspections
- establishing quality standards in the industry
- establishing safety standards
- establishing safety gear
- agreement on good silvicultural practices
- lowering SAIF rates for treeplanters
- encouraging more money to be plunked into reforestation
- the wide scale introduction of 2-1's

There are some important internal factors that bear on our situation. We are approaching the limit of a small business as presently defined. We will have to deal with that soon.

Our insurance program is inadequate to provide protection for the kind of injuries that are showing up in our work. A decision about SAIF is sorely needed to deal with our complex insurance situation.

We have differing views among us about what political positions Hoedads should take publically. We really don't have a common definition of politics and yet we disagree as if we do. These differences are healthy and we will be able to resolve them to the extent that they are talked out. The crux of the political issue seems to be what stands we need to take that are connected with our work and what is our relation to larger movements for social/political/economic change.

We continually need to find ways to communicate more effectively so all people have information to make decisions and all of us give input to the decisions we make.

Those are some of the internal factors.

I think we have to not only defend our right to organize our work situation as we see fit; we also have to try and anticipate where the next threat is coming from. For there will be another challenge, you can bet on it. Historically, Hoedads has been an uncomfortable irritant within the Reforestation industry. Our influence has been positive but controversial. We have happened to be correct about a large number of deficiencies that existed in the contractor/agency relationship and some changes had to be made. Two years ago we became an uncomfortable irritant to the timber industry with our stand on herbicides through the Siuslaw court case. We gave them a sound spanking. This year, our efforts to curtail herbicide use have been quite successful. (I am emphasizing our part, of course many, many other people have contributed) We have started to cost the timber industry money and there is potential we will cost them much more bucks. As herbicide use is but the most prominent example of the reliance on energy-intensive, capital intensive methods of forestry;



the heart of the matter

pg 5



Regardless of how well herbicides may or may not work, the underlying rationale for their use is to increase timber yields. Whether such a practice is ecologically sound is an issue which I'll deal with elsewhere, but I'd like to first address some of the underlying political and economic reasons for their role in forest management. The real issue which we face here is a crisis brought on by the depletion of timber resources and unless this underlying problem is dealt with, then opposition to the use of herbicides will only touch upon the fringes of the real issues in forestry.

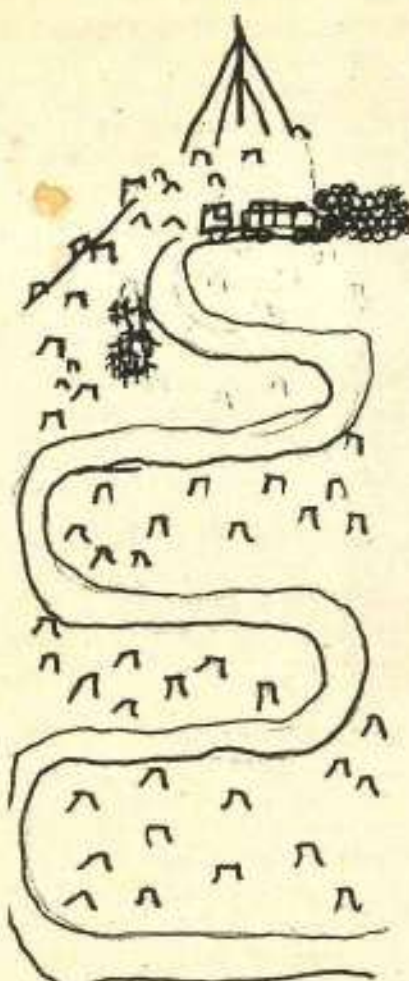


A HISTORY

The northwestern timber economy evolved as basically a resource colony supplying markets primarily back east with basic timber products. The history of the industry prior to its emergence in the northwest was one of stripping timber in the east and gradually moving west. The last great timber booms in the east were in the lake states which climaxed in the early years of this century and in the south which climaxed in the 1920's.

Logging began in earnest in the 1880's in the Puget Sound area. By the early 1900's large companies from the east had moved in and the industry began really kicking. By looking at records of timber production in the counties of Oregon and Washington from 1900 to the present, one can trace the historical progression of the industry as it moved south in a series of boom and bust cycles from its beginnings in the Puget Sound to its present terminus in Lane and Douglas counties.

The bust cycle about to descend on these two counties is the continuation of this historical pattern. Current log production in many parts of Washington and northwest Oregon is but a fraction of what it used to be. Mill closures and economic dislocation have been a way of life for timber producing areas and will continue to



Not the way
we play it!!

be so unless radical changes are made.

In the steady process of resource depletion and the geographic rise and fall of the industry many companies went under. A handful of others were able to keep growing, building new mills and buying up more timberland. Due to the surge in economic growth at the end of the Second World War, these companies were able to rake in immense profits and leap from being relatively small firms to becoming some of the most powerful corporations in the world; with operations spanning the globe from Brazil to the Philippines. As the current resource crunch worsens, these large companies will continue to force out what smaller companies are left and further extend their economic grip. A certain portion of federal timber sales are now set aside for small companies in order to restrict monopolization of the industry. It is not widely known however that a few years ago the five largest timber companies took a law suit all the way to the Supreme Court to try and overturn these setasides. At present, about 50% of the timber sales in the Willamette National Forest are set aside for small companies and play a crucial role in maintaining a locally controlled economy. However, it is doubtful that such set asides of timber can sustain smaller companies for long due to increased competition and technological innovations which only the larger ones can afford. It is becoming apparent that in any struggle over resources and forest management, it is these large companies who will be our most powerful adversaries.

The key to this whole issue is Forest Service and BLM timber. The vast bulk of Forest Service land was set aside by Teddy Roosevelt in the early part of this century. Forest Service land was that which had been unclaimed and unsettled after the westward expansion of this country. This land was generally isolated tracts of high elevation or unusually rugged country which for purposes other than grazing had little or no economic value at that time. Due to a complex history of illegal deals and fraud; much of the prime, lower elevation lands had fallen into

cont'd. page →→→

Since the industry never operated under a non-declining yield policy and have already depleted their lands, as intensively as they manage their lands the of purported benefits of increased harvests won't be realized for decades. Their calls for intensive management of federal lands and the use of herbicides is no more than a cover for a request for an increased cut.

The industry rap about intensive management has a bogus ring to it as practices such as herbicide use are geared only to the quickest and easiest realization of profits with little regard to the long range health and productivity of the forests.

Even so, from a relative economic and silvicultural standpoint, federal lands are usually less productive. It is into highly productive industry lands that investments should be made. Though industry investments in management techniques has grown over the last decade, it wasn't until the last few years that many companies even bothered to replant their lands and engage in even the most basic management techniques. Had this not been the case then the current resource shortage would likely not have arisen. Because of the growing scarcity of world timber resources it has become profitable to keep and manage timberlands. Even if hand release had proved more expensive than chemical means, there is no reason why many companies could not practice it on their lands. Calls for increased federal investments is simply a request for a resource subsidy while much company profits have poured into more lucrative areas such as mechanization and expansion into other areas of the world.

The purpose of any release program, however effective it might be is to increase present and future log production. By proving that manual could be as cheap and more effective than chemical means we may have slipped into the empty game of increasing yields without considering the roots of the present and emerging economic problems. Such increases would be unlikely to benefit working people over the long run because of continued employment losses due to mechanization and the growing centralization of economic power. What we are looking at in the future is a complete

realignment of the economy and resources along corporate lines, a system of vast plantations owned and controlled by a few.

The alternatives to this are not easy to come by, but it is absolutely necessary that we find them. As industry yields continue to decline, any practice which purportedly increases yields will look attractive to a public experiencing serious economic problems.

The crucial point to bear in mind is that the present industrial infrastructure is not geared to the fullest and wisest use of forest resources. A stable forest economy would depend upon a wide range of species and age classes for a variety of uses. As it is now, most industry land is being managed on a short cycle with the end product being chips for particle board and wood pulp since stands managed by this method is good for little else.

Presently for profit reasons there is relatively little processing of wood into secondary products such as tools and furniture. If the industry were so diversified more people could be employed and use less of our resources. As it is now though, most logs undergo only the most basic processing for construction materials and most hardwood logs are shipped out of the region to be processed elsewhere.

As time has gone by the complexity of this issue has grown on me. Slowly but inevitably we are moving into a position of direct confrontation with the industry. To avoid this confrontation would be to avoid the heart of the problem, but we must be prepared for it. There is a need for a comprehensive economic analysis by which we can achieve a crucial unity with other affected working people. Emerging economic problems will provide a fertile ground for new ideas, people are listening and looking for answers.

I'm looking ahead at years of struggle over forest resources, but I also see a lack of an analysis around these broader issues of forestry. These issues may be complex, but it must

be remembered that the future belongs always to those who prepare for it and the only future we have now is the industry's.

Greg Nagle



UNION

It's likely you've heard Hoedads and unions mentioned in the same breath more than once lately. There's a reason for that!

Since this last Spring, a group of people have been researching and discussing the pros and cons of Northwest Reforestation workers affiliating with a union. Thus far, our focus has been coops with some talk of various connections we could have with employees of contractors.

Pressure from industry, legislation and private contractors has sparked our concern for the survival of labor cooperatives. As our voice gets louder and it must to serve the needs of our members, the pressure will increase and we may find ourselves on the chopping block! As a treeplanting contractor, we have virtually no bargaining power concerning such critical issues as contract specs (Alsea mudballs, 36" Wallowa scalps) or termination of contracts for government convenience. Basically our only recourse, "striking" for negotiations or walk offs can result in loss of pay and defaults. These are some of the conditions which led to our actions.

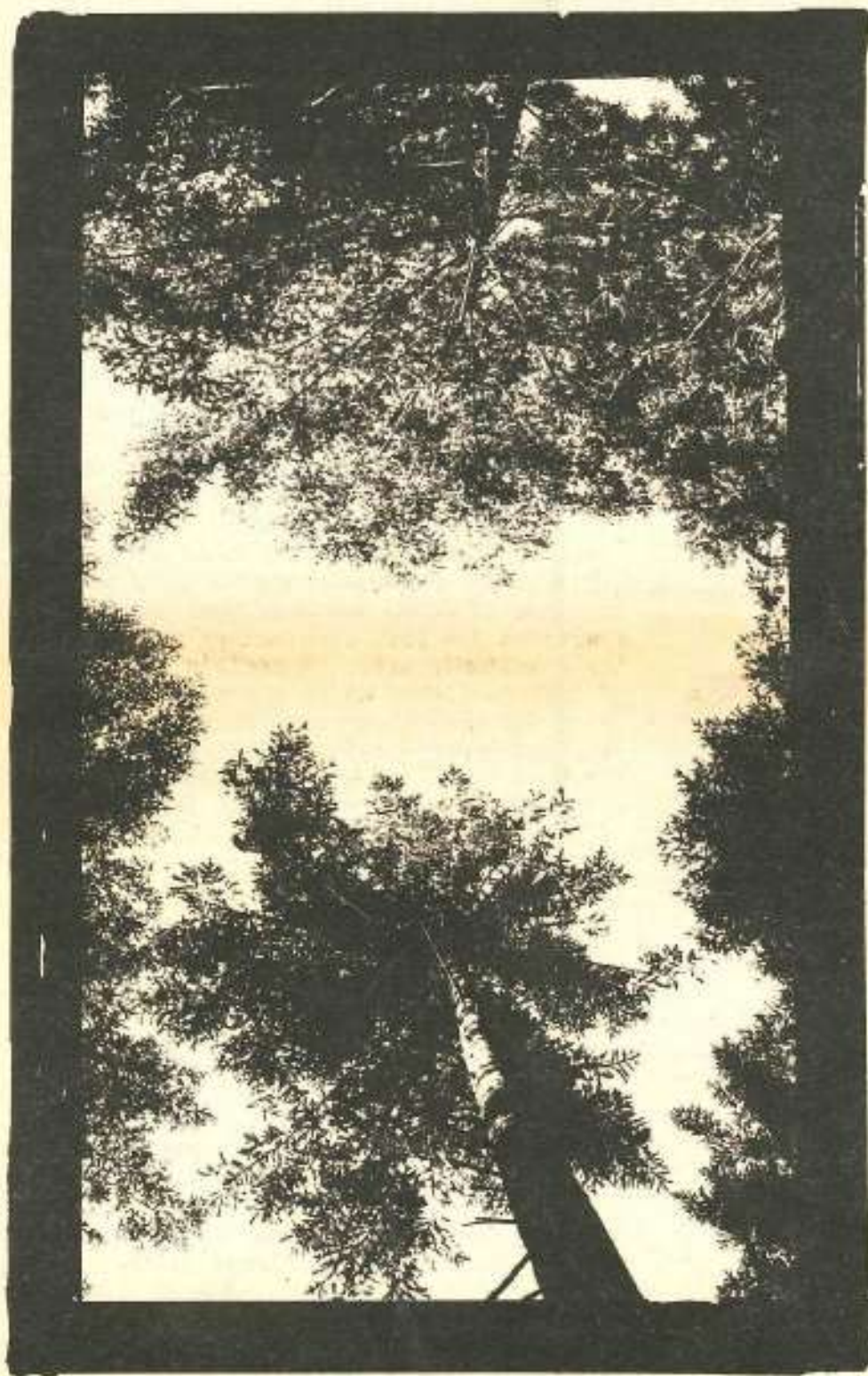
Two members of the group presented findings of our initial research to the August 29th Northwest Forestry Workers Association meeting. NFWFA represents close to 1,000 members of forestry labor cooperatives. The Association voted to support our efforts in research and analysis with the basic focus being a way in which forestry workers can become more effective on issues such as herbicides, working conditions and sound forestry practices. Union affiliation is not the only vehicle possible. However, due to our need to zero in on one option and learn as much as possible, unions have been our main focus. Some questions arose during the discussion with NFWFA and within Hoedads lately. A few of them are answered here.

UNION DUES BLUES???

What do you get for your money? First the good news! Union dues are often reduced for new member-organizations-- Staffing for local, regional and international offices, research and education and lobbyists are paid with this money -- you get your monies worth.



the hands of railroad companies who turned around and sold them illegally to companies like Weyerhaeuser who grabbed up millions of acres of prime timber for peanuts. Bureau of Land Management O & C lands were lands illegally acquired by the Oregon and California railroad and after years of litigation, were forced to return to the federal government. If it had not been for Roosevelt's set asides of Forest Service lands, these lands would also probably have been grabbed up by the large companies. Roosevelt, an imperialist bastard, is nonetheless owed a deep debt of gratitude by conservationists for his actions.



It wasn't until the late 1940's that Forest Service timber began to be cut in any large quantities. This was due to its relative inaccessibility and up until that time there was enough timber on private lands to meet the needs of the industry. Waste was phenomenal but there always seemed to be endless stands of virgin timber just over the next hill. As the years went by, the portion of the region's total cut by federal lands continued to go up as industry lands were depleted and federal production continued to climb.

At present, about 50% of the cut in Oregon and about 30% in Washington comes from federal lands.

Over the past several years a stream of reports have emerged documenting the fact that industry lands have been overcut and will experience a sharp drop in production over the next few years. The industry has until quite recently denied this and even now downplay the severity of the expected decrease. But statistics show that from northern California to the Willamette Valley, and to a somewhat lesser extent in Washington, this region faces a resource crisis unequalled in its history. Yields from industry lands are expected to drop by as much as 80% in the most severely impacted areas. This timber shortage will have deep economic and social impacts as employment in many areas is still largely dependent upon the timber industry. This economic crisis will occupy a central place in the political scene for years to come.

It is within the context of this economic reality that we must view the role of herbicides and any system of forest management proposed by the industry.

The industry's solution to this resource problem is to cut more federal timber to make up for their own loss in production. However, the Forest Service is governed by a policy made law in 1976 which states that as a general practice no more timber can be cut in one year than can be sustained in years to come. This policy is called "non-declining even flow." The industry response to this is that by the use of intensive management techniques the Forest Service could increase future yields and therefore raise the present allowable cut as a result of these projected gains.

These management techniques include a range of practices such as the use of superior planting stock, control of browsing by animals, thinning, and of course release by means of herbicides or other methods. I feel that in all likelihood, the present Forest Service cut is already too high and predictions of future timber yields are no more than projections because who can say with any accuracy what a forest will look like in sixty years. What we are dealing with are abstractions, computer projections based upon extrapolated results of practices not yet proven over the long run in field tests. As an example: The draft timber management plan for the Siuslaw National Forest assigned a board foot value for each management practice and made projections of how many board feet per acre could be gained a year by the use of these practices on different sites. Based upon these projected gains in yields, the Siuslaw proposed to increase their annual cut by over 50% over the next two decades. Of all the practices described, release was by far the most profitable in terms of projected gains, these gains being more than twice that for the next most profitable practice. In light of this, it becomes obvious how crucial a role release plays in projected yields and hence how central a role it plays in the industry requests for an increased cut of federal timber.



ONE - NS

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Fazoomobile

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UNION - CON'T

pg 8

IS HOEDADS GOING TO BE ABLE TO MAINTAIN THE PRESENT STRUCTURE?

As far as democratic decision making, crew autonomy, and council authority (all the goodies)...Yes! We have the power to negotiate with the union. There are different types of affiliation and after defining our needs we can find or create our niche.

WHY THE IWA?

They like us! Contact has also been made with the UFWA. They were interested, but have limited their organizing efforts to N.W. transient agricultural workers. The IWA has one of the best working democratic systems of any union. They are a union of woodworkers. IWA members elect officers and unlike most unions, pay their officers no higher than the highest paid worker. Approximately 50% of the members are progressives from Canada.

WILL CONTRACTING PROCEDURES CHANGE?

Using government agencies as the primary example, SURE! It's a major benefit. We will have more of the necessary negotiating leverage to effect change in both technical specifications and contracting procedures than a single cooperative.

IS MANDATORY EQUALIZATION OF WAGES IN THE WIND?

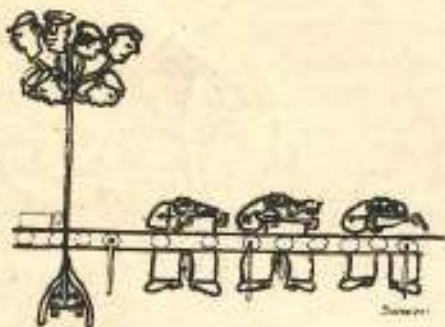
A decision of that calibre will be made by the workers. There are no union rules demanding equalization of wages by members.

DON'T UNIONS CREATE UNRESPONSIVE BUREAUCRACY?

Not necessarily! There are structural barriers (much like Hoedads) to stop this from happening. For instance the ILWU has limited terms on officers of the union and pays it officers no more than the highest paid workers. Secondly, an organization no matter what it is, union, or coop, will become bureaucratic only if we let it.

WHAT WILL A UNION OF REFORESTATION WORKERS DO TO BIDDING PRACTICES?

This is a very difficult question to answer right now. There are so many variables to examine. Coops will continue to bid competitively and independently of each other for some time. And any major changes in this system will take years and will require extensive input from members.



SO.....

WHAT ARE THE STEPS YOU CHARGE DOWN TO BECOME AFFILIATED WITH A UNION?

1. The membership of Hoedads and/or NFWA would vote to support the go-ahead to file a declaration of intent. This action does not solidly commit us to membership--it expresses intent to negotiate.
2. Then enter into a 3-6 month period of negotiations: questions and answers, resolving problems and basic research on a technical level of the questions of bidding, contracting, etc.
3. Joining a recognized local of an international union.

These are very basic, simple steps. Don't let that fool you, it will take a lot of work to get the answers we want and actions we need. But, the important thing is it appears to be an option capable of being a vehicle to meet our needs.

The Hoedad Information Files contain a union file. It contains a history of the group's in depth research on insurance, Benefits, IWA history and organization, laws applying to agricultural workers. It's available for anyone to read in the office.

There will be several people at the general meeting able to answer questions from the membership and individuals. We have much more to share than could be presented here.

So...what do we want? For you to think about it, ask questions, make specific requests for research, give us solid feedback...that's all!

Unless of course you had something in mind?

Issa Simpson



I figured that they might just leave me and not being sure, I set a fast pace to make it to the cabin before I got soaked. Regardless of what happened, they would have to face up to the merciless judgment of their fellow crewmates and that particular kind of morality which flourishes so well in the dank, early hours of the morning. And I could walk back into camp, the wounded hero.

CONT FROM p610

As I trudged off, I could hear some pretty intense dialogue coming from the crummy and a little later they turned around to head back to the scene of the crime. About 20 minutes later, they came back and they all swore that the sign was back in its ordained place which it was though I'll have to say it was a bit crooked. Well, we got back to camp and true to predictions, the cold, baleful eye of morality cast its glow over the chief culprit -- the "Ace" and to this day, myself and certain other crude types have not let an opportunity pass without rubbing it in for all its worth.

So there's a few lessons to be learned here and one of them, I don't know which, has to do with beer.

--Anonymous



Slowly forms coagulated around me as if I were in the middle of an evaporating cloud. Then, sounds of a few typewriters, phones ringing, shuffling papers, cabinets opening and closing. Materialization completed, inevitably perceived by a gravitational field on most planes of existence.

Everyone seemed fairly at ease with what they were doing until they began shifting their attention in broken intervals, entirely to my presence. Most of them were somewhat awed but some were shocked and excited.

Signaling to one another in low whispers, they formed a circle around me closing off any attempt on my part to leave, and continuously, slowly, closed the circle.

Fear proved to be almost predominantly overwhelming every fiber of my being until some part of me took absolute control of the situation at hand caused me to kneel onto the left knee with my head bowed and with my left hand over the right covering my heart, I uttered a few short words. Simultaneously, those approaching leaped to abduct my dematerializing form which which luckily was no there anymore. The thought crossed my mind momentarily to write theory based upon the unavailability of abduction, but I soon forgot the idea due to the series of reoccurring appearances that were happening.

Next, I found myself in huge lobby, possibly of the same building. Only, this time, the surrounding patrons are more immediately alerted to my presence than in the previous experience and began to close off all space between me and their outside periphery. This left me no alternative than to make for a revolving door, the only unobstructed exit. Relieved to have reached the doors I pushed to leave the building. But halfway through to gaining freedom of these strange circumstances, the pedestrians outside the building began to push the revolving doors in the opposite direction which I pushed, thereby attempting to force me back towards my pursuers. It was embarrassing, standing with my feet wedged into the doors, watching everyone pushing, pushing, contorting faces of intense frustration, writhing and clawing. Weird! I thought.

With no other way out, I casually reassumed the same positions that once before led to a quick and sorely needed dematerialization after which I now stood relaxingly calm to the feel of the wind blowing through my rematerializing form until it solidified. This time on a rooftop from where I could see herds of people gesticulating wildly with arms flailing in disbelief or confusion. They were hysterical, running in circles looking for me. For what reason, I never knew.



For blocks, anyone hearing the commotion came immediately to witness the cause of all the excitement and this left the streets barren. All except for one form on a corner two blocks away, who leaned against a lamp post and waved to me acknowledging having sight of me. This provoked an obsession on my part to find out who it was down there. We stood motionless for a long time. I relaxed and fixed all my awareness levels toward the image of this person until a mesmeric serenity passed through me. I'm not sure, but perhaps there were warm breezes passing through me.

My body of light then became highly, electrically charged and of many colors with changing perspectives manifested as a series of interdimensional alchemical changes.

Abruptly, this reality subsided and dizziness overtook me. Having lost my balance, I grasped a tighter hold onto the lamppost next to me, and realized that I no longer stood on the rooftop. I looked up and saw this form I once was wave and then vanish. I smiled and understood how this experience allowed me to witness my extension of corporeality along with the transference of my body of light to another form, which was the same form. It was completed with a staggering degree of molecular rearrangements.

LI



This is an honest, true story, it really happened to me, but I'm going to change the names and the locality and I'm even going to keep the time a secret, even though by the smell of it you'd probably figure it was last spring, though I'm not going to cop to anything. I was thinking of naming this "Smoky the Bear", but I wanted something flashy to fill the long empty pages of the newsletter.

We were cruising back from town, about halfway to camp with another 20 to 25 miles to go and we were all feeling pretty good. I'd dipped lightly into a few pitchers, though I'm not usually the one to indulge, and the whole ride back had that certain dream-like quality to it. I felt good about life, and good about these mountains which I was beginning to know like the back of my hand. I thought of all the places I had been to in my years as a planter with the pictures of all the mountain ranges and vast stretches of space reaching over the horizon. Yeah, I felt pretty good about all of it and was getting a feeling that finally after seeing all that space, I was finally grasping it as a reality, making it a part of myself, like I was getting possessive of it.

Well, it started to rain and the soft drumming of rain on the roof over the steady hum of the motor just added to the dreamlike quality. I could just picture in my mind all the drainages flowing out of the high country into the river we were following, and I knew that just on the other side of the river, I could walk for a good fifty miles northeast to the stateline and only cross one road. Like, I could feel the life throbbing away in the rain across the river like something with a mind of its own.

Well anyway, we were cruising along and we pass this little waterfall falling by the side of the road and next to it is this little sign which says Jazz Creek. Well you can bet I got off on that and when we stopped the crummy a few feet down the road, I thought my comrades were going back to groove on the thing. I got out and stood around feeling that it was pretty inane to stand out in the rain looking at a sign, but ready to go along with any inane thing, that being the quality of the moment. Well I saw the driver, who we shall hereafter refer to as the "Ace" pull the tool kit out from behind the seat, and through my foggy mind, it slowly dawned on me that he was going to wipe the sign.



SEYMOUR & the ACE OF SPADES

I stood there for a few seconds and then told another culprit who we'll call "Seymour" that I thought that was bullshit and took off down the road. Seymour called after me and I lit out down the dark road with Seymour running after me, but I lost him in the dark and put about a mile between me and the crummy and slowed down to a walk to listen to the cool sounds of the rain falling through the trees and the spring swollen river beside me. And I felt pretty good then because I knew that I had them, that this time I was right, and that there was this nifty, dry cabin no more than five miles down the road which I knew that they didn't know about. The deck was stacked and I was holding all the cards. After awhile, I got perplexed that the crummy had not yet appeared, but I finally saw them cruising along real slow looking for me hiding in the trees. I swear, they must have thought that I was pretty dumb. They were awful surprised to see me walk into the headlights. Well Seymour sees me and lays out a rap on me about moralizing and for me to cut out the shit and get back in the crummy. And I tell him that if he lays his pudgy mitts on me, I'm gonna slam him and that I think that it is bullshit to steal the sign and that I won't get in till it's put back. So he makes a grab for me and I take off down the road like a bat out of hell.

I don't know where Seymour is from, but he held to my tail for a good half-mile. And I'll be damned if that aging wreck of a treeplanter wasn't gaining on me. And then the crummy comes up behind us and I could see our shadows drawing together in the glare of the headlights. I knew that I was cooked, so I went sailing down the bank toward the river and to this day I do not know what I would have done had not Seymour yelled that he'd give up and wasn't about to go into the river after me. Well the comrades in the crummy are pretty heated up by this time and I could hear vague mumblings creeping out the door about moralizing and laying trips on people. Well, I got real sugary and said that I wasn't laying a trip on anybody, but unless that sign went back I wasn't getting in the crummy and that I thought it was a neat thing having a place named Jazz Creek and there would be space-outs like ourselves who would get as much of a kick out of it and anyway, knowing the Forest Service, it would take two years to get a new sign all the way from the shop in Wyoming. So feeling pretty smug about the thing I turned to walk down the road.

SAIF OR ???

pg. 13

Here we go with SAIF rap one more time.

SAIF (State Accident Insurance Fund) is a non-profit state fund which provides compensation and liability insurance for policy holders and guaranteed coverage, which means they can't cancel anyone's insurance unless payments aren't made.

If we choose to be covered by SAIF there are a few different plans we can choose from: Flat rate, self insurance, or retrospective. For all three plans there are similarities so, I'll explain them first. The rate for treeplanting is \$23.10 per \$100 of earnings. This doesn't mean that we would take 23.1% of wages and pay this to SAIF. The price of SAIF is considered an expense, so the SAIF payment would be \$23.10 per \$123.10 of earnings, or 18.7% of our earnings. This would be our standard premium. Because of the size of our premium we get approximately a 15% discount which would reduce our premium to 15.90% of our earnings. Our earnings are figured by taking an average 7% crew expense and 8% administrative expense (even though it's only 4% now, 8% is a good average). So for actual cost take 15.90% x .85. This brings our premium down 13.51% of our gross income or \$214,062. (Based on last years income for treeplanting only)

Now the Worker's Comp Board requires we pay 6.6% of this standard premium to meet their expenses. This is required no matter what plan we choose. For us this would be \$12,972/year that we'd pay out and never see again. We are also liable for all claims we incur; there are different ways to limit our liability which I'll explain as I go through each plan individually. Now on top of the basic premium, we also have to pay 14¢ per day or partial day which goes into a second injury fund. This is to provide rehabilitation to injured workers, retroactive disability fund and second injury fund.

The flat rate plan is probably one we wouldn't want to choose because we pay in the basic premium and never get anything back regardless of how many claims we might have. The good thing about this is there is no risks involved; we'd be liable for the amount we paid in if we had several bad accidents or a catastrophic accident totalling more than our standard premium we would receive a bad experience rating and our rates would increase to cover the additional costs. On the other hand if we had a low level of claims, we'd get a good experience rating and our rates would go down. Because we haven't had SAIF in the past, we'd have to be covered for 3 years before we'd receive an experience rating.

SELF INSURANCE

On the self insurance plan we are responsible to pay to the Worker's Comp board only the 6.6% of our basic premium and the 14¢/day second injury fund. They also require a minimum deposit of \$100,000 in some form of bonds or other

securities. This is to guarantee we pay all our claims and they hold this money for five years after we drop the coverage to pay any claims we may have that extend into that time period. Even though the WCB would hold the money, we would receive whatever interest that would come from the securities we put it in and 7% is a good average. So, we get \$7,000/year in interest. We would be responsible to pay claims according to all the laws relating to Worker's Comp. and we would be liable for the total amount of claims that came in. Through private insurance companies we can purchase 2 different types of insurance that would limit our liability.

1. Single occurrence liability-- we would pay the first \$150,000 and the insurance company will pick it up here and pay till \$2,000,000 then we'd be liable for any amount above this. This is for any one accident no matter if one or several people are involved. There's still a lot of risks involved here and it's cost is about \$30,000 a year.

2. Aggregate insurance this would limit our annual liability. I never got exact figures, but Mike Lewis over at Tromp & McKinley said we probably couldn't get it to limit our liability to any less than twice our premium or \$428,000 per year. I don't have any idea what this costs, he said it would be more than single occurrence insurance. That's a lot of money to be liable for in one year.

Self insurance is nice because we would have a lot more control over our money, but we'd also have a lot more of our money tied up under this plan. We'd also either have to administer our claims ourselves and keep on top of the ever changing laws or contract it out to an insurance company deal with for us (they have to make a profit too). I don't feel it's good thing for Hoedads to jump right into, there's a lot of risks and responsibilities to deal with.

So all this brings us back to what Gerry Mackie thought was best all along--the retrospective plan. On this plan we would pay quarterly premiums based on 13.51% of our gross treeplanting income. Then if we have a small amount of claims we would get a rebate, six months after the end of the policy year. The way our rebate is figured is take the total amount of premium and subtract from that the 6.6% administration, the total amount of claims and 19% of the amount of claims (claims administration).

Example:	214,062 -- Premium
	-14,128 -- 6.6% of premium
	-30,000 -- claims
	- 5,700 -- 19% of claims (administration)

	164,234 -- Rebate (77% of basic premium)

(There's a chart showing how much individuals would pay at varying earning rates and claims amounts.)

On the retrospective plan we'd be liable for 118% of our standard premium or \$252,593. This is our Basic Premium. If we had claims totaling more than this Basic Premium our rates would go up the next year to cover the difference in cost between the standard and basic premium. \$37,531.00

If this happened continually, after 3 years when we got our experience rating it would be bad and our rates would up again. To me \$214,000 plus the 14¢/day is a lot of money to pay for just on the job coverage. The reasons why we pay so much is because we get paid the profits that normally go to the employer and because we do a lot of administrative work voluntarily. When we went to Salem and talked with Dan Morley, he was very nice, but not very understanding as far as these points were concerned. He felt we should pay ourselves for administrative work and if we didn't it was our own tough luck (not his exact words). So, I worked out how much it would cost if we were to pay ourselves for that work at \$6.00/hr take home, and it worked out to be almost 20% of our gross income. I won't go into the details of how I arrived at this figure, but if anyone is interested I'd be glad to show it. Why couldn't we just take our gross treeplanting income and divide it 80/20 to compensate. 80% of gross to treeplanting 20% to administration. This 20% would cover crew meetings, camp set-up, contract reps, camp-upkeep, training, wood runs, etc. We'd still have to pay SAIF on the administrative money, but it is only 45¢ to \$100 of earnings. It would involve slight changes in the bookkeeping system, but nothing drastic and our books may be changing soon anyway so, now would be a good time to do it. In the end everyone would get the same amount of money in their pockets just on paper it would just be for two different types of work. Using the 80/20 split we would reduce the cost of our premium to \$172,665 or 10.90% of our gross earnings. It's still a lot of money but it's \$41,397 less than what we'd pay with our present set-up. The finer details haven't been worked out for this plan, but if we opted to do this all approval could go through council.

With SAIF we pay for everything we get, they aren't covering us we're covering ourselves and they just deal with the administration and act as an objective opinion when a denial of claim happens.

Since SAIF only covers on-the-job accidents some people would want off the job coverage which would jack up the cost of insurance 3-6% per year, depending on what people wanted. All figures I used came from the the year of July 1, 1977 to June 30, 1978, that's how the policy year runs for SAIF.

Loggrollers

Well, once again it's time to shift out of the summer retirement and get the log rolling. However, instead of starting out with a bang as we have in the past years, Loggrollers looks like it's going to be like the snow ball rolling downhill and gathering more snow.

At present, there is a core of dedicated fall planters, eight to twelve in number, who will be the fall crew. They are going to work with Potluck who is also small this fall to form a good strong item sized crew. Then it is forecasted that by beginning or mid-winter contracts, each crew will have enough new and returning members to hold down an item themselves.

Most folks who aren't working on our crew but are planning on returning in winter and/or spring are off into other areas of action. Suzanne and Gail are working hard at the Hoedad office, Greg and Debra and Burt are buying and putting energy into a place on the coast as well as being involved in trying to develop some cottage industries and working on the efficacy study. Myself and Kathi are working on some land we're buying with Bruce as well as going to school at LCC. Also Steve and Katrina are as busy as ever developing their place at Sand Creek. Tony is up in Portland area doing roofing. George and Rachel are off in Idaho in search of land there. Many of these folks are planning on putting some more trees in the ground before next June, but will be coming back at different times.

As for the fall crew, Bruce, Ron, Pam, Howard, Paul, Russel, Scott (our newest Loggroller), they're busy right now in Kelly Creek and will probably get a few more folks to join them for the rest of the fall contracts. Perhaps by the time

they get back all the Loggroller chariots will be in running order and waiting for them. Scott Maxwell, an old Loggroller now busy doing some mechanics has been whipping King Cobra our faithful bus and our two less faithful crummies, "the yellow one" and "black beauty", into shape. Hopefully now they'll be ready for us to beat the shit out of for another nine months.

So on the physical plane, we seem to be going through the fall transition pretty well. All we need is perhaps another woman planter to join us this fall and we'll be set.

On the emotional and mental level of our inter-crew and co-op relationships, we have work to do like the rest of the co-op. The past year has not been the smoothest as far as our working together in peaceful unison. There have been a number of conflicts both in the crew and co-op level, dealing with our management, direction and sharing of work. Throw in a fair amount of inaccurate gossiping and a lack of clear, honest communication and forgiveness of mistakes, and you get some real messes. Hopefully in the future when we deal with each other in Hoedads, we can keep remembering in our actions that we're not operating by and for our individual selves but in unison with other warm bodied, thinking, loving creatures for the betterment of all. If we can sacrifice a little bit of our views and goals, and just like a dome with each member supporting all the others just a bit, then we'll be able to maintain our structural integrity and keep this great work co-op going, which is helping us all realize our dreams.

Bill Prull
Loggrollers

GROWER'S MARKET LOAN

The Grower's Market Food Co-op is located downstairs in the Grower's Market Building and is open to anyone who wishes to participate. There are no paid positions in the Co-op and everyone who orders food is required to help out. The Market buys the produce from local growers whenever possible and also tries to purchase as much organic produce as our large volume permits. We also buy from local wholesale to pay for overhead and the purchasing of the building. Decisions are made at meetings held on the 1st and 3rd Mondays of the month at 7:30 p.m. Anyone may attend these meetings and participate in the decision making process.

The Grower's Market Food Co-op began the purchase of the Grower's Market Building about six years ago. Since that time we have put approximately 15,000 dollars toward equity as well as 20,000 dollars toward improvements into the building. The assessed value of the building is over \$90,000. Further, in November of 1979, a \$12,000 balloon payment will be due. The Market is considering several options to meet this payment, including refinancing by either the previous owner or a local bank. We would also consider securing several personal loans which was the method used to finance the original downpayment and building improvements. There is another option, which because of its mutual advantages to both the Hoedads and the Grower's Market as well as its political legitimacy within the alternative community, should be considered the first priority. That option would entail the Hoedads loaning the Grower's Market \$12,000 at a profitable interest rate to the Hoedad Work Coop. Such a rate would probably fall between 7% and 8% and still be as low or lower as the best the Grower's Market could do, thus providing an equal advantage to the Market. Although the specific payment schedule is negotiable, the probable schedule would be \$300 a month and take approximately 5 years. The Grower's Market Building would be the obvious collateral for the loan. This mutually advantageous action would serve to keep this money flow in the alternative community. Because of the length of time involved in applying for Bank loans or securing personal loans, it is necessary that the Market receive an answer from the Hoedads soon rather than several months from now. However, the loan need not take place till a date much closer to November of 1979.

I would hope to answer any questions and provide more detail at the General Meeting.

Alan Siporin, G.M. Bldg. Manager



At council 10/2/78 people requested that I look into alternative insurances to SAIF. A lot of that research was already done and the best there is the CARE-KEYLIFE combo. There is a chart explaining the benefits of both these plans. With this combo the individual would be amply covered in case of an accident, but the dependents and beneficiaries are not covered very well. If a person dies, their beneficiary would receive death benefits from both companies, but it would be in a lump sum not a % of wages over a period of time. The individual pays a monthly premium for both policies, KEYLIFE is the same for everyone, CARE depends on how old you are and # of dependents. KEYLIFE (which is the more expensive of the two at \$32.45/month) is set up so it can be added and dropped every month so people wouldn't have to pay during the months they didn't work at all. CARE is not set up this way, but it only costs \$15.58/month, for single & under 30. The maximum that an individual could pay for this combo would be:

	w/o depend.	w/depend.
under 30	\$576	\$844
30-40	\$626	\$936
40-50	\$746	\$1284

This is for on and off the job coverage for a full 12 months. The SAIF chart will give you a good idea of the cost comparison.

CARE coverage of dependents is for medical expenses of major illness or accident. KEYLIFE doesn't cover dependents at all.

This whole insurance rap is a lot to absorb in one week much less one sitting. I don't think there is

a simple way to lay the information out so everyone can understand it quickly. Either way, SAIF or CARE-KEYLIFE combo has its advantages and drawbacks and after learnign it all pretty thoroughly I still don't have an opinion of which way we should go. I'm inclined to think we should go for the CARE-KEYLIFE combo now and see what happens this year or next in legislature to change the SAIF rates so we won't be unfairly taxed. I'll be at the General Meeting to answer all questions you may have; with that it I leave it to you.

Gail Slentz



BENIES OF CARE & KEYLIFE

CARE

Medical Expenses

on the job

\$1,000 deductible
Then: 80% of next \$6,250
Then: 100% to \$1,000,000

off the job

no deductible for first \$500
Then: \$1,000 deductible
Then: 80% of next \$6,250
Then: 100% coverage to \$1,000,000

Disability

75 day waiting period
2/3 of monthly wages, not to exceed \$1,000/month till age 65 for on and off the job accidents.
2/3 of monthly wages, not to exceed \$1,000 for 5 years in the event of sickness.

Misc

Life insurance - \$15,000
Dismemberment - no more than \$15,000, may be less depending on what you lose.
pregnancy - \$750 deductible for normal pregnancy.

Cost per month

	w/o dependants	w/dependants
under 30	\$15.58	\$37.88
30-40	\$19.75	\$45.58
40-50	\$29.75	\$74.63

KEYLIFE

Medical Expenses

on the job

\$10,000 - no deductible
\$120/day for hospital room and board

off the job

Disability

7 day retroactive waiting period.
\$120 per week for no more than 260 weeks

Misc

policy holder must be over 18 years of age.
Dismemberment - never to exceed \$15,000
Life insurance - \$15,000

Cost

32.45 per month for everyone, easy to drop and add.

OVERLAPS

There are overlaps in the coverage of both plans but, both companies will pay benefits with the exception of medical expenses. So, the covered worker or beneficiary would receive double benefits in some cases.



SAIF WORKER'S COMP

Benefits

only for job related injuries
and illnesses.

Covers all medical expenses

DISABILITY

3 day waiting period

Permanent Total Disability - about
2/3 of average weekly wage plus
\$5/week for each dependant, not to
exceed 5. Will go for lifetime if
necessary.

Temporary Total Disability - about
2/3 of weekly wage until no
longer disabled.

Permanent Partial Disability -
depending on type of loss an
award will be made not to
exceed \$27,200.

Temporary Partial Disability -
a portion of 2/3 weekly wage
set by the Worker's Comp board.
Not to exceed 2 years.

Death

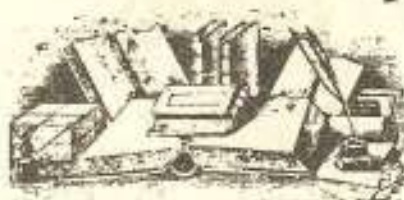
Funeral allowance of \$1,000
about 2/3 of weekly wage until
remarriage and at that time
a sum of \$5,000 as end of
claim. Children would receive
\$100/month for 2 children, any
number of children over 2 would
receive \$50/month per child till
age 23. Not affected by
remarriage.

Legal representation
Safety assistance and
education, consultation.

This chart is to show how much the (pg. 14)
individuals at different earning rates would
actually pay to SAIF at various claim amounts.

		Annual Headed Gross Wages (Before any expenses)		
		\$12,000	\$6,000	\$3,000
Initial yearly payed to SAIF 13.51% of gross		\$1621	\$811	\$405
\$30,000 in claims	Rebate 77%	\$1244	\$622	\$311
	Actual Cost of SAIF	\$377 (3% of gross)	\$189 (3% of gross)	\$94 (3% of gross)
\$50,000 in claims	Rebate 66%	\$1063	\$532	\$266
	Actual Cost of SAIF	\$558 (4.6%)	\$279 (4.6%)	\$139 (4.6%)
\$70,000 in claims	Rebate 54%	\$884	\$442	\$221
	Actual Cost of SAIF	\$737 (6%)	\$369 (6%)	\$184 (6%)
\$150,000 in claims	Rebate 10%	\$162	\$81	\$41
	Actual Cost of SAIF	\$1459 (12%)	\$730 (12%)	\$364 (12%)





We in the treasury have spent a few hours with Steve Robinson (our accounting systems expert). These hours have been spent seeking ways to simplify our systems of keeping track of coop monies, with some very interesting ideas as a result. We are examining these proposals to see if they will fit into our systems, save time spent on accounting, make crew treasurers' work simpler, and increase the amount of and access to usable information that we get from these figures.

We will be meeting with crew treasurers also to analyze these ideas and meeting more with Steve Robinson to discuss streamlining and expansion of these ideas and to find new ideas.

At this point we have three basic ideas we are working with. The easiest is just a simpler way of accounting for crew earnings and crew debts in the central books, which we can probably implement (in some form or a other) in the near future. This would primarily simplify the central work, but also make crew billing more comprehensive. The second and third ideas are more intertwined and would probably be implemented in stages, with quite a few possible variations.

Basically it involves changing the quarterly report to a form to be filled out contract by contract and then added up at the end of the quarter. The possible expansions include: balancing crew books quarterly and paying cash, or check, advances during the quarter based on an approximate estimated net. This amount could be fairly close to your actual net, leaving in some money to cover insurance and things like phone bills, paying all members working with your crew group and including them on your quarterly report. Then the information on the quarterly reports would be compiled at central and entered in the master cash reserve records. The main difference that would result in a system like this would be that cover sheets, dividing up the earnings of a unit, or several, would not be necessary, and it would not be so hard to follow the "crew hoppers" around. It wouldn't be ne-

cessary to do all that UPS shuffling and the Crew earnings records at central wouldn't have all those little entries for \$45.47 and such in them. Central could still keep crew members earnings and 8% listed with the crews they belong to.

The third idea is the possibility of including crew expenses information and/or crew expense % information on the quarterly form. This would help a crew determine whether its expense rake-off was covering its expenses (which might or might not be desired at that time). Also this brings in the possibility for 1067's to show what a person made after crew expenses are deducted.

SAIF could also be included on a form like this, or taken off the top with the central rake-off. Possibly administrative pay to crew members for crew administrative work. This could possibly be a sizeable portion of each person's earnings.

There get to be a lot of variations on the theme. Some could work, some might be desirable. We are sorting them out with consideration to easing the load of unnecessary and duplicated work while increasing the amount of potentially valuable information, and still having the crews as autonomous as each desires with their own control of division of earnings.

Keith Ullman



BIDDING

FROM THE BIDDING COORDINATOR

After being bidding coordinator for almost nine months I am going to eat my words from the winter general meeting where I was elected. At that time I offered the opinion that b.c. should be a year position. Steve Boone disagreed with me, and now I have to agree with him. I think six months is plenty and nine months is about the limit.

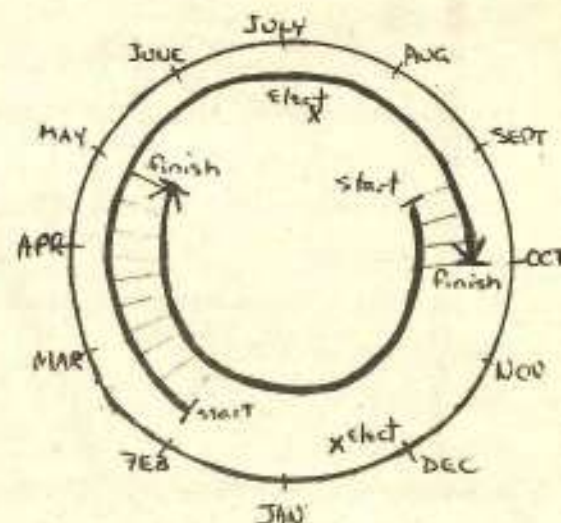
I've tried to relate this to the other offices being elected for one year terms and to understand why b.c. is different. Best I can tell is from the reasons why I personally am burnt out. Too many numbers, too much detail, too close a relationship with a calendar and with broke/money hungry/greedy tree planters, too many times communicating the same too many details, too little time to do projects of one's own choosing, too much connection with competition.

So I have a new proposal: each b.c. would be elected for eight months. One election would be at the summer general meeting, the b.c. starting in Sept. and working to May. The other election would be at the winter general meeting, b.c. start work and



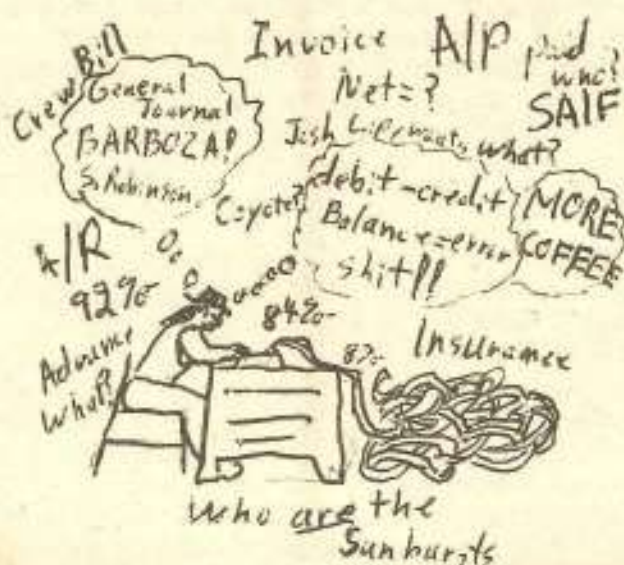
training in Feb. and work until Oct. This plan insures a training period for each new b.c. and provides for overlap of one month just as fall planting starts and three months in early to mid spring, times when we usually need two coordinators anyway.

It's been my pleasure to work in the office. I found the job challenging and incredibly educational. Thanks for the opportunity.



Hello, I'll be running for bidding co-ordinator this General Meeting and will answer any questions you might have concerning this.

Mike Warshafsky



DEFAMATION SUIT. The defamation suit has been lying dormant for the last couple of months, however it has now been brought back to life. We are going to take Foster's deposition on November 10 at 10A. M. in conference room "A" of the Lane County Public Service Building. A deposition is a discovery device which allows a party to a lawsuit to ask a person questions under oath and to have the answers transcribed and perpetuated for further use.

A. R. C. vs. WORKERS' COMP, HOEDADS, AND GREENSIDE 'UP.

The judge denied our demurrer, however this issue is preserved for appeal in the event that we lose. We have a Motion to make definite and certain pending at the present time. As things stand now we can expect to go to trial fairly soon. Since the case is "equitable" in nature and consists primarily of legal issues, it can be expected that the Court of Appeals and the Oregon Supreme Court would take a fresh look at the evidence and make their own decisions regardless of what the lower court may do. Thus, the main purpose of the trial will be to make an adequate record for the appellate courts. The trial will be a long and complicated one in which we will have to provide detailed evidence regarding the history and nature of the co-op.

FREEDOM OF INFORMATION. We have received the labor department's response to our Freedom of Information Act request for information they have on file regarding ourselves and certain of our competitors. The documents supplied were, of course, unsatisfactory and none of the information concerning us was supplied to us on the claim that "supplying the information would hamper an ongoing investigation". This is bullshit. The next level is an administrative appeal to the office of the solicitor of the department. We have a fair chance of getting what we want at that level and an even better chance of prevailing in court. Our competitors had to go to the solicitor's office to get what they wanted (a copy of our brief) and it is apparently standard operating procedure to go through appeals and lawsuits to get what you are entitled to from the bureaucrats.

MAPLETON. Slowly and hopefully surely we are preparing the post-hearing briefs. A determination from the Board of Contract Appeals regarding this ancient claim will probably be a long time in coming.

MALCOLM

Interlude

I pause,

Sit on the mountain side and take a break.

Across the valley the green trees stand

Against the grey sky,

The mist floats across the hillside opposite.

I sit watching.

My thoughts float with the mist

They float and drift

And turn

Toward you.

A pause

A smile

A feeling of affection.

Just a brief interlude in a day of work.

Sat., Nov. 8, 1973

Even in the rain the land is beautiful. In the morning you can see, from the top of the unit, the rain/mist drifting in streams down the steep sided valleys; hanging in the tree tops in occasional wiffs and tufts.

Meanwhile the ridges stand clear with a line of Douglas Fir, tall and lean, branched tops silhouetted.

The colors are grey sky above, brown earth below, green trees in the middle, with the grey mist floating in between.



She walks through the world
With wide-eyed wonder;
Soft and gentle is
The flow from her heart.
Her eyes see the world,
In amazement they ponder;
Tho we ne'r meet again
In our thoughts we won't part.

MALCOLM



GOOD CROSS COUNTRY EATING SPOTS

Margaritas Tico's, Boulder, Colo.

Banana Cream Pie, Lymon, Colo.

Eng's Chinese Food, Lewiston, Idaho

El Azteca, Provo & Orem, Utah

Produce Row Cafe, Portland, Oregon

(around the world for \$3.95)

La Cucina, The Dalles, Oregon

(next to health food place on main drag. Italian, dynamite eggplant burgers)

Old Mexico, Grand Junction, Colo.

The 707 Club, Aberdeen, Washington
(Seafood)

The Atom Haven, DeBorgia, Montana
(50 mi. NW of Superior, is operated by a wonderful woman and has the best homemade huckleberry pancakes this side of the Mississippi.)



One Night out on the City
It was pleasant at the Black Forest
(The bartender and some of the regulars were fairly close friends to me)
I met a woman that I hadn't seen for a while and it was a Wednesday. She Looked Forward to Seeing Me Tuesday but I had to go to Gold Beach before that.

When I got back to my pad I saw something in the mirror. My Teeth were Black! I had recently switched to drinking wine instead of beer. In a regular Manner and I have second thoughts. I hope I can still switch Back. Buck lost his teeth long ago.

It seems I've got a City Identity and one for the woods. Both are Frontiers and I want to be free to Pursue them. I know it will take a lot self Discipline to not let one or the other get too much of me. I depend on the Co-op for Social and Economic reasons. Both are of Strong equal Importance. For what Social Short-comings my crew has I look to the City and What the city doesn't have I get from my crew. We're Crazy Individualists.

Dirk Gallinger, Cougar Mountain

If you're looking for a lot of bunk,
you've come to the right advertisement.



NO ADD

At the General Meeting in December of 1977, the Hoedads decided to split the over \$1000.00 excess into the members' pockets and into a Special Fund. (that name is what some people decided to call it for lack of a better name.) The main reason for establishing the 4%-4% split: we might need more money for bonding, self-insurance, etc. and that money is a powerful tool. At the summer General Meeting the 4%-4% split was on the agenda. Questions were raised about the Special Fund. Specific information was needed and it was decided that an analysis of the the Cash Reserve should be done and how it relates to the Special Fund.

The figures are from the 1st and 2nd quarters. These figures are the ones credited to the individuals' cash reserve and the Special Fund. Members can check to see how much they have in the cash reserve by checking your cre'w book in the treasury room. The total in those books is the cash reserve figures that we are using for this analysis. These figures are entered into those books every three months. Gross Received is the 100% from each contract completed.

From the end of 1977 to the end of the 1st Quarter of 1978, the cash reserve increased 2% and if we include the Special Fund, the total increases to 4%. From the end of the 1st Quarter of 1978, to the end of the 2nd Quarter of 1978, the cash reserve increased 16% and if we include the Special Fund, the total increases to 22%. So from the end of 1977 to the end of the 2nd Quarter of 1978, the cash reserve increased 18%, and if we include the Special Fund, the total increases to 26%. The first observation is that we have added 8% more to our cash flow due to the addition of the Special Fund which is 44% increase to the increase.

4th Q 1977	1st Q 1978	2nd Q 1978	Increase	%	
214,578	217,660	253,542	38,964 →	18	Member- ship Fee
	217,660	253,542	35,882 →	16	Member- ship Fee
	5,301	17,592	12,291 →	230	Special Fund
214,578	222,961	271,134	56,556 →	26	Total
	222,961	271,134	48,173 →	22	Total
	527,742	1,062,862	535,070	98	Gross Received

Total includes Special Fund + Membership Fee
membership Fee means Cash Reserve minus
Special Fund.

'TOONS



Garbaggio's, inc.

EUGENE'S CONSUMER-OWNED GARBAGE COMPANY
P.O. BOX 1843, EUGENE, OREGON 97440 503-485-4209

Garbaggio's, Inc., is a consumer-owned garbage company. It's structure is that of an Oregon Co-operative Corporation. Around 275 families in Eugene and River Road are the owners of this consumer co-operative. About 200 of these families in Eugene are getting their garbage and recyclables picked up each week ever since May of this year. Each of these 275 homes has paid a \$6 membership fee, and the weekly subscribers to the collection service pay \$3.60/month. During these six months of collection, the subscribers have received over 20 newsletters, report cards and surveys. Two person crews pick up the materials in a flatbed truck, rented two days per week. The garbage goes to the county transfer station at Glennwood and the organics go to our Urban Farm Project with the Uof Oregon Landscape Architecture Department. The glass and metals and cardboard go to BRING Recycling. The newspaper is sold on the open market. And, the clothes are deposited at the various freeboxes in town.

One year ago this November, Hoedads, Inc., made a loan to Garbaggio's, Inc. of a \$1000.00 for the purpose of posting a performance bond with the City of Eugene for the collection of garbage. Around 21 members of Hoedads, Inc. used portions of their individual cash reserves as collateral for this loan to Garbaggio's. This loan is paid back in full as of this week.

During this past year Garbaggio's, Inc., has had a \$12,000 cash flow consisting of a \$1500 MRG grant, \$4500 in loans, \$4800 in collection fees and material sales, and \$1200 plus for paid-in-capital (membership fees). Around \$1400 has been paid to workers and an additional \$15,000 of logged hours have been recorded.

The six dollar membership fee has been entitling members to a vote at membership meetings, education materials, the weekly newsletters and the future possibility of an equal share of the profits (a dividend). Many meetings have been called for thru the weekly newsletters and special notices. At times 35 to 50 people would show up and then there were times when 1 or 2 people showed up. Our surveys of the members show that at least 30 families are willing at the drop of a hat to go out and canvass their neighborhoods for new members. We have also drawn from this volunteer labor force help for the collection of garbage and help at the compost site.

It will be easier for us to tell you all at the general meeting about last years membership drive, our attempts at collective management, various fundraising attempts, carrots and more carrots, burnouts, R&D, mainstreaming activities, politics of garbage, dealings with the "FAMILY", the Japanese, Canadian, Eugene worm connection and other sundry historical perspectives.

Following this will be a proposal for a \$6000, 3 month note to Garbaggio's, Inc., and then an offer for an investment. Information packets and proposal copies will be available for individual crews that day.

See you all at the meeting,

Jim Weaver

You can't talk about forestry practice practices without talking about Jim Weaver. Jim is the chair of the House Subcommittee on Forestry and due to this is one of the most powerful members of the house when it comes to forestry policy. He is also one of the most vocal spokespersons against the power companies and the multinational timber companies who are exporting logs and jobs from the Northwest. He is also one of the most active proponents of solar power and an ardent critic of nuclear power. As it is, because of this there is a lot of big money pouring into the state to try to knock Weaver out this fall in the upcoming election. The Republican national Committee has pumped a couple of hundred grand into this race and out of a list of fifty key congressional seats targeted, Weaver's is number three priority. Weaver will be lucky if he can muster a third of the amount of money his opponent, Jerry Lausmann, will be throwing against him. If you read through transcripts of committee hearings Weaver has sat on, you can see why he's such a target. Again and again you read of him nailing the industry as they testify before Committee. He has a wide grasp of facts and figures and never lets up on a stream of questions he throws at them. Such an articulate critic is a serious liability for the industry when they come up to do their song and dance on capitol hill.

It is becoming apparent to Hoedads that as we come under political attack, it is absolutely essential to have political allies. If Jerry Lausmann were to win, he could deal us severe blows in upcoming hassles with the Forest Service and other agencies over contracts and our legal status as a coop. It is in this

light that a victory for Weaver becomes absolutely essential for us. Lausmann, a conservative, millionaire, mill-owner from Medford is so far from us on a variety of issues that you can't even see him. Lately he's been putting up a flakey, moderate-liberal image to try to sell himself, but don't let it fool you, he may be slicker, but he's the same as he was two years ago.

Even if it weren't for the need to cover our own act, Weaver has to be recognized for the leadership he has given over the past four years in setting the pace for progressive forestry policies. He has been responsible for an increased budget for reforestation, initiating a broad program of salvage timber sales for small logging outfits, legislation to promote slash utilization, and still more legislation providing professional help and money for small woodlot owners to manage their lands. How many other members of Congress would have had the courage to stand with us in Westfir and propose that the workers own and operate the mill themselves.

cont'd page 22



Looking at the Gross Received, the increase from the 1st Quarter to the 2nd Quarter is 98%, this can account for a large increase in the

Cash Reserve; more money earned, more people working, more days worked. But all that 8% wasn't entered into the cash reserve; some crews weren't paid so their 8% wasn't recorded into individual's cash reserve, which was a substantial amount. Some crews did not report all of their 8% for one reason or another, say 103 members didn't put any 8% into the cash reserve because they had their membership fee paid in, plus the Special Fund and the Excess Membership Fee pay back is taken out. Also resignations are an important factor in the cash reserve determination which is about 8%, since the start of the year. All these factors reduce that 98% increase substantially. It is important to remember that these considerations are related to only to the cash reserve that is recorded in the member's individual records. Another factor was discovered by checking the cash reserve that 170 new Hoe-dads have been added since the fall of 1977, which represented an additional \$38,390 to the cash reserve. New members represent a considerable boost to the cash reserve. With the present market conditions a new member could reach \$1000 in about 1½ years of treeplanting. There are 752 members on the books, 170 new ones with \$38,390, 103 members over \$1000 with 103,000, 479 all other members with 111,852 equals 253,542, plus a 103 members with \$17,592 in the special Fund for a grand total of \$271,134.

The main point of this article is that the cash reserve with the Special Fund has increased 26% in one half year. That increase sounds like a lot. History shows that the increase in 1975 was 83%, in 1976 was 92%, in 1977 was 33%. So it does show a trend to a slower rate of increase, but 26% increase in 1978 represents a larger amount of money. If we hadn't instituted the Special Fund, the increase would have been 18% for one half year.

Based on rough estimates, we should have approximately \$275,000 in the cash reserve with the Special Fund at the end of the year, for an increase of approximately 30% for the

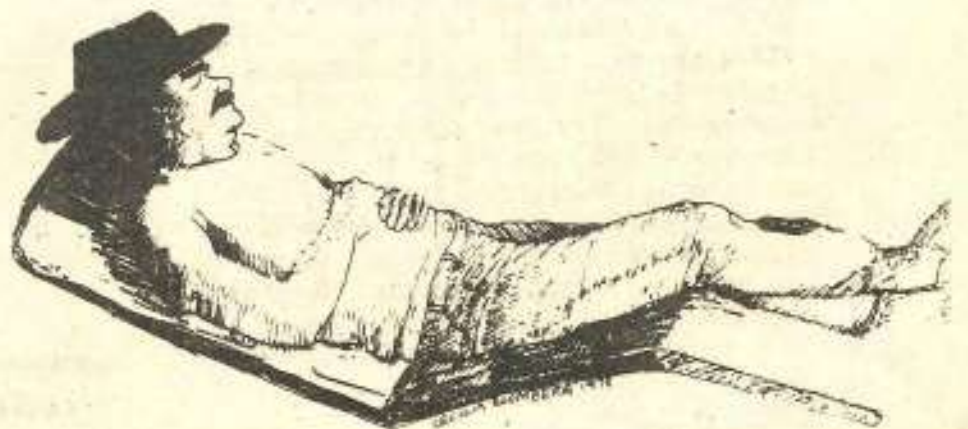
year of 1978; without the Special Fund \$264,000, a 23% increase for the year of 1978. J.R.Ogden



Sloan's (?) Constant
The amount, which, when added to, subtracted from, divided into, or multiplied to...the answer you got, gives you the answer you should have got.



WHY AD ?!



of brush patches. A complex community hard to generalize about.

3. Nearness to helispots seemed an important consideration for those units actually sprayed, with many distant priority 1 units unsprayed and low priority units hit. This has unsettling implications for the argument that helicopter spraying is economical, as it suggests that more expensive units get low priority.

4. The effects of spraying were not uniform, with dead to the ground ceanothus next to barely defoliated brush. Also we found evidence of spraying right next to live streams lined with indication species (skunk cabbage, cattail) of perennial flow.

5. The sprayed units showed consistently less growth this year than last, and had a visually striking incidence of needle blight.

6. The gap between our results and both the Lowell District's assessment of their brush problem and industry projections of spray results was so great it calls into question the whole array of confident statistics which are the very underpinnings of justification for aerial herbicide use. A out this time we encountered a master's thesis by William Scott of OSU. A decade ago, he had gone to brushy units in Blue River and established plot surveys remarkably similar to ours; and obtained the same results. The lonely intelligence of William Scott shines through the years.

To insure our report doesn't get buried like his did requires a commitment to sustained political activity in the face of the statistic-mongers. We scheduled and held a press tour on Sept. 12, after two months of sampling. Only one day of that two week period wasn't rainy and that day was ours. In spite of Forest Service duplicity and the trivializing reductive nature of media displayed before our eyes, evidence easily apparent to tree planters seemed at least plausible to reporters. Everyone learned a lot.

To prepare for the tour we made a preliminary report of our methodology, data sheets, unit maps, and a summary of our results and their implications. After the tour we continued sampling

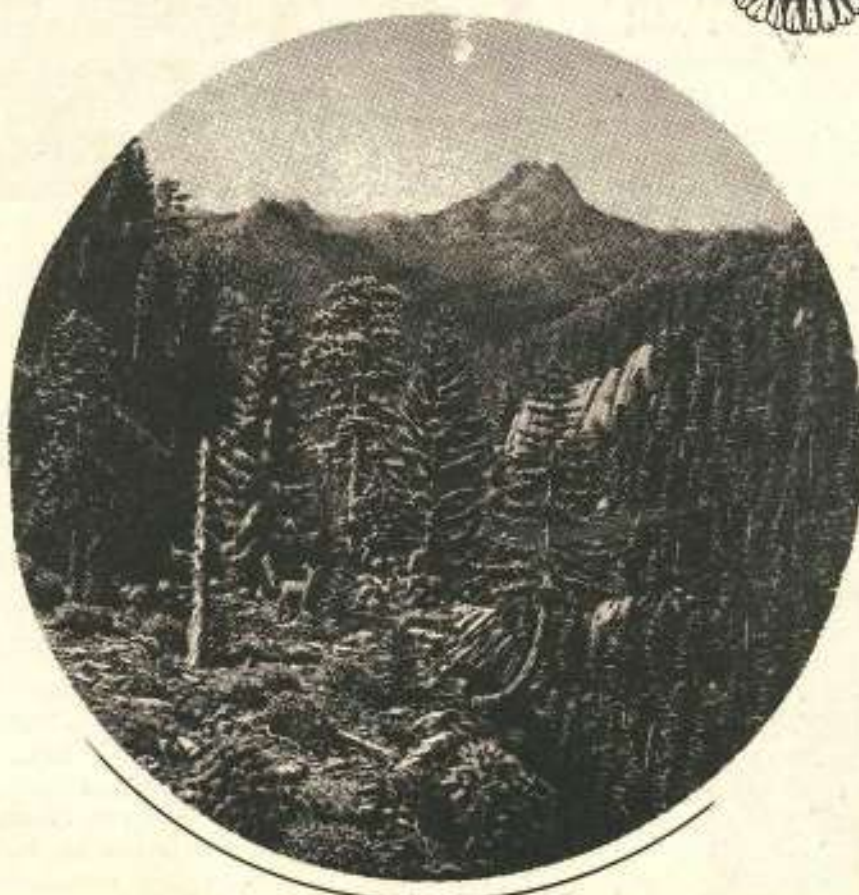
and collected needle samples from sprayed and unsprayed units for analysis of needle blight.

We are analyzing data for the final report and preparing research grant applications to pay for part of the study and to prepare for the work which flows from this.

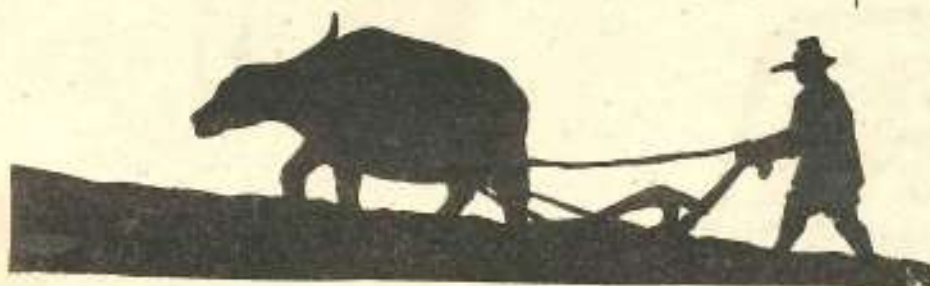
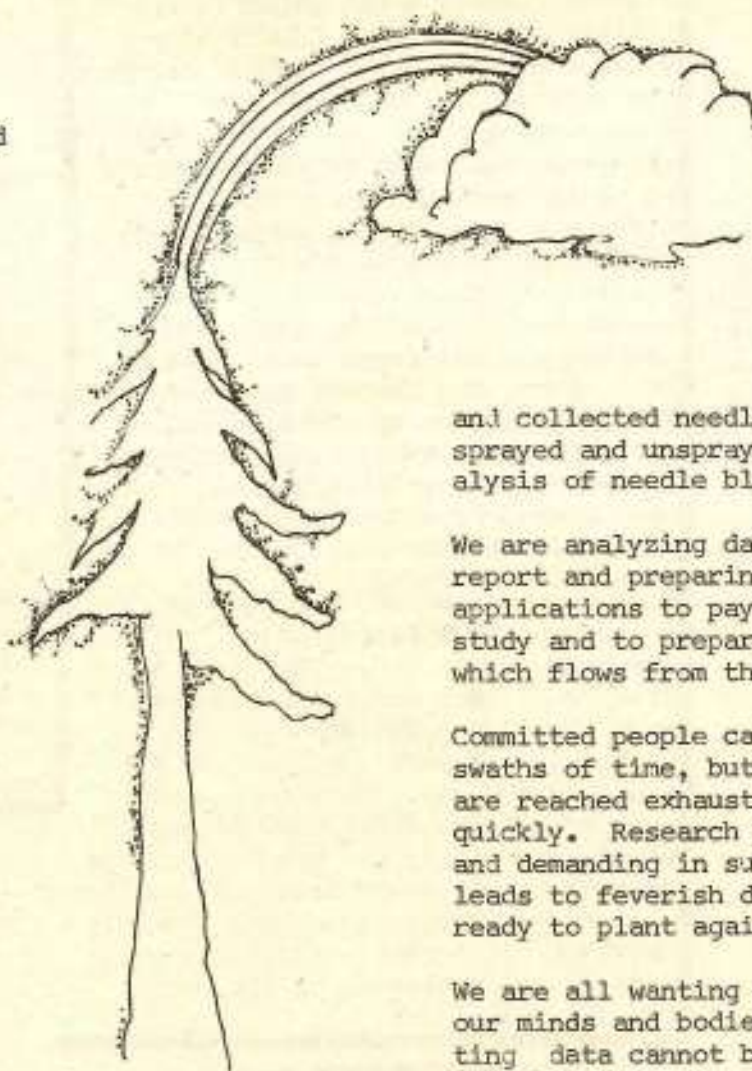
Committed people can volunteer great swaths of time, but once their limits are reached exhaustion comes quickly. Research work is tedious and demanding in subtle ways and leads to feverish dreams. We're all ready to plant again.

We are all wanting work that engages our minds and bodies alike. Collecting data cannot be separated from our obligation to share what we've been learning with fellow Hoedads. Groundwork can serve as an umbrella for many studies by many people, and out of these can flow righteous action. More life naturally!

John Cloud



The Ashiyon Mountains



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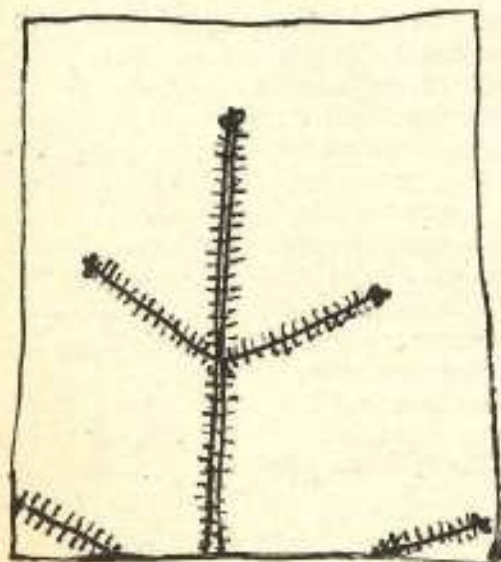
Weaver

There might be some people who dismiss him as just another politico, but believe me, I was raised in D.C. and I know politicos. I had one congressman live across the alley from me who never tipped me when I was his paper-boy, and had a dog that he kept penned up which howled all night. (The dog finally busted loose and got run over, another touching example of the eternal irony of that place.) There was another member of the House who had a fit when I started hanging out with his daughter and a certain Senator who lifted an entire bottle of scotch whiskey which we had stashed in his bushes. The list could go on and on (would you believe that I used to sit on Eugene McCarthy's knee?) but I know stinkers and Weaver just ain't one of them. The only regret I would have about re-electing him is that I hate to condemn him to that pit of depravity for another two years.



But seriously, this isn't just another political rap I'm handing out since it looks like it's going to be a really tough campaign. If you know Weaver's enemies you should know how far they'll go to knock him out. Things could change but I've heard from his campaign people that at best this election will be won by a hair. I really feel the need to impress this on people, every little bit you can help could make the difference in this election. You could give money of course or you can stop by his campaign office upstairs in the Atrium Building. Even if you're going to be busy planting, you can take some campaign literature along and pass it out in some of the towns you work near. You can talk to people in bars and make sure that you and all your friends vote because he's gotta win. Sometimes you never know what you had until you lose it and I'd hate to wake up in the morning after the election and know we let this one slip down the drain.

Greg Nagle



Willamette Herbicide Study

The dozens of people who have worked on the study have very diverse experiences in forestry, and some have gone to school for many years. Yet perhaps for most or all the fundamentals of forestry as we have found them were learned on replants in Blue River and Idaho, and deeply reflected in long crummy rides. Doing the work to be done.

The efficacy project began in hot July. The Willamette, having applied no phenoxy herbicides for ten years, put out thousands of acres for conifer release by aerial application in the spring; 2300 acres in Lowell alone. Because of profound political hassles, bad weather and logistical fuck-ups, only a fraction of the acreage was sprayed. With most units untouched, we could examine a large sampling of different age classes, aspects, and elevations on which grew trees "suppressed" by brush according to the Forest Service; and we could sample sprayed and unsprayed units more or less alike, and thereby make meaningful comparisons of the results of spraying. The study concentrated on the Lowell Ranger District, as it had easy access from Eugene and Howie H. was very familiar with it from his own research. The pioneer samplers woke before dawn to get to the hills of Lowell before the heat of the day. They expected to find conditions somewhat different from the FS evaluations from the unit, but all were surprised at the width of the gap. They were also struck with the difficulty of accurately describing and quantifying the complex relations of brush and conifers they found. These ancestral samplers and their different plot sheets were like waves washing up on the shore one after another.



Marla Gilham, Howie Horowitz, Bruce Maederer, Joe Earp, Norma Grier and Jerry Gorsline trampled thru the slash. Laurie Weeks, Edd Wemple, Ann Cohen, Fred Miller and Serry Bloker wielded their yardsticks as Peter Bartell and John Haankanson photographed the trees. Linda Johns typed and Gail Slientz talked to her hearts content on the phone. With each survey the plot sheets got better and the perceptions of the samplers sharper. Whole units from the early surveys had to be thrown out as unusable. John Ivy, Mike Bresgal, Greg Pruett, Peter from Thumb, Randy Mosier shouldered their pencils, Cathy Godshalk, Michael Barboza, Gale Hulihan, Ron Hardin, Bill Prull, Ann Merrill, and John Cloud wrote in the rain.

A core group of Greg, Laurie, Howie, Ann, and John stored the data sheets and set up an office. Data accumulated and hundreds of acres were sampled. Our data is valuable to the extent that it is accurate, clear and organized. And its value amplified if the results are contrasted to surveys in other forests, and if the same Lowell units are sampled next year to see what happened. To plan for this, people in Groundwork Inc. went to Salem and incorporated as a non-profit corporation. By law, non-profit status and coop structure are mutually exclusive, so Groundwork was set up non-profit to be eligible for grants and will be as cooperative as we know how to be. We are also eligible for negotiated work contracts. The sampling continued and analysis began. Greg, and then Howie, grasped their calculators. Our conclusions are consistent with what people saw their first day sampling:

1. Understocking and non-stocking of units was common, with many poor sites and bad planting.
2. Most of the crop trees are quite healthy as it is, and the presence of brush doesn't constitute a problem necessarily. In fact, the most vigorous trees on most of the units sampled were growing on the edge of and inside

Cont'd. page



CONE COLLECTION

This is a report on workshop put on by OSU at Corvallis, July 18 and 19th, 1978.

I arrived about 30 minutes early and stood around looking at everyone, who by the way, were all in some sort of managerial position. So after being spotted and subsequently insulted by Rex Wheeler of Hebo, I went on in to the auditorium and sat down. There are over 100 million seedlings grown each year. Those seeds have to be collected somewhere. There are many sources. Presently, the largest source is from commercial seed processing companies who have seed buyers in different locations and they buy bushels of cones from individuals who collect cones on their own land or on public lands (i.e., BLM and NF). It is required to have a permit to pick on public lands. In the long run, the trees are better and the costs are worth it, if the seeds are collected exclusively from superior trees and set up seed orchards in flat accessible places. It seems as if the forest industry is moving in that direction. There are problems of seeds acclimating to different areas, so it has become important to know the origin of the seeds and to plant those resulting seeds in the same seed zone and elevation band. In May of 1966, the Western Forest Tree Seed Council was formed in order to standardize and certify as to seed zone and elevation, all the seeds for commercial sale. A lot of this is for Christmas tree production also.



The Forest Tree Seed Certifier's Association is an advisory committee that does the certifying of the cones. There are four main classes.

1. Tested material--Blue tag, Progeny Test complete.
2. Selected seed--Green tag, Chosen for superior traits. Can be stands as well as individual trees.
 - a. male parent (both) identical
 - b. procedural supervision
3. Source Identified--Yellow tag
 - a. personal supervision, ability for daily supervision
 - b. procedural supervision
4. Audit--Brown Tag, No field inspection



The standards are the same for Oregon and Washington and maybe Idaho soon. California is a little different and the international standards are even different still. Work is being done on getting F.T.S.C.A. in line with the international requirements so as to help out on sales of seed in other parts of the world.

The F.T.S.C.A. will have 12-14 field certifiers to make sure that seeds from selected trees and such will be kept separate and properly labeled. To do this they charge 60¢ per bushel for classes 3 & 4 and \$15.00 bushel for classes 1 & 2.

O.S.U. does, in conjunction with W.F.T.S.C., a cone crop survey every year. It starts as early as July of the proceeding year by a study of the buds. It is not conclusive because it is easy to confuse the female buds with the vegetating buds. A later survey is done in between the end of May and the end of June to see what the actual crop will be. The only way to know for sure which cones were fertilized is to check them after the April-May pollination period. The annual cone crop report for 1978 indicates that there will be a spotty cone crop this year because of rain and frost during the pollination periods.

In planning to collect cones, definite care should be given to selection of superior trees in three areas:

Physical appearance--phenotype
genetic potential--genotype
seed source--provenance

Trees are usually adapted to where the seeds were collected. In some cases the differences are subtle but sometimes they result in total crop failure. Seed zones are set up using natural weather barriers such as ridge lines, etc. It is possible to move to the next seed zone without much change, but the farther you go the greater the chances of crop failure. Cones should not be collected from isolated trees that have been self-fertilized because the seed are in the most part inferior.

Around mid-August, the squirrels will be cutting single cones down to the ground and immediately nipping them up into nothing but a pile of cone scales. The squirrels themselves are checking the cones. When they start cutting them in earnest, you will see cones on the ground waiting to be cached away. It is interesting to note that this is the same time that the embryos have filled to 90% or more of the embryo cavities. The seed wings should be brown and unattached. The Doug Fir will have a brownish tinge to the scales on the cone and with true firs, the entire cone will begin to brown. Western Hemlock can be ripe from green to purple to brown.

I'm not going to say much about collection because there was not much said about it. Care in handling such as: one bushel to one bag to keep give good air circulation; not letting bags full fall to the ground; letting the bags sit in the shade to keep them from getting too hot.

You can (if you can't avoid it) collect cones when only 75% of the embryo cavity is filled, but it is necessary to store the cones for at least two months and up to four months before drying and extracting. This is to insure viability.

In storage of cones there are two critical areas. There is temperature and moisture levels. The temperature should be at 0° centigrade and moisture level of no more than 20%. You cannot keep seeds in cones longer than four months without decreasing the viability of the seeds.

'Been Climbin' fer years



hasn't affected me at all

A FEW WORDS FROM DAVID A.

Dear Friends,

I mean to do a newsletter article every time, and never pull it together. I don't like what I write. Guess I'll close my eyes and go for it.

The first thing I need to mention is that to me the essence of a coop is working together as equals. There's a lot of stuff coming down, a lot of pressure on us, and I think that soon we will be embroiled with nonsense we've avoided up to now--SAIF, minimum wage (how about a maximum? to keep us from making too much) and who knows what else. Whatever happens, I have a lot of faith that we can plug on through. I mean, I can only be so paranoid, cause none of this means the "end of Hoedads". Just more headaches for bookkeepers and less money in the pocket book.

I've been puttering around the office this summer, thinking too hard and getting a little bit done. I'm always amazed--each office crew is as good as the last and different, too.

There's a lot of stuff to be done for folks who care to do--don't think you can't be involved. The same is probably more true on the crew level, there's been crew's not represented at important meetings--and hey man, are your crummies ready to roll? If you get in the habit of having some initiative, there's always too much to do.

My favorite happening is Groundwork. I think this is a new front, and very promising. I'm amazed the Forest Service doesn't do this themselves, cause it's obvious that any program should be monitored for effectiveness.

I'm blasting off for Wallace this weekend, hoping to complete the contract in record time and be back for the General Meeting. But who knows what the snow gods will do? Will they be merciful? Not likely, but my fingers are crossed.

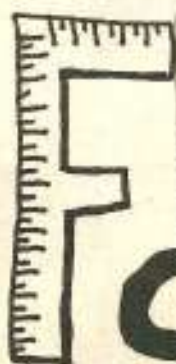
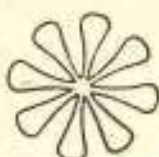
So my friends, if the General Meeting time finds me in Wallace, cursing fate and building an igloo, at least I'll be thinking and wishing that we all get a little higher.

Love, David -- Mudsharks



Why No Add?

BOARD FOOT



pg 24

from Bill Collins

I just want to say that it was a thrill for me and the other Board Feet to help create the new Hoedads office. It was like coming home compared to the insurance offices we had been working on previously. In fact, when I think about it, the first time I ever talked with Henry, he was doing some work on the former "new" office. At that time Hoedads central was moving from an answering service and in-the-field meetings into the relative stability provided by the Growers Market Building. That move definitely reflected the times. Hoedads had swelled in membership, and was to spend the next five years trying to figure out how two hundred and fifty people run a business together. Needless to say, that process has not quite run its course. The struggle continues but look where it has taken us.

Almost by accident, as if secondary to survival itself, Hoedads is one of the top ten pay rollers in Lane County and is firmly entrenched in the politics and economics of the county and state. Accident??

After the bulk of Board Foot's work was done at Growers Market, I couldn't help but look around me and wonder what might be reflected by the move. Hopefully it will at least improve office efficiency and allow Hoedads to function along side our neighbors without burving them. At best it will assist Hoedads in the continuing struggle on higher levels. At worst, I guess the bidding committee might request a new shag rug from council.

So what's happening with Board Foot?? We're a year old now. We grew from three members to nine during this time., successfully completed a few contracts and fed a number of mouths. Our focus has truly been survival and we're alive. We now have an administrative skeleton administered by the joint (if sometimes disjointed) efforts of our members. A definite short term goal is to increase our membership and correspondingly our production, so that we can afford to pay a full time office manger-treasurer, and a bidder. Right now we are searching for new members capable of bidding work and heading up a crew. We are caught in the crunch of not enough money generated to pay an office staff, yet not enough time and management to allow us to grow quickly. We can't swell our membership as Hoedads once

did, for two reasons: comparatively we are much more capital intensive, needing more money in tools etc., per worker; and more time must be put into developing building skills. Historically, both have served the ruling class in keeping skilled trades unaligned with semi and unskilled workers. The creation of the CIO was a response to the A'ofL's elitism and class interest. The CIO organized unskilled workers, the A'ofL did not. The merger of the two reflects a cooptation of union management that unity between skilled and unskilled workers.

A lot of builders, including myself, complain about the amount of special-



ized building techniques and pre-fab construction present these days. Finish carpenters have long been separated from rough carpenters, and more current examples are pre-cut studs, pre-cut roof trusses, etc. etc. This has resulted in a mechanization or automation of a field of employment once dominated by highly skilled craftspeople. Result: building is now a field becoming more and more dominated at least in numbers, by transient semi-skilled workers. How does this relate to Board Foot? A co-op form adapted to building trades, tried and tested, could serve as a pattern to organize a section of the pop-currrently unorganized around this town.

As a construction co-op, Board Foot is confronted with the contradiction between our alliance with other workers and the capitalist reality; in construction, a good wage means participating in the speculative selling of developed property, which is against the interest of other workers. Hoedads is faced with essentially the same contradiction but its a little more disguised. Short of friendship, this contradiction is the closest bond between Board Foot and Hoedads. Lets continue to work together toward resolving it. Bye.

OCTOBER
14th & 15th
WOW

AGENDA



GENERAL MEETING AGENDA

1. HERBICIDE REPORT
2. TREASURY REPORT
3. 470-470 SPLIT (HELD OVER)
4. BIDDING REPORT
5. SAIF
6. UNION PRESENTATION
7. BIDDING COORDINATOR ELECTION
8. LOANS
 - a. GROWERS MARKET
 - b. GARBAGIO'S
9. BOARD OF FORESTRY RAP
10. OREGON COOPS MEETING
11. STATUS OF REDWOODS
- 12.
- 13.
14. CRIT/SELF-CRIT

THIS AGENDA HAS NOT YET
BEEN FINALIZED BY COUNCIL

Old Growth



Even within Hoedads, the old growth is being lost. Of the original partners who formed Hoedads, only one is still a member. The reasons why so many people so intimately involved with Hoedads for so long at last have to quit are criticisms of Hoedads we hear over and over and are some of the frustrations of the more active members. Those criticisms include pre-occupation with money, the reticence of Hoedads to take political stands, and the lack of revolutionary fervor and dedication.

I feel these criticisms miss the mark. Hoedads is a line that its members lives cross, an experience, a schooling. We criticize ourselves for not creating jobs for members who are injured or getting old. Viewed as an institution of learning-those people should move on. When they have absorbed whatever Hoedads can give, in the field, office, or what-all, then they have skills and knowledge that they can use and others will learn from, outside of Hoedads.

When we stop assuming that Hoedads is a way of life- training, work, retirement- and instead examine it as a learning experience, we still find lots to criticize. If we're all learning, what is Hoedads teaching, how and how well is it teaching us?

The people who get involved with working in the office learn a lot about administration, contracting, gov't agencies, etc. Hopefully, everybody learns, more through osmosis than trying, about cooperative processes. And those people who don't learn how to plant trees don't last long. Why do some people never learn? Were they given the help and training they needed? Can we guarantee that everybody who comes through Hoedads learns something about coops?

Hoedads offers a new kind of conditioning, cultural and personal. We can consciously strive to eliminate sexism, bigotry, prejudice, impatience, and intolerance from our personal and working relationships. We are also offered a first hand opportunity to study and experiment with cooperative structures in a capitalist system from a strong power base. If we were to succeed in expanding in enough directions to keep people busy and happy in Hoedads all their lives, then probably the same people would end up running Hoedads year after year, and our most valuable training tool, rotation of responsibility, might be lost. If we succeed in giving all members a good cooperative experience, then we expand our cultural/political influence more by having people quit.

After six years of frustration with Hoedads' lack of political/cultural leading within the community and the state, I have finally realized there may be more value and influence in perfecting Hoedads as a temporary educating experience in people's lives. We need to perfect our methods of training in the field in areas of work, administration, and contracting. Then we must focus on the cooperative/self-employed experience and the potential for personal growth and consciously strive to include every member of Hoedads in the positive changes.

Training in the field has been left up to the crews, the one coop-wide training session held in '74 took lots of energy from a few committed individuals but got positive response from the new planters. Training films still lurk in somebody's closet, needing only some money and energy to finish them.

Training in administration, bookkeeping, bidding, and claims has become more refined, being offered as seminars once or twice a year. Still this is information that only a few receive, no effort at coop-wide distribution being made.

Education about coop structures, right struggles, and about cooperation between individuals and crews is a daily experience. Criticism/self-criticism sessions are a part of all meetings and we extend our learning and growth in these sessions. We need to make the daily trip of cooperation a conscious experience, a learning that is held and valued and applied to other aspects of our lives.

I thank all of Hoedads, past and present for the opportunity to learn and grow, for the experience of the last six years, and especially for the last nine months. I'm going to try to apply what I'm learning to other areas and people. I wish you all high times and valuable struggles. The revolution is our lives.

Chris





When extracting seeds from cones, they should be dried to 5% moisture level and then tumbled in a thresher to remove seeds from cones. The seeds are then separated from whatever trash there is, in a blower. From there, the seeds are put through a foam rubber device to de-wing them and finally, the good full seeds are cleaned out from all the empty and insect damaged seeds. With Doug Fir seeds it takes obvious damage to ruin a seed. Noble fir are quite different by being very delicate and can be damaged beyond viability without exterior damage.

Because of the periodocity of cone collection, it is necessary to store some seed up to ten years. Some seeds will retain viability up to 100 years and some seeds will lose it in no time. A lot has to do with species, conditions of storage and method of germination. Long term storage increases the chance of the seed mutating because as the viability of the seed decreases the frequency of mutation increases. It is not solely the time of storage, but also the condition in which they were stored. These mutations will not always be inherent in the individual seedlings, but probably in future generations.

Seed should be stored at 5% moisture and at 0° Centigrade to insure against damage. If seeds have been damaged by moisture in the storage, they can have the moisture level increased to 70% and natural repair mechanisms will go into action to correct genetic damage. In fact, even with seeds that have been stored correctly you can stratify the seeds before germination by soaking the seed for 24-48 hours to rid the seed coat of natural embryo inhibitors then store at 0° Centigrade 2-4 weeks before germinating. Stratification causes an increase in the energy available to the embryo and is the first key to getting a more vigorous seedling. The best time for stratification is about 10 weeks after extraction.

With containerized seedlings, if a seed doesn't germinate then the cost of handling an empty container throughout the entire process makes it important to have superior seed stock. For every 10% decrease in survival in containers, the cost per thousand increase by about \$9--\$10. Low quality seed stocks cause multiple sowing and subsequent thinning in order to increase the probability of total production in containers.

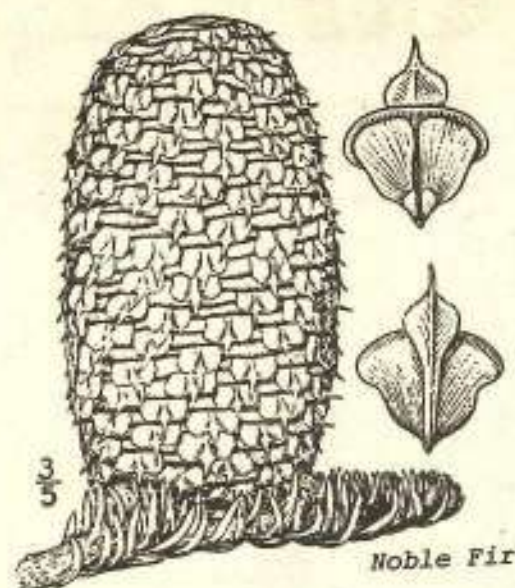
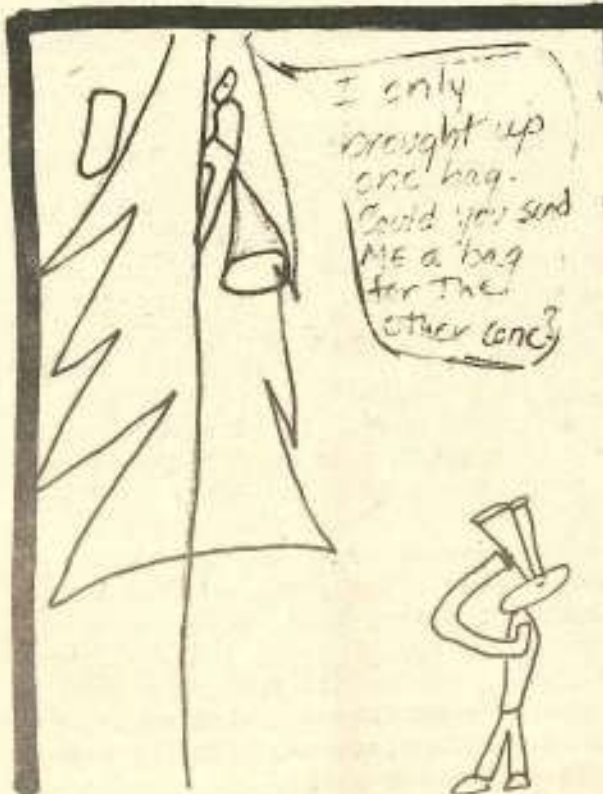
There are four types of cone and seed insects:

1. Seed Chalcid, is a wasp which implants an egg into a seed during spring and will eat only that one seed and do no more damage.
2. Cone maggots are flies that implant egg into the cone, not the seed, during spring and travel from seed to seed destroying the entire cone.
3. Cone moths lay their eggs early in the year on the exterior of cone and the larvae eat the wing scales and bracts.
4. Cone midges lay their eggs early in the spring in the ridges of the cone and they form a gall that drains the energy from the growing seed.

There was this guy from BIM out of Portland who was pushing the use of pesticides applied in a number of ways from spraying aerially, to injecting the tree itself. No one was interested in talking about that these pesticides would have on the seeds or pickers.

There is a change going on with collection procedures. The government and large timber companies are finding out that small seed lots are in line with intensive forestry. The picking of single trees that show resistance to particular diseases and other dilibitaries such as environment, deer damage, etc. is not very productive but in the long run, the up-grading of stock is worth it because of future considerations.

Here are the factors influencing the viability and germination: cone and seed insects, collection and ripening, extraction and cleaning, seed vigor,



breaking dormancy--stratification, and germination.

There is not a lot being done in this area concerning asexual propagation compared to Sweden and England. There are several ways to vegetative propagation: grafted trees--seed orchards stem cutting, Meristem cultures, Callus cultures--one cell.

Vegetative propagation can provide an unlimited quantity of tree seedlings of specific characteristics. Cutting from an old tree will grow at the same rate when grafted or rooted if it is possible to root. The optimum rootability age for cuttings is from ten-fifteen years old tree. Vegetative propagation will be increasing in importance as the years go by. Right now it is important in cone orchards and in cloning of superior types of trees for reforestation and Christmas tree production.

The possibility of small groups of people getting together and building their own dryers, extractors and storage coolers, and being able to make it pay is high, but it would take time and energy and money, and last but not least, a dream.

