



HOE DADS

TOGETHER

SPRING

1980

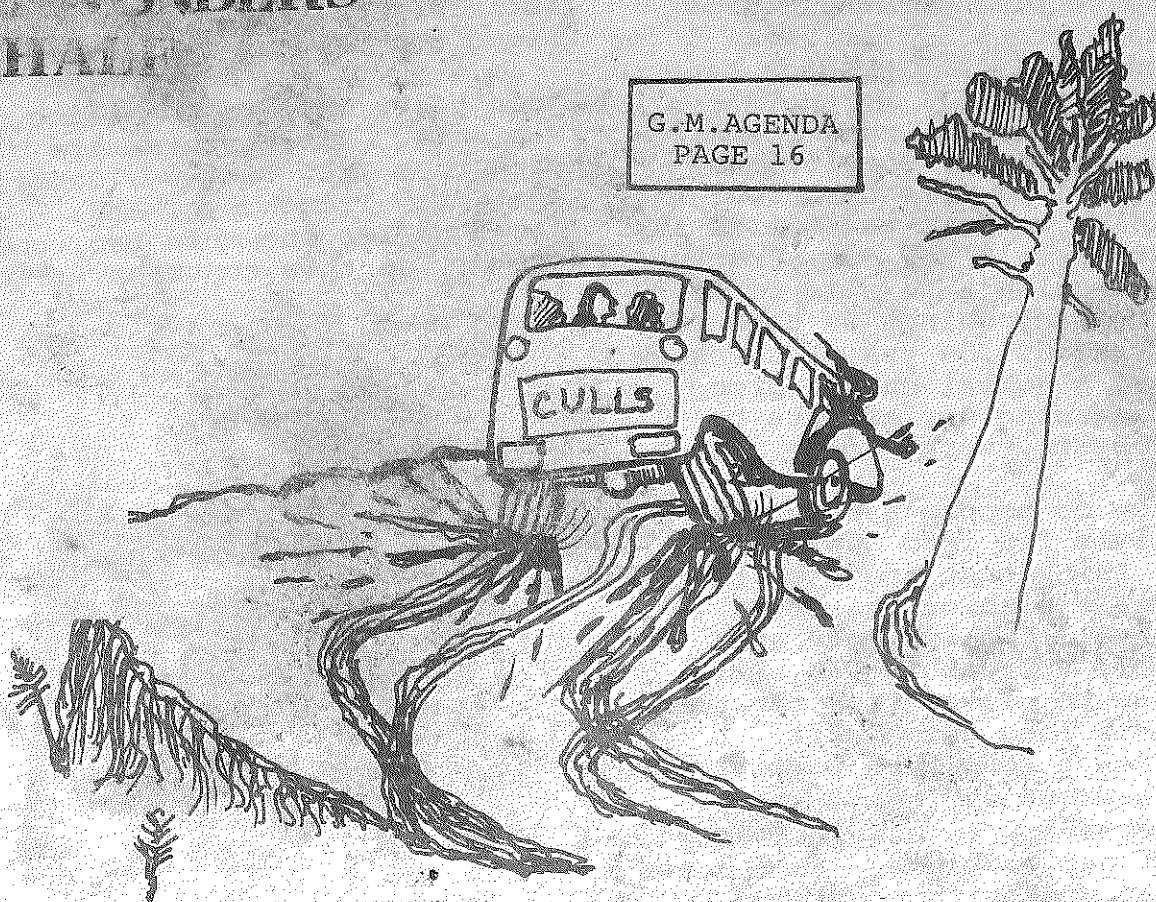
**PF FLYERS
COUGAR MTN.
CHEAP THRILLS
DIFFERENT STROKES
NATURAL WONDERS
HALF & HALF
THUMB**

**RED STAR
ACME**

Pull-Out Book
Section Begins
on Page 17!



G.M. AGENDA
PAGE 16



Today the Unit

Tomorrow the World

Well it's time to say good bye as I will be leaving office before the next GM with the newly elected Secretary coming in June. I have tried to work hard and am gratefull to have had the opportunity to learn another aspect of the coop. Over the past months I've thought about the differences between the office and slopes and have concluded that work is work, and all kinds require discipline and committment. Perhaps the fact that there are no \$100 days in the office being the major difference, but I'm not complaining about Administrative Logged Hours rate as I feel well compensated for work done in the office.

I've seen alot of good energy in the co-op and a trend toward professionalism. I've also seen apathy and lack of awareness. Since being in the office I have come to realize more and more that as our world gets more and more screwed up our survival and strength will depend on groups like Hoedads. Mama Hoedad may protect us more than we realize now.

I made a comment in Council several weeks ago, that I want to clarify. I said that although I respected people's wishes, who just want to go to work and not be bothered by all this other "stuff" I felt that they should go get a job. What I was trying to get at is something I've heard again and again in this coop. Are we a social change group working in the woods to finance our efforts and how do peoples personal trips fit into all this. Well I for one feel that Hoedads can encompass all of the above I realize the need for our professional committments (work) to come first but I think we need to realize if it weren't for our structure we wouldn't be able to do the many things we take for granted. So yes, I think we are a social change group financing our efforts by forestry work.

How do people's personal lives fit into Hoedads? I think that needs to be dealt with on the crew level. We are more and more approaching an ability to provide for our needs on a long term basis. I feel a long term committment to crews and the coop is necessary to alleviate some of our problems. Then crews can deal with obtaining work year round that fits in with personal life styles.

Well I could go on and on but I won't as time and space is pressing. However I would like to add a bit on BURN OUT.

When I first came into the office I loved it. I still do but recently I have noticed irritability and an unwillingness to deal with the day to day tizzies that come. Last evening while in the shower it dawned on me BURN-OUT!! That's what people mean. When the little excuses no longer account for ones lack of enthusiasm. Well I had a talk with myself. I said self this is it! BURN-OUT. What are you going to do. I realized that my particular thoughts, feelings, energy and personal trips had reached the end of the productive road. I was faced with going down the tubes OR making some changes in the way I operate.

First thing about BURN-OUT is rest. Physical rest is essential. It is easy to overlook in the office. Once that requirement is satisfied then one must look to a willingness to change attitudes, feelings or thoughts. You need to see where you can make changes that will enable you to react differently than you are now.

So I said, "self, you can do it you will do it, you want to do it" and I discovered that much of my energy was being drained by emotional and that was something I had to do something about.

So for what its worth, I think BURN-OUT can be overcome once identified, and theres where co-workers come. Be on the alert for this on the slopes and the office. Generally I've seen BURN-OUT result from unrealistic expectations from self or others. Sometimes a little objectiveness from a friend can be what it takes.

I don't see this as an office trip only. I've seen severe cases from Crew Bidders, Contract Reps, Crew Treasurers, and "can I go for one more bag, one more day on this contract," planter



SUNSHINE AND SHORT ROOTS
LOVE LAURI

pg. 2 NEW VENTURES

New ventures are an exciting turn for the coops forestry experience. Bidding on these new ventures needn't be a hit and miss experience.

It is all a question of out knowledge of the work and the interest of the coop. There are many among us who have experience in different types of forestry related work. These folks can give the coop input into the significance of the contract specs and the nature of the work.

We need to establish a reservoir of contract information to develop our bidding experience. A history on past contract openings in the fields we wish to pursue-prices, competitors and contract specifications.

Through exposure bidders will develop an understanding of bidding non-treeplanting work. Current bidders should be open to learning how to bid these contracts. It's easy for bidders to take a break when a type of work they are inexperienced in has the floor, (watershed, TSE, thinning, trail maintenance).

Experience in the field needn't be a requirement for studying a bid. It is the same rules, just different pawns.

The Ashland TSE contract was bid by Cheshire, Caud, and I, with our bidding experience we worked up a competitive price and won. Another TSE exam was lost by 6¢ a plot.

We can bid new work and we can win it at comfortable prices, if we take the time to do the ropes. Expansion into other fields gives us securer footing in the contracting field. We can put new ventures on another planet.

JUAN FROST/PFF

FROM DOUG

I want to thank all of you Hoedads for the support and patience you've shown. The bidding committee has been working hard recently and not having much success. The past couple of weeks have been discouraging-watching prices plummet 20-50% in some places from last year's prices. I definitely don't feel that the work has gotten proportionately easier. And with inflation at 20% on the other hand its hard to figure out. It's been very frustrating for all of the committee.

On the bright side, the weather was quite kind to us this winter so far with only a week during January when we were all shut down. We had a most successful winter and we hope the spring will be too.

This is my farewell article as bidding coordinator. It's been a very rewarding and educational experience for me and I thank you all for the opportunity. Duty now for the future.

Greetings from the wymyn's glom, Dykotomy (clitoris enormous)- "the lesbian treeplanters who terriorized Josephine County." My intent is to do a crit- self crit of the glom as a tool for future gloms and wymyn's gloms.

A Wymyns glom- the fulfillment of every Hoedad wymwns fantasy- cooperation, support, great vibes, great food...right?

I wish the first thing we did as a glom was have a vñles discussion and clarify our visons. What do we want from this glom? I know that my visions for the glom didn't always jive with other people's goals ranged from strictly working on the slope together to doing workshops, training and other forms of skill sharing. My vision was that as an intentional gatering af wymyn, we wouldn't need to deal with the SAME OLD SHIT that pay systems and highroller/low roller ethics wouldn't dominate our meetings- that egoizing wouldn't direct our decisions..Ah,well, reality checks are good for the soul.

We did have lots of great discussions and one chainsaw/wood run. Norma,acme, is a great teacher. What did happen, happened organically. Attempts at organization were only as successful as the group level of commitment. Do we need a meeting? When? Where? Can we make a decision? Often seemed lost in the rush from the crummy to clean clothes and beer. We discovered that serious business meetings were too hard. Parlimentry process vying with go with the flow vying with apathy vying with burn out vying with blatant emotionalism.

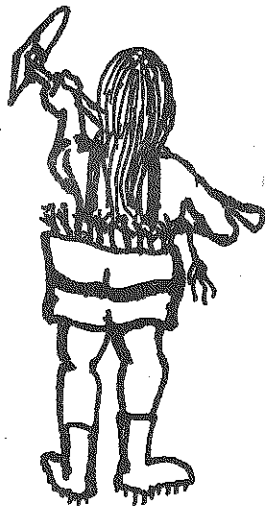
One uniuge quality of a glom is it's temporariness. This can be both beneficial and detrimental to its success. The loose commitment- a mere month of togetherness combined with 5 acres a day contract time, meant we didn't need to be as production orientated as usual. A well paying contract and a tree/share system meant no one had to feel ripped off. The atmosphere felt less pressurized than usual. It seems to me thateach crew has its own subtle hierarchy/power structure ,experience vs. inexperience,myn vs. wymyn, etc. Inexperienced planters were welcomed to the glom and every wymyn had nearly every opportunity to be heard. Not much rank was pulled. I personally felt much more valued and valuable than usual. One drawback to having no future as a crew is that there's no concern for the future of the crew. We had little commitment to working things out orto creating a process in which to work things out. We vailantly tried to crit/self-crit ourselves, but it often felt ineffectual since wymyn were coming and going at alltimes. Imagine working with a totally new crew every three days. Making contrac specs fully understood? Training the inspector? Squeezing 25 wymyn on a 10 acre unit.

I felt that our relationship with our inspectors could have been more "professional" Inspection could have been dealt with more effectively by giving power to the NPF and contract reps, than by surrounding the inspector and opioninzing. (However, dealing wiht the inconsistent, asshole doesn't help) Trust is the key- most of the glom's mishaps were caused by not having developed the trust that is intergal to a smooth running crew.

Communication was fairly good-the contract book was used well. Of course we did end up buying two duplicated food orders and Acme and Wonderwymyn thought the start work was a week later than it was. At on prep glom meeting one rep from each crew volunteered to keep info flow updated- a great idea- we need to do it a little beter next time. Pre-contract committments (full and partial)

The most valuable lesson the glom has given me is the chance to work with wymyn from other crews as Hoedads, Not just as Cheap Thrills, Wonders, Acme's, etc. Crew chauvinism is a destructive element in our coop. Conglomerates can transcend the boundaries of crew vs. crew.

DYKOTOMY



*Spring and
Cruisewear
Fashions*

Camp was a great oppurtunity for wymyn on ruggedly individual crews to taste the joys and inconveniences of commanal living. One kitchen yurt, 3 sleeping yurts, 1 dome tent and a variety of personal tents and rigs fed and housed 12 to 30 wymyn and dogs and cat. We used two Half and Half crummies, one Westfir crummy and borrowed Caud's six-pack. Rigs and yurts borrowed from other crews were needed and greatly appreciated!

We paid a contract daily share for a camp momto lull us gently awake, prepare breakfast, dinner, next day's lunch, chop firewood and fetch water. It would have been a difficult to do this glom without a camp scene people could temporarily plug into.

I hope the wymyn with partial commitments to the Medford contract appreciate the amount of energy a few core members put into the glom. Meetings before and during the contract, decisionmaking and food inventorying and buying, setting up and breaking camp three times can be a burn out. The responsibiliteis are well distributed Glom participants need to be especially aware of doing what needs to be done.

One fianal criticism. I was distressed by the lack of support within the coop for the ♀ glom. I heard mutterings from my own crew that the wymwyn shouldn't go. No one volunteered to temporarily releive our female bidder and treasurer of their crew responsibilities to give them the option of participation in the glom. Other wymyn from other crews felt pressure to remain with thier crews.

I am blown away by the hypocrisy of bunch of "progressive" folks who seem to think that the wymwns move ment doesn't involve them, that wymwn should grow, expand, and learn in their own free time.

I sense reactionary attitudes and fears about wymyn sharing strength of each other- that myn have to be in there somewhere at all times. I feel more threatened by subtle sexist undercurrents among my comrades than I do by overt creeps like the Bear Gulch Gang.

This is our Coop, we are your future. For the good and welfare of the coop the wymyns glom must be supported.

The glom has been invaluable to me. I hope that a wymyn's crew and annual glom will always be available to the Hoemoms of Hoedads. li/ct

PAT BRENNAN FOR BIDDING COORDINATOR

Hi,

I'd like to announce my intent to run for bidding coordinator. I've been working in the bidding room steadily since August as Cheap Thrills rep. I feel I have a good understanding of our bidding system and the basic routine of the job.

Beyond the paperwork, which will take most of my time, I'd like to continue Doug's work of researching the undocumented workers problem and on herbicides. I'd like to see these questions continue to be coordinated with Oregon NWFWA for the benefit of all cooperative workers.

I forsee a busy spring and summer lots of work possibilities beyond treeplanting. Coordination of this work needs to begin now. I'm encouraged by the early organization of the Alaska crew and would like to see more organization of those interested in timber stand exams. See you at the GM.

—Pat Brennan / CT

hoedads look for diversification:
new lines of work.

I can't start these words easy, they must just flow. I've come through Medford tense and defensive. Does the word clit-licker bother you? It tears at me, because it applies.

A white early '60's Ford with three very drunk men pull into our camp, just about dusk. I'm outside my yurt and approach the truck. They seem to want to talk so I tell them who we are; A Hoedad crew doing a contract. I did not mention that we were all women. They asked if we "chicks" wanted to fuck" and "if it were true there were 30 of us. At that moment I hear a rifle go off behind us and notice a second truck. More women come up to deal with the white pick-up and I head for the truck that fired the shot.

A tan, late '70's model Ford, with two men in it are twenty yards down the road. A very tall large man walks from this truck towards the white pickup. His name was Smith and he muttered "fuck you", you dyke as I passed him. I was at the passenger truck door when it's occupant fired his second shot. He did not fire in the air but through a woody section that contained personal rigs used to live in. I quickly walked around the front and yelled: "What in the hell are you doing, there's people camped all over there-you could kill someone!" I was at his truck door asking him not to shoot anymore when he picks up his gun, puts a bullet into the chamber and sticks it in my face and says, "Look lady I see a deer." I grabbed the barrel with my right hand and the stock with my left hand and pushed it against his truck. He was a six foot 250 lb. man and all I could do is hang on to it and keep it away from my body. I start to loose my grip and slide to the ground. I release the gun and crawl to the front of his truck and get his plate numbers I slide away towards Fury (Half and Half crummy) pile in with Diane Geen and announce loudly that we are going to call the cops. We drive towards Wolf Creek and stop to call the Police at the Stagecoach Motel.

With the cops on the way we head back towards camp. I see a woman close to the edge of the road and slow down, it was Margaret RS. She tells us she had been crawling into the ditches on the sound of every passing vehicle thinking it was "them" again. Her truck had broken down and she was walking back towards Wolf Creek, when a white pick up with three men stopped and backed up towards her on the wrong side of the road, she thought it was someone from camp so she waited for it. They asked her for a ride and if she wanted to fuck. She said they were all "fired up" about something and drove away screaming filth towards camp. We informed her about what went down in camp and realized it was the same truck that hit camp. Margaret does not want to go back to camp and asks us to drop her off at the cafe in town, and we do so.

MEDFORD SHOW DOWN

On arriving back to camp-it was buzzing. Everyone was mulling over what happened. The cops roll in and a small group of us go talk to them. They come into the kitchen yurt and we fill out the paper work involved. One police officer notices lights on the road above camp where people claimed to have seen the two trucks drive. They break for their police cars. The woman police officer twists her ankle (she had "come fuck me" pumps on for shoes) on the way to her car. One truck with out headlights sneak past the cops but the second one, the white early model Ford, with four drunk men. The Police end the night by arresting one man that Margaret identifies as one of the men that stopped her. The police tell us that we have to be in Grant's Pass the following morning to file complaints.

We decide to send six people to Grants Pass to file complaints. We arrived at the court room at 8:30 the following morning. At 10/30 the D A took our complaint. His only interest was one man Margaret identified that was arrested. The D A told us that they needed "warm bodies" and that the others had not been identified thus we could not file complaints against them. The D A insisted in using the word rape in Margaret's complaint-

although she did not want to use it. The DA informed us that Harvey, the man arrested was due to be arraigned in an hour and a half and we decided to hang around and see if his friends would show up. Ten minutes before Harvey's arraignment his friends show up in court. Diane and I talk to them. They are upset that their friend is in jail and want to talk with the person who pressed charges. The judge gives Harvey \$125 bail and a defense lawyer. We all leave court and head for camp. (They charged Harvey with menacing putting Margaret in grave fear for her life and indicating he might rape her.)

The next day after work, Harvey and Winebottle drive into camp. They want to talk to Margaret and see if she will drop the charges. Harvey is on paroll and might lose custody of his young son, chainsaw. Margaret is not home and we tell them to come back later and talk to her. They leave, a few hours later they return and Margaret's still not home. So Diane and I get in the truck and head for the tavern so Harvey could talk with her. They talked for about an hour before Harvey returns to the truck still uncertain on Margaret's decision to drop the charges. Harvey and Winebottle insist on Diane and I meeting his son Chainsaw, and driving

pg. 4

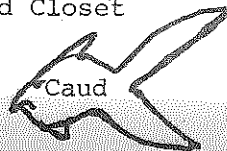


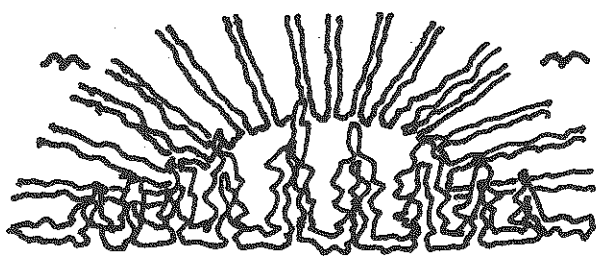
to Bear Gulch to smoke a joint. We spend the next two hours with Harvey, Chainsaw, and Winebottle. Both parties are friendly and introducing ourselves to each other. The Bear Gulch Gang is sorry, they thought we were a bunch of Dykes moving into their community. Among their neighbors is a Dyke Commune and they were afraid for their children's safety. After finding out we all had boy friends they felt they had learned a lesson. They drive us home and on arriving in camp we notice the police are there. We have them drive to the far end of camp and I leave Diane with them and head for the police. The police is there with another complaint this time against us, he informs us that we might have to move camp and then leaves. We then get HARVEY, Winebottle and Chainsaw out of camp without a confrontation with the law, The Bear Gulch Gang is now subdued.

Later that week a pick up again drives through camp shouting clit-lickers, lezzies get out of town! A prowler visits camp that night. There were only six of us in camp that night and it scared us. The next day (contract day off) we prepare to break camp and move.

Our best argument is throughout these days are "we are not queers". I said it many times and it worked well. The fact that I am gay was always heavy within me. Crews in Hoedads pride themselves in having good community relationships. To have good community relationships takes for granted that the people you are dealing with respect you enough to hear you-not true in our case. Clit-lickers do not deserve any chance to even begin talking and breaking down the barriers required me to enter the closet. I've never felt more queer than at this contract. I even feel guilty-like a rape victim who wonders if she lured her attacker.

-A Hoedad Closet





CAMPAIGN

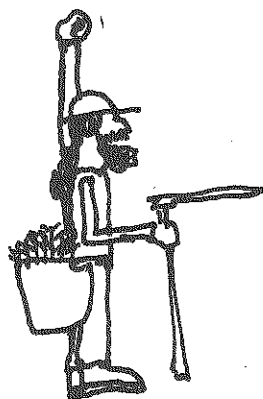
ANNOUNCEMENT

My name is Lynne Murphy. I have been in the Co-op for a year and three months, and I started training in treasury by closing out FMR's books and starting the glorious new (red hot) womens crew, Half and Half. With my year experience in crew books I feel well qualified in running for the position of Assistant Treasurer.

I belong to a crew that pays tree/share. I feel strongly that crews should have the power to pay themselves by the method of their choice. I would like to see Hoedads expand and take on another crew. I am very interested in making Hoedad money available to open avenues of new work for ourselves.

In summary, I'm a little scared, but confident that I can handle this position. If not elected I plan to work with my crew, and also be back again next year. Either way this experience will be a good one.

Thanks, Lynne



HI HOEDADS!

THE SIGNATURE DRIVE THIS WEEKEND PRODUCED OVER 5000 SIGNATURES ON THE ANTI-NUKE INITIATIVE PETITIONS.

THIS PUTS US ABOUT HALF WAY ON OUR STATEWIDE EFFORT TO GET 65,000. SO WE STILL NEED YOUR HELP. GET THOSE SIGNATURES AND RETURN THE PETITIONS TO TOM IN THE OFFICE.

THANKS AGAIN FOR YOUR HELP.



NANCY

Rough Draft

Groan. More on the draft. You're damn right. I don't expect this to be the only article within these pages on the subject (in fact I dearly hope otherwise) but wholeheartedly feel that enough cannot be said.

Assuming that we've all heard the draft question discussed and are familiar with the various angles from which it is being viewed within (and in relation to) the coop, I simply want to say ONE MORE TIME that we've all got the intelligence to be aware of the ceaseless barage of pro-military propaganda that is sweeping the nation, and that the coop AS A WHOLE has the strength to retaliate against it to an extent that could have an effect. I want people to consider the apathetic stance that we have taken and to think about it. Think about it and DON'T STOP THINKING ABOUT IT. For those of us who are concerned- don't let the issue rest- RESIST THE DRAFT

Susan ACME



pg.5

DEAR ABBY: I am a 17-year-old boy who has been reading your column faithfully for years. I've seen many letters from girls asking how to say "no" to a boy without losing him permanently, but I've never seen a letter from a boy asking the same question about girls, so here goes:

I am tall and considered good-looking by most people. My problem is that, on dates, girls sometimes want me to go farther than I know I should for the good of both of us.

How can I say "no" without making a fool of myself? Abby, I have discovered that the boy is not always the aggressor,

so how about lending a helping hand to us guys by printing this letter and your answer?

BUDDY IN BELOIT

DEAR BUDDY: You have answered your own question very intelligently. At the appropriate time, say, "We have gone as far as we are going — for the good of both of us." (And if you make a "fool" of yourself with that statement, I know a lot of fine young women who are looking for the kind of "fool" you are.)

RESIGN rejoined PROPOSAL

To increase our membership fee/investment to \$2000.00. The first 1000 to be paid in at a rate of 8%, the second 1000 to be accumulated at a rate of 4%, 8% taken out, and 4% rebated quarterly. Further propose to do away with the special fund. All money in the S.F. now will be applied to individuals membership fees.

We are currently using the S.F. as an extension of our membership fee for assignment of claims (so crews can get paid) bonding and working capital to run our business. Since the S.F. can be withdrawn by members resigning/rejoining, approximately \$40,000 of our cash flow can be taken away. This creates the possibility of losing a sizeable portion of our operating capital. Without this money we would have to borrow from the bank more than we already do, and our bonding power would decrease.

Increasing our membership fee will create a more stable base to operate on. The resigned/rejoined by-law will apply. In the future our bonding capacity will increase. Inflation has doubled since the membership fee was established @ \$1000.00, so obviously operating expenses have increased as well. Increasing our membership fee to \$2000 will also increase our liability to the

same amount.

The special fund was established to increase our cash flow. It was put in a special account for members so members would not be liable for it as they are for their membership fee. It was NOT a bunch of money set aside to do something special with.

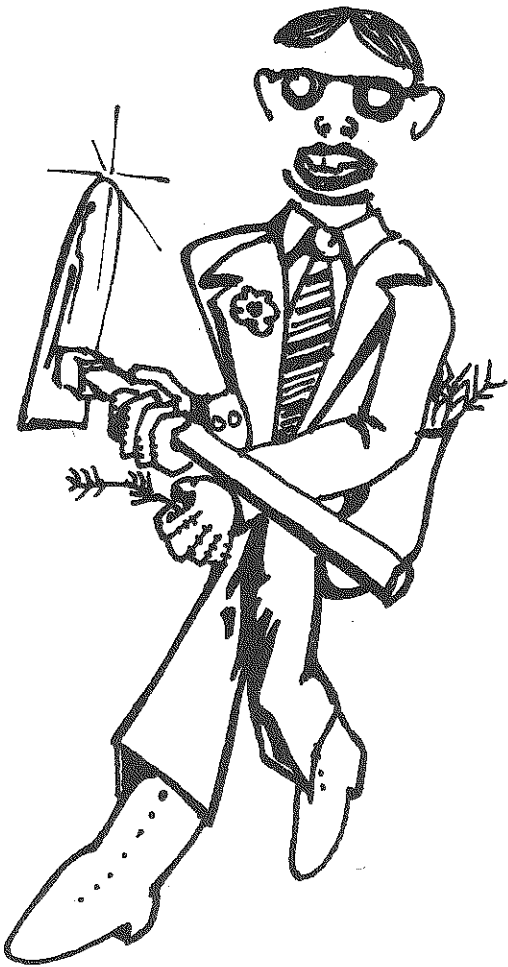
We do, however, have avenues within our operation where we can fund special projects.. Each quarter we have a budget meeting to determine what our upcoming expenses will be. If someone has an idea/proposal she/he can come to the treasurers council and put it out. We have areas to budget within such as special project hours, spec. project expenses, education and research. If the co-op feels any given project is worthwhile, money will be budgeted for it.

In closing, briefly, the advantages of this proposal are:
1. Stabilize our cash reserve
2. Increase our bonding potential in the future

The disadvantage?
Increase individuals liability to \$2,000.00.

THE STRANGE CASE OF

pg. 6
DR JEKYLL



The following is a true account of the strange case of one Howard Horowitz, long-time member of Hoedads and Groundwork. Please read this in its entirety, because the frightening aberrations revealed herein show signs of spreading to other people as well. Be further warned that the author is not yet cured, but hopes by this confession to gain greater understanding if not sympathy.

In a recent conversation with a newer member of Hoedads, I was told, in so many words, that the Groundworkers are parasites begging from hardworking productive treeplanters, who have been too charitable and have gotten little in return. Well, the incident provoked the madness within me, another episode of Mr. Hyde running through the streets. Of course, the real me is smooth-talking gentle Doctor Jekyll, noted geographer, treeplanter, poet, and diligent Groundwork representative both here and abroad.

DR. JEKYLL: Groundwork is doing a remarkably effective job of representing forestry issues critical to cooperative workers, but at a severe sacrifice to those doing it.. Nobody else is dealing with the question of appropriateness of spray projects on silvicultural grounds, using specific plans and bringing about change. As forestry workers, we have the knowledge necessary to raise the major questions, and after two years of field work and analysis, have developed methods to assess them. These methods are better than those the federal agencies now use, and we are working to get them to adopt our methods. Groundworkers have donated literally thousands of hours without pay, and have interacted with every available channel to effect constructive change.

Some examples:

1) USFS - Since the beginning of Lowell we have met with Forest Service people periodically. The contacts have evolved

from early negativism to recent constructive communication. We deal with people from the research arm (Corvallis) from the Supervisor's offices, and from the districts. Groundwork has performed and studied alternative brush control methods, especially brush pulling. Due at least partially to our efforts, brush pulling is now a viable source of contract work, as well as better management, and produced over \$30,000 in income to NFWFA coops in 1979.

2) BLM - The January 1980 Groundwork-type survey, performed through Hoedads on a shoestring budget, has resulted in an ongoing and productive dialogue with Eugene BLM. It immediately resulted in the elimination of some spray acreage which had little potential for benefit, and the continuing discussions could have broader impacts.

3) EPA - The Groundwork research reached the EPA in Washington, D.C., and resulted in my doing some consulting work for that agency, regarding the upcoming 2,4,5-T Cancellation Hearings. Between NCAP's efforts in those hearings, and the Groundwork input, the forestry workers will be represented in a nationally significant case as never before.

4) GAO - Groundwork urged Congressman Weaver to request a GAO investigation of the "accepted" herbicide cost-benefit figures about a year ago, and with subsequent independent requests from NCAP and Commissioner Rust's office, this investigation is taking place. The initial phase is happening right now, and I have put time and energy into providing input on the subject.

5) OSU - Greg P., Cindy M., and I presented a Groundwork seminar at the School of Forestry in Corvallis last month. That kind of dialogue, with follow-through, is the most effective way to express the findings and concerns of forest workers, and to get informed feedback on specifics, where needed.

Groundwork has made presentations at symposia, conferences, to agencies such as the Library of Congress, the American Farm Bureau, the A.R.C. (yes!) the Oregon Forum, and numerous others. We have a strong case to present, and want to be as effective as possible in bringing attention to problems that need attention. We want to do so in a positive way, working with people rather than alienating them.

UH-OH....I just saw another misrepresentation, this time in the minutes of the 2/17 Oregon NFWFA meeting, and I am getting dizzy....STARTING TO FEEL WIERD...THE ROOM IS SPINNING...AAAUGH!

6

mr hyde



DR HYDE: (wild-eyed and foul-mouthed, slobbering from jaws) I am tired.. goddamn tired of watching my co-workers going broke, yes BROKE!, working in behalf of people who give lipservice to herbicide efforts, but are unwilling to put even a tiny, tiny fraction of their money where their mouths are... (banging on table!)

I am goddamn tired of hearing pious remarks like "we Hoedads have supported you all this time", when in fact it sound like the state of Mississippi telling the Welfare mothers with four kids how well it has been supporting them... (SMASHING LAMPSHADES!)

I am goddamn tired of well-intentioned but stupid questions like "why haven't you gotten grants from outside the forest workers?" when in fact we have long been trying to do so, but it is necessary to put in huge amounts of time and effort in preparation for large grants, and there is absolutely zero money for anyone to put in the necessary background work without paying it completely out of empty pockets, including childcare costs and blood from our from our already sapped-dry veins...(KICKING IN DOOR!)

I am goddamn tired of seeing our treasurer take substantial time (at absolutely no pay) to write up detailed financial reports and submit them to Hoedads, NFWFA- and others, only to read, months later, in "official" newsletters that money given to Groundwork was not monitored or accounted for ! That is an outright lie, whether intentional or not! (HURLING TABLES ACROSS ROOM!)

I am goddamn tired of getting criticism for not communicating, then setting up and preparing seminars to share our information with Hoedads and others, and then only four or five people show up for it? (SMASHING FISTS AGAINST WALLS!)

I am goddamn tired of the bitterness, the frustration, of being unable to finish what we started and feel okay about it, because we are literally starved out from putting in the necessary time! I am tired of hearing about Lowell Report...We are constantly working on it, but it is a massive job, was hugely underestimated and underbudgeted in the beginning, and we have no choice but to do it well.. (RAMMING LOGS AGAINST WALLS!)

I am goddamn tired of the ignorance, narrow-mindedness, selfishness, and pious hypocrisy which sometimes seems so rampant among treeplanters who supposedly give a damn about the forests and the world around them...(UPROOTING TREES!)

If you cannot see beyond the dollar bill dangling at the end of your nose, I just hope you don't mind working those sprayed units, hope you don't have any deformed children, and hope you can make your hundred dollars without paying a goddamn penny to anybody else anywhere....

(NOTE: Mr. Hyde's rampage has attracted the attention of the police, who are wrestling him to the ground, injecting him with tranquilizers, and calling the appropriate authorities...24 hours later, he wakes up in his cell--the Groundwork office--sober and calm:)

DOCTOR JEKYLL: Ho-hum, here I am again, ready to work on the Lowell data this morning; then take an unsuspecting bureaucrat into the woods this afternoon to show them what's really going on... wonder how the utility bill is going to get paid this month..

Seriously, it is hard to alternate between elation (the progress Groundwork is making in affecting agency practices) and depression (how to keep from starving without calling it quits). If Groundwork fails to get adequate funding from outside sources (foundations or government) this year, we will bag it, i-e. toss in the towel. That is not meant as a threat in any way, merely a statement that we have sacrificed a portion of our lives already and are unwilling to "rip ourselves off" this way any longer...

The \$7500 "survival" budget we have asked from the NFWFA coops is not nearly enough money to function adequately on. The survival budget is simply a chance to finish the projects we have already started, and to try to get the outside funding necessary to continue our important work. Personally, I would rather be a treeplanter again, or else get paid a fair wage for my knowledge and services, which has never been possible from the cooperatives.

Of course, if forestry workers want their issues and concerns to be developed and presented effectively to the agencies and public forums...Don't expect the Sierra Club to do it...Don't expect the Forest Service to do it...Don't expect Weyerhaeuser or Dow Chemical to represent our concerns...although they will all be there...Will we be? Doctor Jekyll is making no more promises..

Yours faithfully in love and anger,
Howard Horowitz

LUCY for Treas!

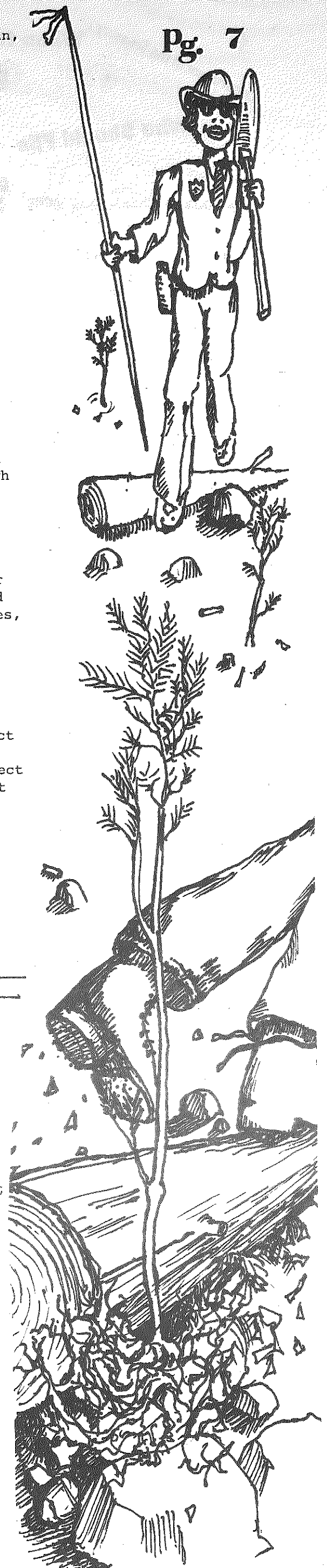
Ah, Spring is here - I see around me a new vitality (yes, there's a glint in your eye!)

My interest in being your assistant treasurer has resprouted this spring too. I'm Lucy Biggs from Thumb crew.

I was a co-treasurer for my crew three years ago, and did clinic bookkeeping for Dr. Scott Halpert more recently. I have been talking and working with the current treasurers this past week. I'm competent and ready to be a great assistant treasurer, and I would be willing to work for a longer term if appropriate to make the treasury transitions smoother.

Computerizing our treasury system has my support. I want to work with Pat to learn more about programming. We could save time and lessen the menial work of the treasurers, freeing us to work more creatively.

Pg. 7



Depreciation

Who Should File

Estimate

Itemized Deductions

Computation

Schedules A&B-

Who Must File

by Ernie Chizinski, ACME

Return this form with check or money order payable to the Internal Revenue Service.

1980

Which Form to File

RECYCLE THIS PAPER

Taxes come due April 15. Depending upon whether you will receive a refund, have to pay or will pay this date is important. If you need more time to file your return, you can file for an extension. Starting in 1980 interest on tax underpayment is 12%.

If you owe taxes: If your tax return is not filed and paid on time, a 5% per month penalty is imposed; the maximum penalty is 25%. The penalty is calculated on the balance due. If you need additional time to file you can avoid the 5% per month penalty if you file Form 4868 by April 15. Form 4868 is an "application for automatic extension to fill an individual income tax return". This will give you a 2 months' extension, till June 15, to file your return. You must estimate your tax liability, and have paid or pay 90% of your estimated tax liability. If you do not estimate your tax liability, the extension will be refused. If you have not paid, or do not pay 90% of your estimated tax liability, you will be subject to a penalty of 1/2% a month plus interest at 12% on the unpaid balance.

If you still need more time, beyond the original extension, you can file For 2688, "Application for extension of time to file an individual income tax return". This extension application is not automatic, and can be refused unless you have a valid reason.

Remember, if you cannot pay your tax on April 15, file your form with no payment, or file for an automatic extension to avoid paying the 5% a month penalty for not filing.

If you are owed a refund: you do not have to file by April 15, but have up to 3 years after April 15 to claim your refund. If you are due refunds for 1976, 1977, or 1978 it is not too late to file and get your money.

OREGON: If you get an extension of time for filing your federal return, Oregon will allow you the same extension. Attach a copy of your Federal extension form to the front of your Oregon tax return when you file.

An extension of time to file does not give you an extension of time to pay. Unless you have paid your taxes in full by April 15, either with your filed return or with a letter stating you filed for a federal extension, an interest charge of 1% a month will be billed to you. If you can't pay your entire Oregon tax by April 15, you may pay in four equal installments between April 15, 1980, and January 15, 1981, plus interest at 1% a month.

After you complete your return, please check to make sure it is correct, sign it and then file it early. Thank you for your cooperation.

Estimated taxes for 1980: Effective February 1, 1980, the IRS is raising the interest charged on taxes not paid when due from 6% to 12%. Self-employed individuals should estimate and pay their federal income and social security (FICA) taxes in four installments so that by the due date of the last installment at least 80% of their tax is paid. The installments are due April 15, 1980, June 15, September 15, and the last installment is due January 15, 1981. You will be subject to interest on the underpayment at 12% a year.

You can calculate your 1980 tax liability on form 1040-ES using the 1979 tax rate schedules and your own estimates. One of the four attached vouchers is sent with each payment.

If after paying 1 or more payments you find your estimate was wrong, you can correct it by increasing or decreasing your future payments.

OREGON Estimated Tax: Oregon doesn't require estimated tax payments. If you wish, you can make advance tax payment to the Oregon department of revenue.

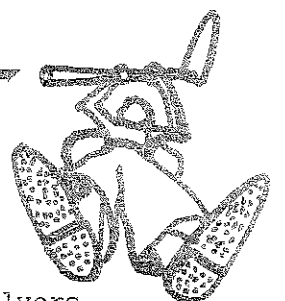
INFORMATION and forms: Information, sometimes of questionable accuracy, is available from the IRS and the Oregon Dept. of Revenue. They have offices in the Federal Building at 6th and Pearl. Information by phone is available from the IRS at 485-8285 and Oregon Dept. of Revenue at 686-7718. Most forms are available at banks and post offices and all of them can be had at the Federal building.

Self-Employment Tax

FLYER REPORT
by Tim, P.F.F.

New members and returning Flyers bringing in new energies as tree totals climb and acres covered daily double. The yurt stands straight and dry, talk of a new crummy circulates, and crew life is pleasant, at least until our inspector arrives. Almost half of the 23 active members are women and we're looking forward to childcare and the company of three children.

Contracts in the South and North Umpqua have tided the Flyers through the winter. As the acres in North Umpqua steadily becomes stocked with trees our thought turn toward the G.M., hot showers, and spreading out wings for the long flight to Idaho. See you in the gravy!



Saturday morning, Redding, California. Crawl out of your sleeping bag and back into yesterday's clothes. The coffee freaks walk across the street to get a cup of regular-to-go, the rest pack up Mary's car, Ruby, then the five of us back in, heading East.

The road winds back and forth continuously, but there's no traffic and the sun is out. A bottle of juice and a few bottles of beer appear and disappear. Finally, we arrive in the thriving metropolis of Willow Creek, find a sign NFWFA pointing out of town, and in a few more minutes are driving into a really fine campground; about a dozen cabins (including a shower building), the Trinity River sweeping around the camp, and a cool, sunny day.

In the main (cooking) cabin, Jim Able is just beginning to speak. We sit down and start taking notes (Oh, shit! I'm an official rep! Take lots of notes? Really listen even when I'm bored shitless? Maybe I should've been a council rep last year or something and learned how to BE RESPONSIBLE!)

Taking notes furiously for 10 minutes, I burned out any early morning energy/tension. My arm cramps up, I slow down. Able is pretty straightforward, mildly interesting, but not particularly fascinating.

Looking around, I see that Oregon is pretty well represented. All the coops made it except for Pacific Rain. Lots of new faces too--a lot of folks from California. (After 3 days of meetings I finally realized that a large number of folks weren't even from Cal. NFWFA. Several were from the local FS, the local government, and local citizen groups. This provided lots of outreach, but was really confusing at times.) The pace of the meeting is pretty slow--lots of lecturing, and not much time to question the speakers or talk with other reps.

Then Rudy Becking starts in. He's great--really energetic, really jazzed on the concept of all-age management, he jumps into a lecture that's organized, exciting, and opens limitless opportunities for extending worker control and participation into forestry management. His politics call for de-centralized control, and he addresses us as the skilled workforce that future forestry management will depend upon. He contrasts European and American forestry practices.

(In Couvre we inventory every tree from seedling to mature growth and only harvest a tree when it reaches its time. Here, you inventory your stands, find out what's there, and then clearcut the whole thing.)

Rudy was, to say the least, inspiring, as he called for the professional forester to have a primary allegiance to the forest, and not to an employer. This lecture was far and away the highlight of the conference, and offers the most to us and to our futures as forestry workers creating a new approach to forestry management. VIVA!

The rest of the conference is mercifully fading into a nice blurred memory of presentations, caucusing, discussions and more presentations. In 3 days there were about 3 hours that weren't scheduled for a meeting or meal or sleep. The final blow was having Oregon caucus over lunch. After about 2 days, I began to think that it was actually a bizarre parody of some corporate convention dedicated to the concept of Group Activities in which you never had time to actually meet your group.

After it ended, we all agreed that we were trying to cover too much ground too fast. There was no time to really get into each presentation, no time to focus on each other as coops or as individuals, no time to relax. We crammed all of the regional NFWFA business into the last day, which didn't allow us to really focus as a regional entity.

There was the typical lack of strict adherence to parliamentary procedure and the non-NFWFA members often served to further confuse issues and distract our focus.

Also, most of the topics applied specifically to California, and were only tangentially relevant to those of us from Oregon and Washington.

But the energy was high. We're still a small conglomerate in many ways, yet there was a strong common assumption that now we are coming together with the serious intent of uniting and growing stronger. The California coops are looking to forestry work as a main focus, not just supplementary work. Through the desire to effect political changes (such as sponsoring anti-herbicide referendums), these coops are recognizing the need to organize in order to focus their resources; both energy and money.

It's a long, slow process, but we are always moving forward. We meet each other, agree to understand and share our problems and our dreams, learn together, struggle together, play together. We are not a group of strangers--there's a lot of common ground uniting us all. We're still at the point where most of our energies are being focused within each state caucus, but as we grow strong within our states, we grow stronger throughout the region.

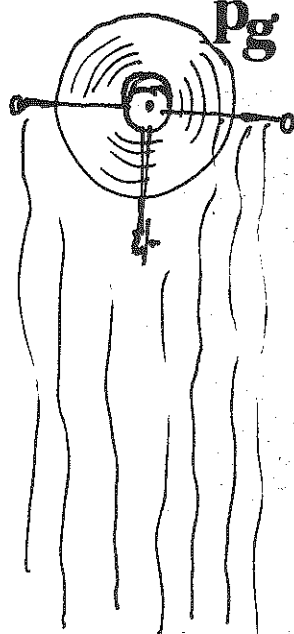
Mary Webb for Insurance

Jolly times and high adventure - that's what I'm looking for this year.

I'm Mary Webb from thumb crew, and I'm running for insurance person. Though the position may seem an unlikely place to find thrills, I hope to further our collective quest for the pinnacles of practicality.

Answering insurance questions, doing the monthly billing, and helping the office run smoothly are the basics of the job.

I hope to also research the best forms of insurance among our options, and I want to learn about computerizing insurance billing.



Life was entirely different back then when ladies depended on the men. But we're no longer ladies. We're women, my friend. And we won't go on playing pretend.

-s.j





El Pueblo Unido
Yama Sara Vercido

Allegro I
Seventy eight times a minute
I come around to this point
called "thought"...one point
three per second... "I"
you are so near "love"
good how our hands "you"
eyes open so wide.
I've been called Py
3.1415927
because I was on fire
because I sought the nature of
ashes
because every thing is compost...
....so you want a check, who's on
the phone, don't spin so hard,
I'll help you in a minute, I'm
so tired, cigarette butts in the
woods...

Adagio II
...sent me a sun splitting
radiance bursting over crystal
waters.
Oh Yes!
Wave of good feeling love mani-
fest in my thoughts. The cloud
castles, home of friend spirits,
water spirits, let me dance on
Willamette I wish I was with you
it is only because of my deafness
that I cannot see.
Thankyou my friend for an easy
smile on my face for this conctet
horror It is with a glad
heart I will great you.

Intermission
Biophile- bio(life)...phile (one
who supports or is fond of)

Andante' Grandito III
I have seen and heard you
(you?) it said in books words
looks laughter touch tears birth,
that with and in you is Goddess;
ocean earth air
blood bone breath
Goddess
sacred love
do you hear the faltering voice..

I am the sky
It is trees that hold earth
and sky
together.

Peter

HOEDAD REAL ESTATE

Hoedads is growing up. We
are finally very stable finan-
cially, expanding into new
areas of work, and have a good
reputation in the community. In
short, we are a good business.

As a business we are pritty
sophisticated in many ways. We
have bidding down almost to a
science, our research and lob-
bying abilities are formidable,
our meetings are more or less
effecient as well as humanistic,
and our accounting system is
professional. One area in which
we are lacking, however, is in
investments.

There are, in my mind, bai-
sically two types of investment.
The first, and most important,
is in the community. Hoedads
is strong here with loans to
numerous organizations such as
CHEC, CCPA, OUR, etc. The other
type of investment is for profit.
Here I believe we are lacking.

Now to many "profit" is a
dirty word. On a philosophical
leval I tend to agree. But we
have to face the political and
economic reality. We are liv-
ing in a capitalist society in
the midst of high inflation, a-
bout 15%. And it's compounding!
At this rate the cost of living
would only six years. In a sit-
uation like this it is important
to analyse our assets to be sure
that we are managing them in
the best way. This is not only
wise, but, I think, a resposi-
bility to the members, for, with
proper money management, we
should be able to lower our
costs. Mostly, however, it will
protect our savings from loss
to inflation.

Alright, how does this work,
how do we make so much money?
I would like to explain two
baisic concepts in real estate
investment: leverag and tax loss.

Leverage works like this:
suppose we buy a house for \$100m
At the end of a year it goes up
10% in value - that is \$10m. If
we bought that place with cash,
then the return on our invest-
ment is 10%. If, on the other
hand, we bought on a contract
with only \$10m down, then the
return on our investment (still
\$10m) is 100%! This is simpli-
fied but you get the idea.

The second concept is what
is known as the classic loop-
hole, depreciation. The theory
is that the value of a building
depreciates over time, so we can
deduct this loss from our income
over the period of time. For
example: \$100m less \$20m in the
value of the land (which does
not depreciate) leaves \$80m, in
the building. If it depreciates
over 20 years, then we can de-
duct \$4m/yr from our income.
The other tax advantage we have
is that all the interest on our
financing and our property taxes
are also deductible. On our samp-
le property, if we put \$20m
down we would be making pay-
ments of about \$850/mo. inclu-
ding taxes. Of this only about
\$30 would go towards principle
for the first year. So we could
deduct \$820/mo. or 9840/yr. The
long and the short of it is
that I saw a building for sale
a few months back, that, altho
it showed a \$1,000/yr income,
it showed a \$10,000/yr tax loss.
This would have eliminated all
of the excess that we were wor-
ried about at the end of last
year. We could both keep our
surplus, and still pay no taxes!
We spent a lot of time and energy
last Dec discussing this problem.

In summary, I think it would
be very advantageous to us to i
invest in some real estate. We
could both get a good return on
our investment in the cash re-
serve fund, and and benifit from
the tax advantages. Though there
are many of us who dislike the
idea of being a landlord, most
of us are renters and suporting
them!

I MAKE THIS PROPOSAL: that
we set up a committee to anal-
yse the cost/benifit of the use
of some of our cash reserve for
a real estate purchase.

Malcolm (RS)

New People---

Continued from
Pg. 40 (back page)

should until you are a work-
er that can pull your share
and sit in a general meeting
and know why things are the
way they are. Maybe this will
cause you to quit because you
had to suffer too long, bein
in the way, not makeing e-

nough money, or maybe some-
one who's suffered enough
will quit because of you.
The old vicious circle.

Do you plant perfect
trees? Can you plant tail
and leave a perfect line?
Can you do a bump with the
fasted person on the crew
on one side and the slowest
on the other? Do you know
what a change order is? Do
you know plots are taken?
Do you know when to one line
or when to bump? How to mi-
crosite? How not to run out
of trees in the bottom of

the unit? Do you know how
work is bid or work is allo-
cated, do you read the coun-
cil minutes, does your rep
do the job of representing
you on the Board of Direc-
tors of a progressive dem-
ocratically, self-managed co-
operative? A cooperative
that has made itself (un)
popular all over this country
because of our politics. We
have harrassed multinational
corps, have participated in
elections, started other co-
ops, pissed off the gover-
nor and A. Weinstein. Pol-
iticians and insurance cos.
knock at our door. Last year
we were probably the biggest

Continued on Pg 11

cū'let (kū'let'; -lī), n. [*OF.*, dim. of *cūt* 'bottom, breech, tr. *L. culus*.] *Jewelry*. The small flat facet parallel to the table, at the bottom of a brilliant. See **BRILLIANT**, *flint*.

cū'lex (kū'leks), n. [*L.*, a snat.] A mosquito of a genus (*Culex*) that includes the common house mosquito of Europe and North America. Cf. **AEDIS**, **ANOPHELES**.

cū'l'nar'y (kū'l'nēr'; -lī), adj. *esp. Brit.*, -nēr'-lī, adj. [*L. culinaris*, fr. *culina* 'kitchen']. Of or relating to the kitchen or cookery.

cull (kūb), n. *Slang & Dial.* A dupe; a gull; a cully.

cull (kūb), v. t. [*OF. cullier*, *cullir*. See *cult*, v. 1]. 1. To separate or pick out; to choose and gather. 2. To identify and remove culls from (a flock, herd, etc.). — *Syn.* See **CHOOSE**. — n. Something selected, esp. as inferior or worthless, to be removed.

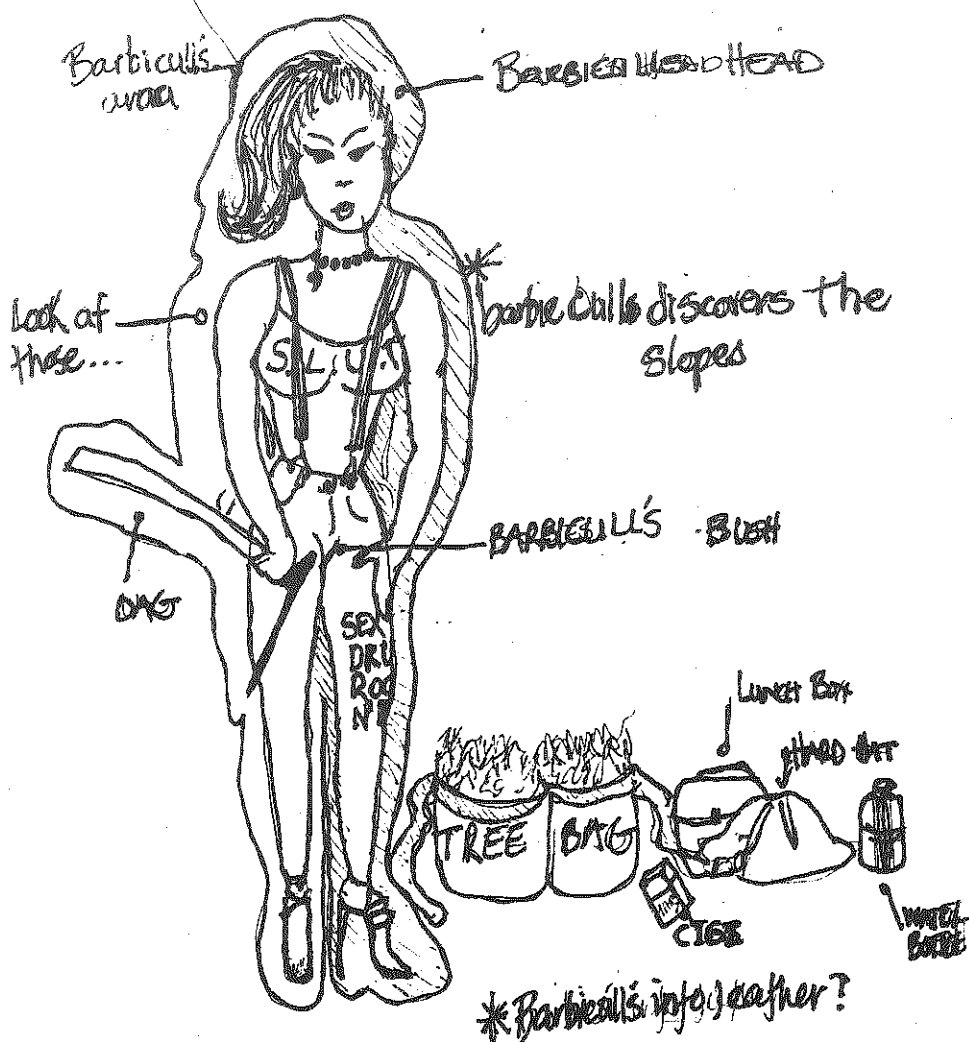
cū'l'en-der (kū'l'nā-der; kū'l'n-). Var. of **COLANDER**.

cū'let (kū'let'; -lī), n. [*F. COLLET*, prop. a little neck, applied to the bits of glass at the neck of a bottle detached from the iron in blowing the glass.] *Glass Mfg.* Broken or refuse glass, a certain amount of which is necessary in the batch.

cū'l'lon (kū'l'yūn), n. [*F. couillon* 'testicle, couillon' 'base fellow']. *Archaic*. A mean or base fellow.

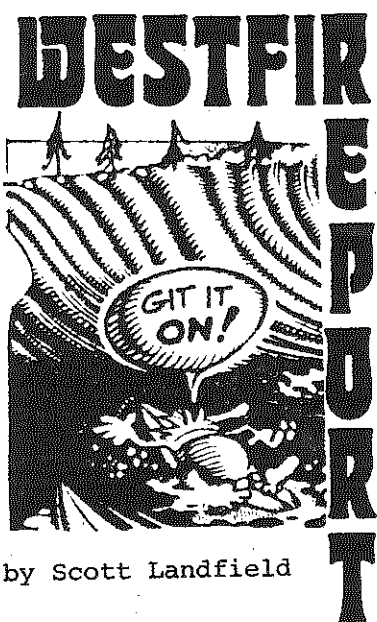


...inary



Barbiecull

The last thing I wanted to say to you new people is that your best bet is to just outright take responsibility for your own education and don't count on your crew. Go talk to somebody you think knows what they're doing. Get them to talk to you, go to the office, ask people to show you around, read the old newsletters, always read the council minutes and work on doing everything well. Always remember it's your crew and your co-op. *Ed. by me*



by Scott Landfield

A year now that Westfir has been a reinstated member crew of Hoedads. Except for some piddly-assed sweet talk in the last March newsletter, Wrist Fur has put forth no word for the general eye. And believe me, such will remain the case, at least for the present. I, however, as an active member of Worst Fear, HODIG, and other such eneterprises-in-search-of-glory, am about to blow it out the ass.

And if you neither "feel" nor "believe" that there be no need to "go for" "plugging in" the "energy" necessary to "focus" on this "tripped-out", "totally off the wall" "rap" it's "all right on" by me. Just "space it out", just "shine it on".

So what the fuck does that last line mean anyway? That's what I wanted to know at our first General Meeting (last Spring). Seemed to be the only words these Hoedad people knew. Still, they were such strong, serious looking people, and such wild dancers! And there were so goddamned many of them! It was easy to tell that this gathering was of a special kind of Amerikan. Yes, Ma'am!

So we became a Whodid crew. Two people on Wazzit For had a little experience as Hoozdags. several were ace contractor's boys lost in the usual phoney Amerikan work ethic, and oh, yes, we heard that women were needed--and even a few of thought that would be okay. Those brave young women who decided to come be a part of the crew had never planted before, and those that stayed are by now every bit as hardy as any of the half-crazed, money-hungry sons of bitches that cruise these days, same as ever, the slopes of the great Northwest.

We began by cleaning up another crew's weariness. It was learned that sleeping in the rain is at least bearable so long as there is work, and heat in the Wayne come morning. And when it wasn't raining too hard at night, there was a bonfire. And Dean had us convinced that it was all "gravy".

Mostly to plant trees and make a lot of money we were Hoedeeds. The aspects of the business that actually got us on the hill, at least as far as I know, loaded on to the backs of the first two individuals strong enough to carry the burden.

We wanted our own contract, determined that we were going to grab the gravy, and got it. Enter North Bend. Also enter our first strong cooperatively spirited sense of disillusionment and abandonment. Some WF's discovered new depths of their beings. I recall one particular instance somewhat characteristic of our behavior, when we tried to vote the NPF only a two-thirds day share (for having done such a lousy job) when the crew average that day, for twelve hours' work, was a highballin' fifteen bucks. Determined (scared) that we were not to default, we became slaves to the whims of a twenty-three year old power-mad Hawaiiin surf-hoedaddin' rookie Forest Service inspector.

We survived. Thanks to blood donations by the Mudsharks and Logrollers.

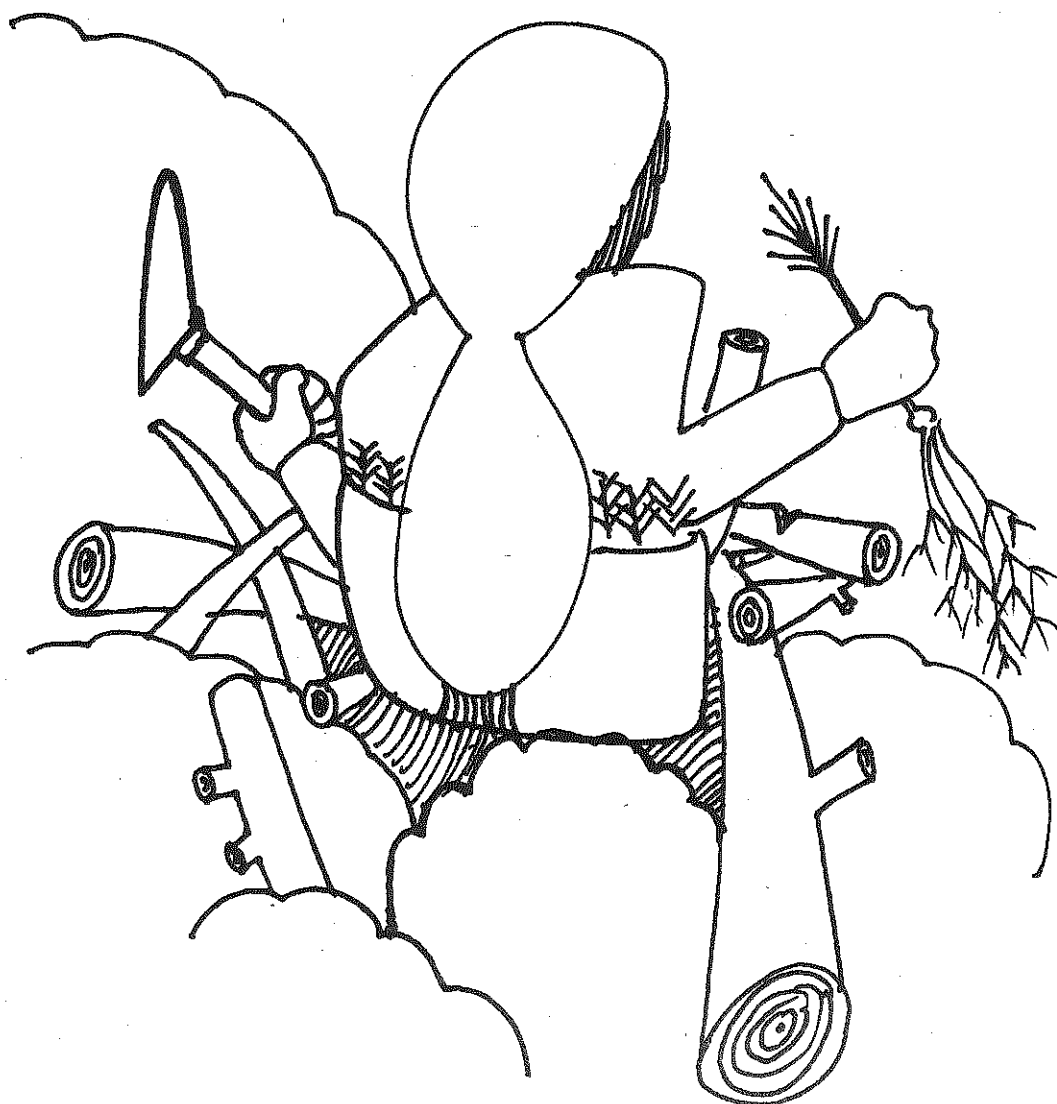
This year we're all old pros. So what if our books don't balance, rumors run rampant, and periodically run the crew, o-r crummies are in questionable disrepair, we finish our work just under the wire, meetings we don't know the meaning of, it's never known until too late that the slurry buckets were left behind...So what if we've added to the HOHUM tongue another term: Dunbar.

At least, since joining this coop, we've all grown independently wealthy. What else does it take to be experienced, cooperatively-minded business people of the world? What else is there to being a member of the West Fir, Hoedad?

Only the years will tell...



Yohliil - Acme





Lots of new faces this year- But some old, trusty faces from years past. We've been running on empty with a skeleton crew of from 10 to 14- But now that the clouds are breaking and spring is on the way we've gone up to 20 people. Half the crew is new and they're already showing strong energy. Thanks in part to FMR yurt we've purchased after ours burned down, our meeting process has improved dramatically- we're learning about communication.

Then came "AUGER" starring Steve Holmes as bidder and a whole cast of characters committed to seeing this auger planting through- You see, the competition for auger is less intense than the conventional methods of hoe or shovel. And yes, it is obnoxious, but you only live once and this will leave other crews more room to find good, honest, spring\$ work.

We have 5 augers worth almost \$4,000. We'll need maybe 3 more to see us through this year.

Auger of Love,
Deep in the ground,
But there ain't no gravy
here to be found,
Someday baby when the gravy
runs free
Going to auger my way back
home to you.

So see you at the General
Meeting, Hoedads Together 1980!

Love Thumbs, by Wayne



"Drink, Bed, Fire, and Provender:
with these it must be everyone's care
to furnish themselves."
—Maundrell

"There is no need to sally forth,
for it remains true that those things
which make us human are curiously enough
always close at hand. Resolve, then,
that on this very ground, with small
flags waving and tinny blasts on tiny
trumpets, we may meet the enemy, and not
only may he be ours, he may be us."
—Walt Kelly

As spring expands the work load and perimeters of the coop, the Herbicide committee is getting stretched across the Northwest. Despite some ardent efforts, we are looking at alot of needs of alot of crews at once. The process that began with self-education is now confronting each regional spray plan with just a few people who have any real knowledge about what to do in a pinch; the eminent threat of exposure.

Often a crew which has had little participation on the committee wonders what has been done for US, when they face the fact of this years spray programs on the maddening checkerboard of interlocking and overlapping private & public plans. The truth is we simply are not omnipotent, nor in control of all the information we need over such a huge area in which we work, nor able to process all that we do have in time all the time. The understanding of how we can work on any single region has been slowly and painfully hewn out, the attempts to change what is released in a regional EAR or EIS have proved rather surprisingly fruitful. The much talked of "lightening survey" in Dorena had an impact and effected much larger than we could have hoped for, and gave us' foot in the door at the Eugene region to affect the site selection process and cull a- lot of acres out of BLM's plans. Several steps have been made at penetrating the silviculture departments in Eugene, the Umpqua, and the Siuslaw ...and each yielded more data and therefore more work on more leads for more time spent by not more people. (gasp!)

The exploration of private lands adjacent to where we work is another fine can of worms we have only peaked into so far, for the same lack of peoplepower and time. (mostly unpaid) The glaring gap in this part of our tatics is well illustrated by the spraying of adjacent lands around the N. Umpq ua camp by Roseburg Lumber. It's a defensive battle all the way when we are faced with sudden exposure, one of running from agency to agency and company to office to NCAP to Groundwork to hopefully friendly employees in the FS or BLM, all because we just don't have the data yet to know everything we need to, nor the

retrival system to put it into effect. To the proposed computerization of the office, one in such a morass can only sigh with hope for the possibilities it would give us in this much-expanding effort.

Selecting priorities is emerging as the cold-blooded reality of the coop herbicide effort. If we get our foot in the door in one region, should we push, go for broke and try to nail down a system of dealing with the FS or BLM in that region, or should we hop around like maniacs and try to save crews in every area in every situation? Of course we can't, we hoped by now people would know how to respond, but it takes the Hoedad who is threatened with beingddosed TODAY alot of meditation to realize that the reason the Herbicide Committee hasn't covered his/her particular problem is that they just might be over their heads in six eight other things simultaneously. And all the while we bump across the northwest, up to our asses in potential bad situations.

The real irony of the whole situation is that we are the best equipped to deal with it. Out of Grower's Market commeth a legion of talent and knowledge, and the rudiments of the futures forestry, to wax idealistic. We are winning more than we could have

expected, but still losing regularly. The fact is, up until lately, the forest worker was ALWAYS losing against herbicides. You may still get your dose of carcinogenid-mutanenic-ter-ongenic garbage this year, maybe the next too. If you really want to do something about it, how about volunteering for some upcoming vegetation surveys, or mis singa couple of those gravy days (spring) to try and change things for the next time? Who knows, you might even become more skilled & better Hoedad, and knock a few hundred spray acres off somewhere; then you can go and sit down under a tree there and take time to say thank you to the woods, a little pay back for all they do for you. You might even help create some new work for us and others, and raise ours and your own credibility with the people and agencies we have to deal with to survive. You could even save a baby some where....

BRUCE PFF

REX

REMEMBERS

In December of 1967, I arrived in Vietnam and by the end of the year I had picked up the pieces of a man blown apart by an anti-personnel mine.

By the end of January I had recieved my first combat medical recognition for administration medical treatment while under hostile attack and enemy fire.

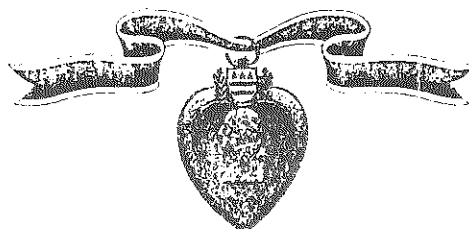
In August I received a Purple heart signed by George Patton Jr. for wounds I received in action and "val- or" recognition for doing fool martyr acts while under fire.

I experienced, first hand all year, the strain of war on men the same age as you. These very men questioned daily their survival possibilities. During one week in August I recall having turned in 77 Purple Heart tags. I was lucky enough to walk home on my own two feet after a year of death paranoia.

I would like to tell you how I lived through twelve years of continual stress since I've re- turned, how I've relived many unforgettable incidents, and how I am still at war in many ways though you hear no gunfire. I want you to be assured of ob- scene truism that once our ec- nomical system has utilized you as their pawn, they really do throw you away with no regard to your psychic or mental well- being. Believe me when I say there are no band-aids that can ever cover-up a war stress scar. I can guareentee you that there is nothing worse than watching a young man going through a series of spasms, screaming, crying and a death fear reaction all at once; this something a corporate executive does not know exsists or maybe it's a "doesn't care at- titude". My attitude is somewhat expressed in this piece of liter ature by Greg Ross:

So to follow this up with a short sum- mary of " I was drafted" should be all you need to know what this is all a- bout. We must not be forced into the registration or the draft. We cannot allow the war hawks or our nation ec- nomists to use our life and our blood as their crutch. This issue is "NOW" just as 2-4-D and 2-4-T. They will use it unless we obstruct the use of it. Today we have achoice and tomar- row we may not! Let's all actively participate in the rally against re- inatating registration and the draft for the present and our young brothers still under the age of eighteen. The Persain Gulf veterans could have it worse than what I have experienced. Think about it!

REX L. HAROLD/ cheap thrills



THE UNITED STATES OF AMERICA

TO ALL WHO SHALL SEE THESE PRESENTS, GREETING:
THIS IS TO CERTIFY THAT
THE PRESIDENT OF THE UNITED STATES OF AMERICA
HAS AWARDED THE

PURPLE HEART

ESTABLISHED BY GENERAL GEORGE WASHINGTON
AT NEWBURGH, NEW YORK, AUGUST 7, 1782
TO

SPECIALIST FOUR REX L. HAROLD, US56513629, UNITED STATES ARMY

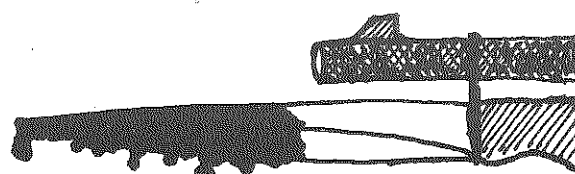
FOR WOUNDS RECEIVED
IN ACTION

In the Republic of Vietnam
GIVEN UNDER MY HAND IN THE CITY OF WASHINGTON
THIS 12th DAY OF December 1968

George S. Patton
GEORGE S. PATTON
Colonel, Armor
Commanding



Stanley R. Rear
STANLEY R. REAR
Secretary of the Army



war

I want to write such simple truths
that surley it will be clear when
we talk, my brothers but war is just
a word to you.

I want you to understand that in a
war if you don't get killed, you
come home a killer and your world
is populated by ghosts that ask you
daily why they went from life to
nothingness at the end of a string
of blood and gone shattered by a
death force.

is no game

there are no

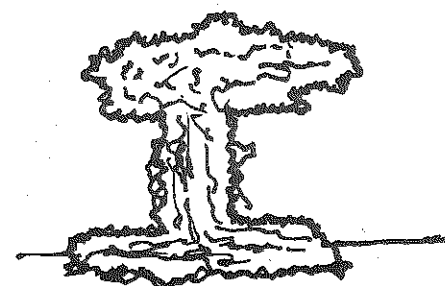
rules

I want to tell you of how it has
changed me, of how it has affected
my life, ofwhy I have such anger and
pain and shame of the scars to my
sanity of the open wound to my human-
ity, but...

war is just a word to you my friend.

I want you to know, without knowing,
first hand, what it is like to live
inside the war machine
to be an android with feelings
but war is just a word to you
and if you are lucky
it will always be such.

BY GREG ROSS



I'm a candidate for: bidding coordinator

The office crew's bidding coordinator position. I want to win the election because I love bidding and this is my opportunity to work in and explore this field. I've worked with the Flyers full time for 3 1/2 years. I've been contract rep enough times to have learned how to negotiate with the govt., using a rational approach with full understanding of the passible fs/blm reactions. An assertive accent can be important in impressing the govt and your crew.

My greatest expertise comes from being involved in the committee for the past 3 yrs. I began attending meetings winter 76 then repped for my crew for 2 yrs. I abdicated my rep status because as long as I monopolized the position no other crew members would develop their bidding skills and help study contracts. I guess I'm rather attached to it all.

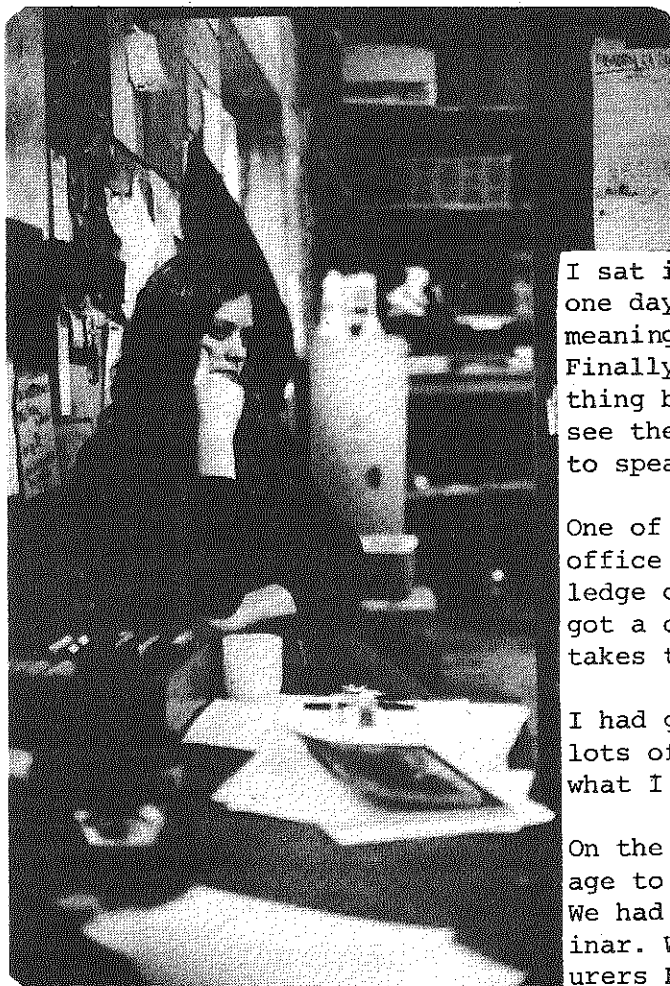
There are responsibilities & duties that accompany this office crew position. I'm confident of my ability to function in these areas

1. Organizational ie filing bid info; managing the bidding office; logistics; etc.
2. Communicational ie keeping bidders informed; talking with private landowners and fs/blm; as central office for crews intercommunications and negotiations; as spokesperson for bidding committee.
3. Educational ie teaching new bidders methodology; keeping learning the finer pts. of contract administration and passing this knowledge on to others
4. New Ventures The b.c. can play an integral part in accumulating abstract information and working up bids (see my article on new ventures)
5. The most important aspect of the b.c.'s job is to serve the bid committee. The committee is the core of the bid process. It plans the strategies, studies the contracts, sets the prices and allocates the work.

The b. committee works best when it is most efficient. The b. coordinator coordinates. She/he acts as an information holding tank for the coops bidding machine, receiving info in and feeding it out. She/he keeps a handle on the overall picture, the "overview", and helps the process flow with a limited # of stops and starts.

In closing, I'd like you to know this is my second yr as bidding rep candidate so i'm a year wizer and a year older, and last yrs promise still holds I will work hard.

Yours in strength, Jan Frost PFF



CULLER ME GONE Pg. 15

I sat in the office for two hours one day trying to write something meaningful about my term in office. Finally I gave up because everything blended together. I couldn't see the forest for the trees. (so to speak).

One of the main reasons I ran for office was to round out my knowledge of the co-op. I believe I got a complete overview of what it takes to keep Hoedads running.

I had great plans, plenty of energy, lots of projects, and no idea of what I was getting into.

On the treasury level, we did manage to complete a few projects. We had a two day bookkeeping seminar. We published a Crew Treasurers Bookkeeping Manual, and had a short meeting on how to prepare a budget on a crew level. We also have a manual for Central treasurers in the works.

As a member of the office crew, I became acutely aware of our position in the community, our political potential and harrassment that follows. The two lawsuits, NWEFA, minimum wage etc. consumed lots of my time.

There were times when frustration took over and burn outs occurred. Right now I feel like a pile of old ashes.

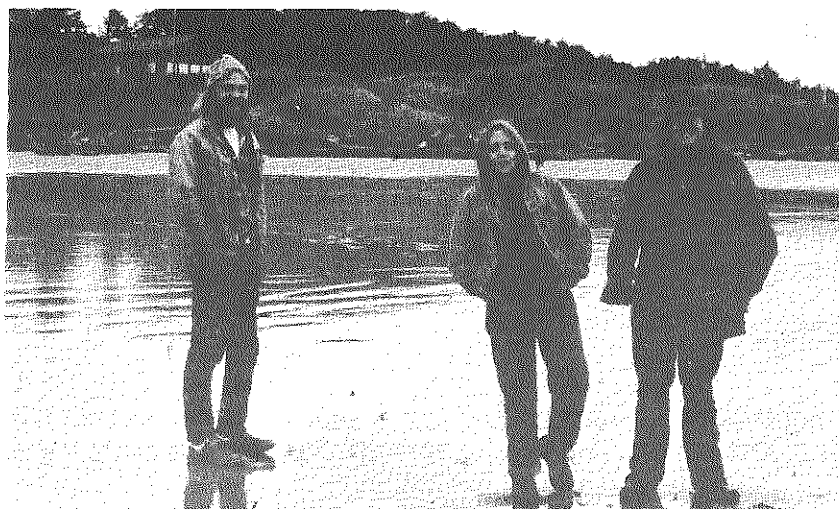
But after a short vacation I'll be ready to move out on the slopes again. I'm ready to take what I've learned and share it with anyone who's interested. I'd like to do this as a member of the CULL CREW. I want to be forever moving forward.

In closing, I'd like to say THANKS for this tremendous opportunity and I hope that I've served you well.

Robbie T.

SO WHOS GOT TIME
FOR INVENTION MUCH LESS
CARVING WOOD? IT MIGHT *
PROBABLY IF EVER BE A LONG
TIME UNTIL AND EVEN THEN
THERE WILL BE SO MUCH
LEFT TO DO. SO IF YOU
HEAR ME MUTTER MEGA-COOP
FUNDS BY THE WAYSIDE
JUST SMILE AND ASK MOW'S
CARVING THESE DAYS AND ILL
PROBABLY SMILE AND FLASH
AN ANCIENT SOLUTION TO
THE LACK OF PARTICIPATION
MEANWHILE I SLOWLY INCH
TOWARD STABILIZING PATENT
PROCESSES AND COOP DAILY
GROWTH. AS EVER BUSILLY
ON - MAY THE
BRIGHT ANKH SHINE THRU
AND ILLUMINE WHAT IT DEW-
COMPUTERS AND HANDS FULL,
** THANKFULLY, AVE WF.
✕ ✕ ✕

STROKES REPORT



Saturday March 15th WORKSHOP DAY AT THE OFFICE (separate schedule available)

Sunday March 16th FIRST DAY OF THE GENERAL MEETING

TIME	HOW LONG	TOPIC	WHO WILL KICK OFF DISCUSSION	OUTCOME
10:00 - 10:15	15	ANNOUNCEMENTS - reserved for what ever	Chair	Information
10:15 - 10:30	15	MEETING PROCESS REVIEW especially By-Law changes	Lauri	Information
10:30 - 11:15	45	COMPUTER PROPOSAL, report, discussion possible vote	Pat Discussion/ Vote	
11:15 - 11:45	30	BUDGET REVIEW, pie discussion, how our money is used, questions and answers	Peter/Debbie	Discussion
11:45 - 12:30	45	RESIGN REJOIN REPORT/PROPOSAL, this if passed will be a By-Law Change		Discussion
12:30 - 12:45	15	OUR A short rap to let us know who they are, and what services they can offer us	Debbie	Discussion & Vote
12:45 - 1:00	15	BIDDING REPORT, short rap by Doug	OUR	Discussion
1:00 - 2:00	60	BIDDING OUTSIDE THE CO-OP, as directed by the last GM, Bidding Committee to set up general guidelines	Doug	Information
2:00 - 2:45	45	TIMBER STAND EXAM PROPOSAL, to discuss a cooperative approach to training, possible voting	Doug possible vote	Discussion
2:45 - 3:15	30	COMMISSIONER JERRY RUST, about his upcoming election elections in general	? possible vote	
3:15 - 3:30	15	BILL WOOTEN announcing his candidacy County Commisioner	J. Rust	Information
3:30 - 4:30	15	LUNCH- Bring your bowls, no paper products at this meeting	B. Wooten	Information
4:30 - 4:45	15	CHAIR STARTS ROUNDING UP PEOPLE TO BEGIN THE MEETING	Everyone	Meeting Begins
4:45 - 5:00	15	LAWSUIT UPDATE, short update, public meeting no stratgy discussed, questions	Mike Goldstein	Update
5:00 - 5:30	30	INSURANCE- Report on current coverage, and policies INSURANCE PROPOSAL, a discussion on why we need the position, job description, who is running, to elect that person later, candidate raps, election 2nd day to give people a chance to talk to candidates	Debbie	Discussion Questions
5:30 - 6:15	45	CRIT SELF CRIT, introduction then go for it, Council thought that constructive crit of meeting would be good	Lauri + ?	Discussion
6:15 - 7:15	60	CANDIDATES RAPS 7 or more people 5 minutes each plus discussion	Chair	Discussion
7:15 - DINNER THEN		MOVIES: A film about South Africa, smuggled out from South Africa Harlen County - possibly		
		HANG OUT		
		GO TO SLEEP		

REMEMBER NO DOGS-----NEIGHBORS HAVE SHEEP----- WILL SHOOT DOGS ON SIGHT---FORSURE!!!
UNLESS YOU LIKE EATING WITH YOUR FINGERS----- THE CULL CREW SAYS BRING YOUR OWN EATING UTENSILS!!!

SPRING 1980 GENERAL MEETING AGENDA (tentative until membership approves at the GM)

MONDAY MARCH 17th SECOND DAY OF THE GENERAL MEETING

PARTY TONIGHT !!!

TIME	HOW LONG	TOPIC	WHO WILL KICK OFF DISCUSSION	OUTCOME
10:00 - 10:15	15	ANNOUNCEMENTS - whatever, maybe general/discussion	Chair	Information
10:15 - 10:30	15	MEETING PROCESS REVIEW,	Lauri	Information
10:30 - 11:15	45	C.O.R.D. a report, general anti draft,anti registration	CORD	Discussion
11:15 - 11:45	30	GOOD AND WELFARE, to add a positive note early in the meeting this is the place for constuctive suggestions, and ideas, time to indroduce ideas but if entails a detailed proposal requiring education and discussion, should be seprate item	Chair	Discussion
11:45 - 12:30	30	HERBICIDE COMMITTEE REPORT, survey report Q's & A's	?	Discussion
	15	HERBICIDE OVERVIEW	Greg	Discussion
12:30 - 1:00	30	GROUNDWORKERS LOAN PROPOSAL, see Newsletter article	Groundwork	Vote
1:00 - 1:45	45	CULL CREW REQUEST FOR CREW STATUS	Cull Crew	Vote
	30	CULL CREW REQUEST FOR COOP CO SIGNING START WORK LOAN	Cull Crew	Discussion
1:45 - 2:30	15	BOOK CREW REPORT	Hal	Vote
	30	BOOK CREW FRONT MONEY REQUEST	Hal	Vote
2:30 - 3:30	60	LUNCH		
3:30 - 4:00	30	CRIT SELF CRIT, introduction	Lauri/Chair	Discussion
4:00 - 4:45	45	WOOD ALCOHOL REPORT/SLASH UTILIZATION REPORT/ DE ALL AMERICA REPORT general discussion	?	Discussion
4:45 - 5:00	15	STATE AND NATIONAL ELECTIONS, voter registration, who is running, election concisiousness raising	Greg	Information
5:00 - 6:00	30	NFWFA REGIONAL, discussion	Anne/Mary	Discussion
		NFWFA STATE, two decisions 1) Regional Surplus		
6:00 - 7:00	30	Duel membership, Self fund 2) State Resprout Survey \$	Greg	Vote
	30	UNDOCUMENTED WORKERS discussion insurance Willimette Valley Immigration Project	Chair	Information
7:00 - 8:00	60	Questions and Discussion		Discussion
		ELECTIONS, voting, announcements, and raps 1st day to allow time for people to talk to candidates	Chair	Vote

YEAH!!!

REMEMBER:

NO LOOSE DOGS -----NEIGHBORS HAVE SHEEP ----- WILL SHOOT DOGS ON SIGHT!!!
BRING BOWLS AND SPOONS ----- NO PAPER OR PLASTIC PRODUCTS PROVIDED
BRING TOYS TO SHARE IF BRINGING KIDS
BRING PAPER AND PENCIL FOR THE MEETING





THE HOEDAD BOOK

**SPRING 1980
UPDATE**

P.F.FLYERS
HALF & HALF
THUMB
RED STAR
ACME
WESTFIR
COUGAR MOUNTAIN
CHEAP THRILLS
DIFFERENT STROKES
NATURAL WONDERS



pg.17

TIME LINE:::~::~

The
Formative
Period

1970-1973

Triads 1st Contract

Hoedads Formed
Tiller U.S.F.S.

HOEDADS NOW 15 folks
(2 women)

1973 International
Paper Contract
1 Hoedad Crew

BOOK CREW

REPORT pg. 18

At the last general meeting a non-specific agreement was made whereby Hoedads would proceed with a collective project to write a Hoedad history book. A few days later a book crew was formed and a contract was signed between the book crew and the Hoedads. The contract called for a rough draft to be produced by the book crew in March. Hoedads in return granted 2,000.00 to the book crew to begin the project.

Since the last general meeting many changes have been happening with the project. It was decided that a collective effort should be made in writing and producing this book, and a process for doing that has been developed. The book crew agreed upon a process for paying logged hours and designated one full time co-ordinator, Hal Hartzell and one half-time position, Beverly Gates.

Many other people have participated in the project in less than half-time capacity. To date all of the money expended for logged hours have gone to Hal and Beverly. The other participants in the project have been: Lauri Patterson, Mike Bresgal, Roscoe Caron, J.R. Ogden, George Lederer, Debbie Traynor, Tom Cleveland, Bruce Piepenberg, Mike Goldstein, Edd Wemple, Steve Chapman, Gerry Mackie, Myeba, Paul Ferguson, David Straton, Beaver, Chris Hartzell, Jerry Rust, Malcolm Manness, Diana Erd, Gary Sanchez, Wally Jones, Lowell Rose, Moore, Fitz, Annette Madden, Eddie Landon, Peter Roscoe, and Ken Rothman.

Others have attended book crew meetings, the most successful of which was a four hour Hoedad historical slide show.

The process that has been developed has several components, each of which will be explained in the course of this article.

Requests for information were sent out to thirty co-operative organizations, all of which have some association with Hoedads. To date only a few responses have returned: Olympic Reforestation, Pacific Rain, and New Growth from Northern California.

Over thirty tapes have been filled with crew histories, anecdotes and recollections. Much more is needed in this regard and a good process has been evolved by the book crew to accomplish this.

The process that is about to be described here is a continuously growing and therefore changing thing. Certain stages must be gone through before others can be started. This process is moving toward a book. It won't be a book until it's between the covers. It will be a work in progress. The "book structure" outlined below is designed to encourage collective participation because it is divisible in time as well as by subject material. The "book structure" is arbitrary but fairly rational. The history has been divided into more or less equal time segments along points that seem to be natural places for division. The four segments are:

1. Early or formative period, which covers from the spring planting season of 1970 thru the summer season of 1973.
2. Expansion period which covers from the fall season of 1973 thru the fall season of 1975
3. Consolidation period, which covers from the winter of 1976 thru the fall of 1977.
4. Diaspora period which covers from winter of 1978 thru now.

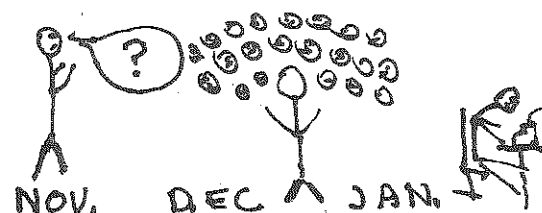
These periods co-incide with certain generalized directions that the Hoedads have taken in the past. The exact points of change would be impossible to determine because things do not happen so precisely as words might lead you to believe. The significant events that correlate to the beginning and ending points of each time period are:

1. Spring 1970--Triads first contract.
2. Summer 1973-- Decision made to expand.
3. Fall 1973--Hoedads becomes seven crews.
4. Fall 1975-- Office becomes critical
5. Winter 1976--Office crew becomes larger and more professional
6. Fall of 1977--Hoedads begins to decline in Numbers
7. Winter 1978-- Second Growth leaves the co-op.
8. Now?

In order to surround as much information for inclusion into the book as possible the subject material was also divided into Nine different general areas:

1. Structure-- that dealing with the development of the co-operative as a business entity and as a legal entity.
2. Process--that dealing with the democratic form of managing the co-operative in our unique way.
3. Logistics--that dealing with the efforts to get contracts, move and feed crews, allocate the work, etc.
4. Treeplanting and other work-- that dealing with the actual nature methods and philosophy of our work.
5. Work Relations--that dealing with our experiences in working with the Forest Service, the B.L.M., the private timber companies and landowners
6. Community--that dealing with Hoedads in the community as members of it; as examples of structure and process and as community capital source.
7. Leisure--that dealing with camp living, excursions, poetry and the arts, parties and the like.
8. Political involvement--that dealing with Hoedads involvement in issue and electoral campaigning, legislative efforts, legal and court battles.
9. Transitional Thoughts--that dealing with everything else plus some occasional conclusions if any can be drawn.

Hal Hartzell



A rough outline exists in which each of these general subject material headings is ordered. It is general and points to many holes. This outline can be found in the book crew office and is helpful for would be participants to find a place to plug into.

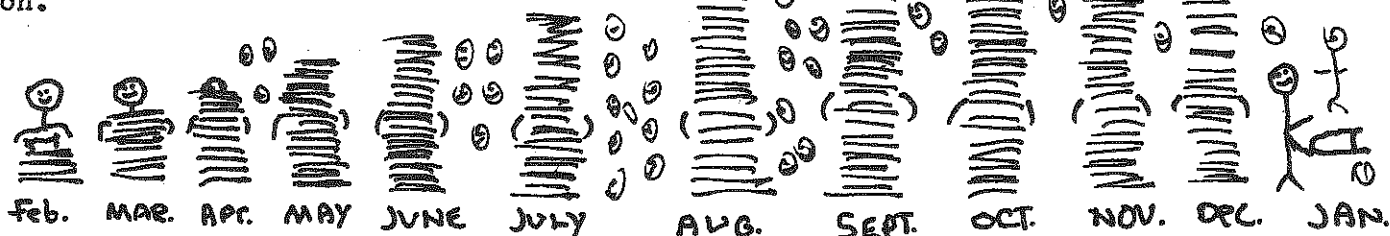
Aside from these subject materials several other issues that have been developing within Hoedads are used in a thematic way. In other words certain issues pass through all of the time periods as well as many of the subject materials. Some of these issues are: Sexism, by-the-tree versus by-the-share, the provinces of the individual, crew and co-op in regards to authority, responsibility, personal initiative, etc. These issues will be tracked back through the newsletters, meeting minutes, files and personal recollections in attempt to assess any growth of consciousness in the Hoedads as a group involved in social change.

So in terms of the Rough draft there will be thirty-six chapters one in each time period on each of the nine headings. People who wish to participate in writing the rough draft can focus their energies with this structure on that subject material and time period they feel most competent to handle. Since there are few people left in the co-op from the early period I, Hal Hartzell, have written the first nine chapters as examples for the other time periods. I would be happy to continue writing each chapter, but I would be happier to help others of us write some of the remaining chapters.

This structure is also able to easily include short written recollections, poetry and anecdotes. So even if you don't feel like writing a whole lot on the book, a little bit can also be used. If you don't feel like writing at all but have something to add, say it on tape.

The thirty-six chapters will not be completed by the end of March. If I continue on at the present rate about fifty percent may be done by the end of March. If other people do more writing we could be over half done by the end of March. In any case should the present rate continue, the end of May is probably a reasonable target to shoot for.

The next step after the rough draft would be a collective critique of the work done. This would include criticism on content, form, etc. It would also include additions or deletions where necessary. This step should take at least a month. 10-15 copies of the rough draft would be copied; one for each crew and some extras for leaving around the office. Each copy is to be used; marked on, changed according to the individuals interested enough to do it. These changes will be assembled, reviewed and integrated into the writing of the next draft. The next draft would be aimed at a finished product fit for public consumption.



The structure of the final draft will probably change considerably from the above presented book structure. This is more of an overview, much too long and detailed for public consumption. The rough draft will be interesting to Hoedads or individuals interested in minutiae. The final draft should be much more streamlined. More anecdotes should be available after the first rough draft is critiqued. Pictures will be worked into the fabric of the text along with poetry, drawings and whatever else may seem appropriate.

After the first final draft is completed it should be critiqued and edited. It may require another re-writing. Finally the last step is to determine the means and method of publishing the book. At that time we will be able to say, "Look, this is the Hoedad book.", before then

we can only say that we're working on it.

In terms of a production schedule we can hope to expect the following:

1. Rough draft completed by the end of May.
2. Critique completed by the end of June.
3. First final draft completed by the end of September.
4. Final edited draft completed by the end of October or the end of November.
5. Published by the end or middle of December.
6. Marketing continues.

In looking back at the changes that this book has already come through, this may be way off base in terms of a production schedule. It simply is not possible to anticipate what will happen, but this should at least give us something to aim at.

We must consider the goal of this project in deciding exactly how much time we wish to spend on it. The goal is to write a collective book about the Hoedads that will serve to educate ourselves about our own history and that will present our experience to others in the public who might benefit from it. If it takes time to do these two things the best that we can, then we should take the time. If we miss the Christmas rush so be it.

Hal Hartzell

TIME LINE.....

Expansion

1973-1975

2nd Season ends

Training starts

1st G M 7 crews

Partnership Agreement
Drafted

1974

J Roots Formed

Articles of Incorporation
Filed

First Council Meeting
Mapleton House

1st Issue Together

By Laws Written!
RATIFIED

1st Party Assembly

1975

Logrollers spring
out of Slack piling
Contract

Oct 29 Logrollers
a crew

J Roots/Comets
Dissolved

It must be understood that the reforestation industry was at this time dominated by the traditional contractor. There was little effort made to produce quality work; planters were paid low wages and encouraged to do what ever they could to meet production, including burying trees and planting bad trees. There was little choice but to comply with these tactics; produce or lose your job. Hoedads approached treeplanting with a completely different work ethic; emphasizing quality while encouraging people to fulfill their own individual potential rather than an arbitrary tree total. This is not to say that all reforestation contractors were like this, but it would be safe to say that the majority of treeplanting was done in a quantity oriented, shoddy manner. Certainly there were individual contractors like Hans Rasmussen and Guy Schartz who served as inspirations to many of the early Hoedad members.

When apprised of the situation Bob Balin realized that his abilities as a bondsman were about to become tested to the limit on behalf of the Hoedads. They didn't have much of a track record; they had just bounded from one to seven crews. There was a tremendous imbalance in the ratio between experienced and inexperienced planters. They had no liquid assets. There was Cougar Mountain and ten or eleven people who had semi-liquid assets to put up. There were two crummies, '65 and older, a lot of bags and dags. To top it off there was little structure other than elected officers, a checkbook and a set of last years books.

Balin required that everyone sign the master surety agreement and give a personal financial statement. The Hoedads responded and called the first general meeting which was held in Oct. of 1973 upstairs in the unfinished Growers Market.

EXCERPTS FROM CHAP. 2, rough draft

There were meetings in the '72-73 season. They were very informal and usually called on the spot in reaction to a specific need for decision or resolution of common problems. Among the early topics of discussion were the questions of quality planting and tree stashing. The norm for treeplanting in those days was to plant a lot of bad trees and stash some under a log. Hoedads rejected these notions and decided to go for quality production, without stashing trees. That was the policy, however there were individuals within the group, most of whom had learned tree planting in the private contractor ranks, who thought that since stashing was normal, we would be fools not to do it ourselves. The Hoedad policy prevailed, but the discussions remained heated and frequent. These differences of opinion proved to be too much for some of the partners and by the end of the season they deselected themselves from the partnership.

There were other topics for group discussion: when we were going to get paid, and how; strategy for planting the units; logistics--what to do about the crummy, the blue bus,

crew food; taking on new members. In all of these discussions the individual in the context of the group was the first priority. The sense of collective perception and trying purposefully to attain it, was only a seed in a few minds. The individuals spoke one to the other; personal power, style and persuasive abilities dominated without the temperance of process. It seems that in many instances the debate degenerated into headstrong diatribes with no system for affecting compromise. No way around the more basic human instincts.

EXCERPTS ROUGH DRAFT CHAP. 3

One evening in camp after the sun had set, the dogs began to howl in a mysterious way. The humans present also had a sense of impending terror. The dogs continued on all night and noone slept. Thrashing sounds were heard around the camp. The morning calmed things down. The dogs returned to normal and the people were left with a question. A few days later on the front page of the local newspaper an article appeared which seemed to answer that question. A timber cruising crew had spotted a sasquatch just down the road from where the Triads were camped. The people who were there do not disbelieve it.

EXCERPTS ROUGH DRAFT, CHAP. 4

Treeplanting is a difficult craft requiring physical endurance as well as the knowledge that grows with experience. It is not easy to learn to work well as a part of a group, especially in the rain and wind on a steep unit covered with partially burned slash. The trees are heavy; the bags must be full to reach the bottom of the unit. It is free wheeling through plundered forests.

Before we get much further into the fine art of treeplanting a glossary of terms is in order:

GRAVY is good ground with little physical obstruction to the planters' access to the deep dirt-----no slash. A lot of times gravity can be found under a burned unit, which may look like a war zone on top, but fun to plant.

SLASH is bad ground; tough to move through or over. Alder, viney maple, salal, salmon berry, hemlock roots, compacted dirt, large duff deposits and rock are all specific types of slash. Some people say that there is only slash or gravity with no in between.

SLASH CONSCIOUSNESS is a particular frame of mind wherein the planter is ready to deal with anything. This phrase though relative to treeplanting is also used for describing a state of mind relevant to the world at large and life in general.

COLLECTIVE PERCEPTION: The group consciousness focussed on action formed by individual perceptions pooled together in an oral or written forum with all of the participants molding and choosing from the alternatives presented. The collective perception is the end product of collective process.

HI-ROLLER: A fast treeplanter. Does not mean good treeplanter.

LO-ROLLER: A slow treeplanter. Does not mean a bad treeplanter.

~~FIVE YEARS AGO~~ 10 years Ago

December 23, 1970, saw the Triad (whose personnel would soon coalesce into Hoedads) nearly half done with a 60 acre BLM unit on a spur off Middle Elk Road near Port Orford on the southern Oregon coast. The weather had been nice except for a recent storm, and although the pay was not good we were happy to be working for ourselves.

We did some of the dumb things, like planting the top of the unit first, like camping under a giant spruce tree-- while one of those 90 mph sou'westers howled thru its boughs at a high pitch one unforgettable night.

But the night the dogs barked nearly till dawn was even more unforgettable. Dogs bark from time to time, but not like this, with hackles raised constantly at something out beyond the glow of our fire. We threw more logs on and fired a 22 into a dirt bank. Cougar? Coyote? Man? We don't know, and the recollection would hardly be worth noting except for what we read the next morning in the Port Orford News, Dec. 24, 1970:

GIANT TRACKS: BIG FOOT?

Huge manlike tracks discovered east of Mountain Wellis on the Middle Elk Road Thursday by Bill Krick and Jim Rogers, Western States timber cruisers, could be those of the legendary "Big Foot," the pair believes... "or else made by one heck of a big man." Krick said they were on their way from cruising a timber sale when he saw tracks in the snow and laughingly joked that "There's Big Foot's tracks." It was about 10:30 and they were in the Panther Mt. area, Krick related, so they stopped their pickup and backed up to the spot where Krick saw the first track to make a further investigation.

The huge tracks followed along the road side, clearly visible in the fresh snow, Krick said. Then they turned out to the edge of the bank, as though "it" was looking down in the canyon. There were several tracks close together in that spot, then they turned back into the roadway where they were obliterated by vehicle tracks. They were visible for about 100 feet, Krick noted, and they measured 15 inches long, six inches wide at the forward end, and the stride was five and a half feet. "It took two of my strides to equal one of its strides," Krick said.

Who knows, maybe we lost our chance to recruit Bigfoot that night.

Jerry Rust



Reprint from "Together"
WINTER 1975

WHO ARE YOUR BROTHERS?

pg
21

The bovines with sharp horn
who roll upon bellies
Cong who sleep in black?

Or old green tooth who sits in
the corner?

Andy Hardy doddering old fop despite
the judge ?
Annette who will run for congress in
her black hat?
Caeser who should have fed hungry men
instead they ate him.
William Jennings Bryan, Mr. Oed who
pricked his own soft heart with a
pin of words
and the scented hissing air sook
out heroes and calmed them.
Who are your brothers: Media hog--
gravy cruiser--straight shooter--
midnite looter?

Central, of die Kentzmal, oh lad die
la.
The poet thin Dylan becomes brother
bobstar.

Is the python brother to the rat?

Who are your brothers?

h.h./c.m./c.t./c.1975

Sometime I have this dream
(but it's hard to write
about while riding in a car)

And so hard to remember
when I'm standing still.

such a strange world.

republicans in droves to see the
"exorcist"

pained hippies in obscurity trying
to emulate James Joyce

strong willen catholics trying
to outlive Darwinism.

It would be so much easier
somehow.

Wily Coyote
4/11/74

Book Pre-order Form

I, _____, hereby order
_____ copy (ies) of the Hoedad History Book
and promise to pay 5 dollars to Hands In The
Earth Press for each copy ordered upon receipt
of said copies.

Signature:
Date:

PLEASE RETURN TO HANDS IN THE EARTH PRESS
454 WILLAMETTE ST.
Eugene, Or. 97401

CONTACT PEOPLE: HAL HARTZELL, BEVERLY GATES,
TOM CLEVELAND.

Consolidation

1975-1977

1975
Spring
Jerry Mackie elected
President

Bylaws Amended
1st of many

NWFWA Started

first NWFWA mtg.

1976 Fall
FMR a new crew

Jerry Rust elected
Lane Co Commissioner

Cartunist crew comes
on

1977

Office Person -
Bidding Coordinator
become elected position

WESTAR crew joins
Hoedads

BOARDFOOT COOP STARTS

Hoedads joins N.C.A.P.

Continued from pg 21

pg 22

Some of us are interested in the idea of publishing the book ourselves. This could be done relatively inexpensively and more control over its destiny would stay with us. If we published 2,000 copies and kept them at five dollars a piece we may not have too many other options. If for some reason a publisher became interested at some later date we could negotiate for another run. If we can't sell the first 2,000 copies, by self-publishing we could keep our loss to a minimum.

There are other options being investigated such as; serialization in some counter culture magazine, going directly to a publisher or having it done at a vanity press.

BOOK WKSHOP

There will be a book crew work shop at the general meeting on the work shop day. At the work shop the function of the book crew office will be presented along with concrete ways for people to plug into the project. We encourage all interested to attend. In the morning session we will talk about the processes developed for input and how to use them; in the afternoon we will have work sessions and apply what we learned in the morning. Briefly in the book crew office there are several different sorts of information:

1. file system where research and work done to date is kept.
2. time line that is not completed
3. taped interviews
4. pictures and poetry
5. story boards about various issues or individuals.
6. assorted notes and paraphernalia hanging from the walls.

You will also usually find people who can help you plug into the project working in or near the office most days of the week.

untitled

Last week in the mountains
I spent most of my time
Trying to catch flies
Off of wooden tables.

They all escaped.

Today in the city
a fly landed on my
bare leg
and appeared
suddenly in
my hand.

City flies.
Hairy legs.

Peter
8/8/73

Ed. note: Peter Roscoe former
Cougar Mountaineer and Hoedad
Treasurer.

The main points that we must consider at this general meeting are: do we want to continue this project collectively given the process stated, do we want to fund the book crew more money for logged hours and supplies, do we want to intensify, relax or maintain the same level of commitment?

If we make 2,000 copies, and if we sell them at five dollars a piece, and if we sell them all, we will realize a gross return of 10,000 dollars. If it costs less than 10,000 dollars to produce than the difference would be profit. If it costs more than we would either make and sell more copies or suffer a loss. The bottom line question here is do we think we can make a good enough book to sell 2,000 copies at five dollars a piece. If the answer is yes then we should be willing to fund more money to the book crew. If the answer is no then we must figure another way for the project to continue. I would certainly continue the project if we decide not to fund more money for logged hours, but I would be forced to spend much more time going after a living on the slopes, and the whole thing would take longer.

PROPOSAL:

With these thoughts in mind I would like to propose that the general membership grant another 2,000 to the book crew to be used for logged hours and supplies as needed during the next quarter. According to the production schedule mentioned that would fund the project through the end of the critique on the rough draft. At that point we could expect to have ten to fifteen copies of thoroughly digested, 300 page rough drafts about to be consolidated and aimed toward a public version of the Hoedad history book.

A couple of other points should finish this up. One is that Tom Cleveland has already pre-sold about eighty copies at five dollars a piece; payable upon receipt of the book. More will be sold before we're finished. Beverly has gotten a grant from McKenzie River Gathering for over four hundred dollars toward logged hours and two more tape recorders. I would like to offer a few points of criticism about the process to date. I may have spent too much time concerned with process rather than product. I do feel that the structure will help to order a more collective approach, but I find that the more I produce, the better response I get in terms of input. There is a fine line here that we must not lose sight of; words limit things considerably. Once they are written they tend to represent more than they are meant to. The more collective input we have, if it can be ordered toward one product, one goal, the better. A collective perception is always deeper, broader and more objective than an individual perception especially when you consider that close to fifteen hundred people have been Hoedads at one time or another.

H. H.

RELATIONSHIP: HOEDADS /BOOK CREW

The book crew is currently an unstated partnership made up of members with varying levels of input into the book. Currently Hal Hartzell and Beverly Gates have invested the most time and energy into it. Records have been kept of hours logged and amounts paid out. As it turns out the logged hours are worth about three dollars or less. Within the book crew structure the following pay system was established: full-time co-ordinator can log as many hours a week as worked but paid up to a maximum of twenty-five hours a week. Of this twenty-five hours the first five worked are unpaid per week. Maximum dollars per week--100. The half time position of which two were created, but only one used, works in a similar manner up to fifteen hours a week, the first five unpaid. The hourly rate is five dollars per hour. Example: Hal works 23 hours in one week and earns $23-5 = 18 \times 5.00$ or 90.00. This system was devised in order to insure solid input before logged hours were paid out. Any one who would like to work on the project is eligible under the same conditions providing that they do it in conjunction with the book crew, for payment. The first five hours per week are unpaid and then up to the next ten are paid at five dollars an hour. There has been much input into the book in the less than five hour per week range.

Structurally the book crew needs to extend its contract with Hoedads thru the next quarter. This contract should include any financial agreements reached by the general membership about the book as well as a more specific statement of what is to be accomplished by the book crew in the quarter. This contract should be similar to the last one made, only more specific, since more is known now about the process that we are involved in.

In the happy event that the book catches on and sells more than two or so thousand copies, another structural difficulty will be encountered, what to do with the money. Two things come to mind here: that the hours expended by individuals working on the book should be subsidized up to at least 7.00/hour; that any other capital made by the book be placed in a special development fund to be used to further develop the notions of co-operative structure and collective process throughout the community. This special development fund could be administered by an elected board of Hoedads working with specific criteria and even paid staff, if there is enough money for that too. If the book does sell a lot of copies that means it is going to create an interest; many people could come looking to Hoedads for direction. This special development fund could be used in a sense to answer those interested people with trained Hoedads well versed in the structure and process of our co-operative. If there is a lot of money, seed grants and loans could be made to other co-operative ventures. All of this is speculation at this point, but it is probably wise to be considering it now, just in case.

In any case all monies advanced by Hoedads toward the book will be repaid off the top of the contract, so to speak. If the Hoedads end up spending eight thousand dollars and we only sell 1,000 copies at five dollars a piece than were looking at a 3,000 dollar project that produced a history book, end of story, end of lesson. If on the other hand we sell 10,000 copies we will have a history book and a little money to play with.

H. H.

RESEARCH

Research projects for the Hoedad Book:

1. get together all of the treasury pies; one for each year.
2. List all loans made by Hoedads to other groups within the community
3. List all loans made by Hoedads within the co-op.
4. Update list of all Hoedads, presently and formerly.
5. List and briefly describe all Hoedad efforts toward diversification. Ex: N.A.S.R. Cougar Mt. nursery, etc.
6. List of other community organizations on which Hoedads have served. Ex: L.E.D.C., O.U.R., etc.
7. More interviews: former Hoedads current Hoedads, Members of the community who are familiar with Hoedads.
8. Yearly peak size of Hoedads since 1970.
9. Gross receipts for each year.
10. Track the evolution: inception, changes, uses of the cash reserve fund through Newsletter articles, General Meeting minutes, etc.
11. Trace potential theme issues through the N.L. G.M. Council, etc.
12. Specific questions:
Largest Hoedad contract
Smallest " "
Average size of Hoedad contracts
Largest quarter gross earnings
Smallest " " "
Largest year " "
Smallest year " "
13. Transcribing taped interviews already made.
14. and much, much, more.

BEHIND THE WHEEL

A squirrel
panicked, stalled
was slain, like the tiger
swallowtail, 5 minutes later
on the windshield
and India crashed into Tibet
in slow motion, throwing up
mountains; the river
at Eagle Rock hurled itself
over the rapids.
Root hairs
of the dogwood
pressed further
into the soil

Howie Horowitz Fall '74

1978 →

Sprouts comes on
Hoedads unanimously
Support. BAMON
DIXONS

Childbearing Parents
Support Bp Co-op 1st
Arises as issue

2nd Growth FORMED

Recall Weinstein
unsuccessful

First Woman Prez
Gail Slentz

1979

Pacific Rain
Becomes Co-op

FMR SPLITS
MUDSHARKS SPLIT

Defamation Suit
Hung Jury

1980

Medford Confrontation
1980 Women's Gbm

So all of these words, are generic to the industry and the co-op approach to it. The fact remains that treeplanting requires strength, endurance and commitment. In the early days without assignment of claims or a cash reserve, treeplanting for less than thirty dollars a day and waiting up to six-eight weeks for payment stretched some peoples' resolve to the limits. The sense of being able to make our own mistakes was sufficient enough for us to continue on. We had inklings of what was possible but the obstacles at times, seemed formidable.

Rough Draft/Chapter five Work Relations

The traditional leadership roles of the contractor and foreman, with which the Forest Service et. al could identify were drastically different when dealing with the Hoedads. A different foreperson everyday, each planter feeling like an owner and therefore free to converse with the inspectors of contracting officers as if they were equals. The differences in perception between the Hoedads and the people they worked with were sometimes enormous.

One incident comes to mind concerning the dynamics of group consciousness battling it out with individual consciousness. (see book)

The reputation was being developed about the hippy treeplanters with women on their crew, but mostly they were considered that they could be dealt with. The existence of a democratically managed crews who planted good trees, became an issue. Some people in the FS must have thought it worth the hassle or we probably wouldn't be here today.

Many times we overstepped our bounds, many times we were transgressed against. In over 300 contracts successfully completed by the Hoedads not one blow has ever been thrown by or at a Hoedad on the unit; not with standing a few internal troubles.

EXCERPTS Chap. 6

The community in which Hoedads began was alive with new directions: the renaissance faire, later to become the Oregon Country faire, the Saturday Market, The Augur, co-op food stores, Jack Rabbit Press, Mama's Homefried Truckstop, Starflower, and many others. All of these began within two years either side of 1970. There was an alternative culture growing in the Eugene area; many immigrants from all over the United States came here looking for something else. They came up from San Francisco, out from New York and New Jersey; looking for Oregon and work; looking for a piece of land and an organic garden. Hoedads found it self beginning within this community. They shopped at the stores, went to the faire, looked for land. With every expansion the people came from this alternative community, except for the notable exception of two crews: Los Broncos and Westfir.

In the early period from Spring '70 thru summer '73, the Hoedads as a co-op with structure and process did not exist and therefore offered no model to the community. The Hoedads had no Cash Reserve and therefore could offer no loans to bolster other economic efforts within the alternative community. The Hoedads were just simply there planting trees and trying to get by. They did security for the Oregon Country Faire when it was still the renaissance faire for the first time in the Summer of '73. They have been involved in security at the faire ever since.

The bottom line for the Hoedads in regard to influence on the community, business and otherwise in this period, was that we weren't too impressive as a group, but we were enthusiastic and our trees lived.

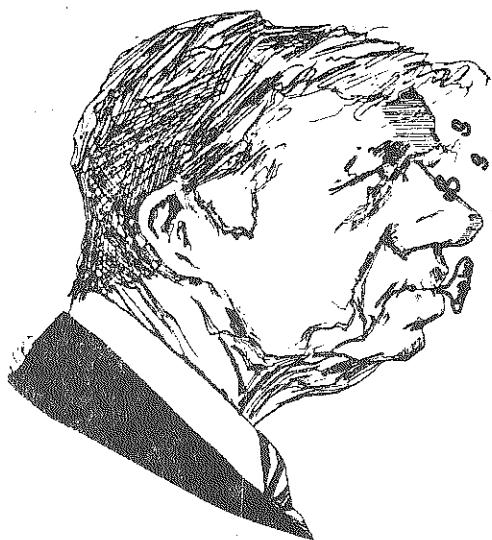


So these excerpts are a bit of what's happening. They lack a little flesh, a little live flesh; recollections, anecdotes, color. When the rough draft is done there will be many holes, it is up to all of us to fill these holes. There is no room for reticence, false modesty or any other barrier that would hold us back. Do not under-estimate your own experience, all of our input is valid.

There are many ways to plug into this project. There is writing to be done; research to be chased down; taped interviews left to transcribe; more interviews to be taped; graphics, poetry, pictures to be selected or taken. This project can be successful without extra effort. It can easily serve its' purpose. It could also move things up into another level with a concerted, collective effort, with an understood co-operative goal.

Should this book reach the national co-operative networks, should we sell more than a few thousand copies, then we can expect to be scrutinized even closer than we are now. I think we should be willing to share our experience. I think we should also be proud of it.

H. H.



I remember the last war, they get hazy after awhile, the conflicts that shift from year to year, each a minor crisis, each a potential road to the end.

I remember a few weeks ago sitting in the bidding room, nursing a beer as I waited for my bus, a long day behind me, just sitting there trading idle talk and then Carter came on the radio to give his state of the union address; like some hand knocking on my door which has been shut for so long.

He said some things - the draft and the president of a great power threatening another great power with war. I kind of grew sick inside, like a pit opening up in me. I pushed it to the back of my mind and headed out through the rain to the bus stop and home.

There was this time when I was 18 when I used to hitch everywhere, everyday, the waves of faces that passed me by in those years. And one face sticks in my mind, one night outside D.C.

This guy, probably not much older than 20 who had spent 3 years in Vietnam, volunteering for two extra years after the first year. Getting his jollies there I guess, his father some marine general.

I couldn't quite place him, the way he was, sitting behind the wheel of an expensive car, dressed well, clean cut and neat. I couldn't picture him killing all those people like he told me he had.

It doesn't seem like too much at all made sense back then, the reality of war being so far from people's heads. Just a headline and a few gory news reels. But he knew and he couldn't tell anyone. If it had just been men, maybe it wouldn't have mattered as much but it had been women and the children and he'd been living in his own private hell. Thinking about it is still pretty incredible and if he hadn't been crying maybe I could have hated him as I hated so much back here. I didn't know what to say.

I lived with another guy for awhile who had killed a 14 year old Vietnamese girl with his bare hands.

P. 25

The LAST WAR

I remember the wail of sirens and helicopters cross in the sky, probing the streets with searchlights I remember the police lines and the soldiers on the bridges with automatic weapons. I remember how after Nixon won the re-election in 1972 how everything changed. Looking at the headlines the morning after the election and feeling sick inside; the dank city air, the fall turning into winter and the long winter ahead. It seems that after that everyone grew cynical and the war dragged on.

Yeah, the war dragged on.

I remember the last night the night Nixon resigned and a wild spontaneous party in front of the White House. A somber occasion, the police holding back, closing off the street, not caring. All of them too stunned. Then there was the police car slowly inching its way through the loose crowd in the street.

One of them had his arm out the window, sitting there calmly. And then out of the crowd some punk I remembered, vaguely from the suburbs, ran forward and smashed a quart bottle of beer into the cop's face.

I just stared and the crowd swarmed around the car like flies.

I sat in my chair that night after Carter's speech and I thought about how much has changed for me. This time around I'm not so afraid but Carter's speech brought it all back, it's too easy to live in this town and forget the rest of the world.

If there was a war I'd have to drop everything because I can't stomach the thought of it. There's no way to avert the implications of a war in this country.

I can see both sides of the issue of Hoedad involvement. I'm not so convinced that if our name were involved it would be so important but one way or another this mess with the draft has to be stopped before it gets started. Maybe I've been spoiled since I've been here but we have a fair amount of power now and I'd still like to see us go a long way with it and a war won't do anything but fuck us up.

I don't know what to say and we haven't got any more space for this in the newsletter.

I'd hate to have to kiss our future goodbye.

Greg Naghe

Cont From pg 11

Meanwhile back at everybody else...

There are two crews that have almost learned how to have good meetings in this co-op. I mean meetings that are actually democratic and get business done more or less efficiently. The rest, not so great. I'm sure the more experienced people in the co-op are aware of what's going on. Crews are going through the same trips people went thru years ago. In fact, the same trips we go thru every year. Because,



Understand Your ZIPPI Nature

1, there is a very high level of new, untrained people and two and three year vets who are only partially trained, and 2, because on the extreme, you have your three to six year olds who are suffering from the logroller syndrome i.e. they're burnt out, or they're trying to get enough money together so they can leave before the get burnt out. People who for whatever reason are more interested in making money and getting out than the long term health of the crew.



Why not use something a bit different this time?

Then of course there's the 3, crew space cases.

Take a look around, analyze your crew, categorize them any way you want. Is your crew sliding downhill? Will you end up spending next year training (again) an inexperienced crew? Will you get frustrated and leave because your crew is so green? Will you get sick of hashing out the same trips at your half assed, spaced out crew meetings?

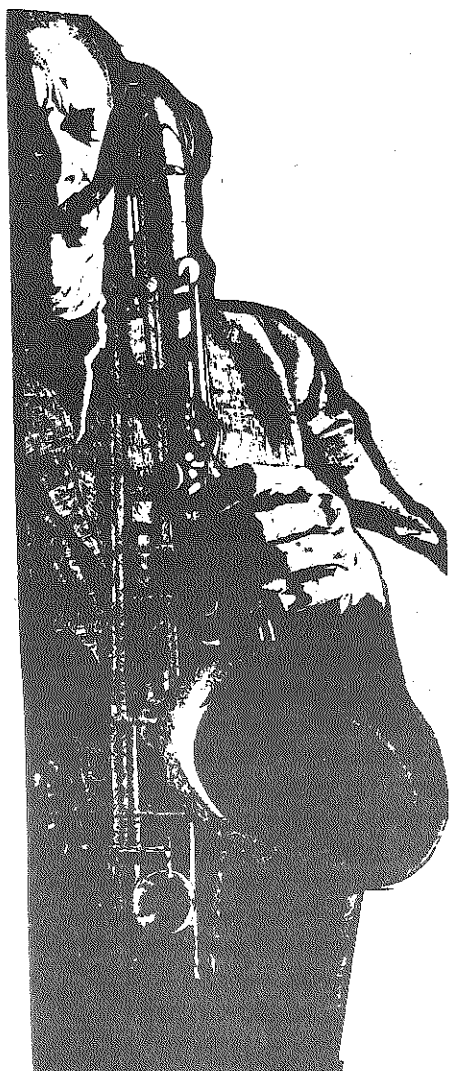
I have some suggestions. Find out who on the crew has any kind of long term commitment. Find out who doesn't at a crew meeting. Everyone should know where people are coming from when they effect the crew. TRAIN, oh training is the most important part. Train people in how to plant and how to move. Keep training them until they are an effective part of the crew. Train them in meetings so they don't make a bad situation worse. Have nominations and elect the best trainer on the crew. Pay that person. I guarantee that job will pay for itself ten times over. Duty now for the future.

Bresgal



I am fully convinced that all Hoedads interested in doing Timber Stand Exams can benefit considerably by a week long training session as proposed by Jonathan Walker. Even those on crews now putting effort into training, mainly Half and Half and Acme, will benefit. As an example, Jonathan plans to bring in a U of O graduate biologist to explain plant communities. Very few people, even in the Forest Service, adequately understand plant communities. Also at no cost to us, he plans to bring in a Forest Service person to give us an overview of TSE's from the Forest Service point of view. Tree and shrub identification, map reading, instrument work, fixed and variable radius plots will be covered as well as actually doing some plots. Trained coop members will assist in this training.

Timber stand exams are complex. No one knows all there is to know about them. The more training the better. Training on the crew level is valuable, no doubt, and I support it wholeheartedly. On the other hand, that a crew training program or any other single program, including this one I am proposing, will completely qualify a cooper to do TSE's is highly doubtful.

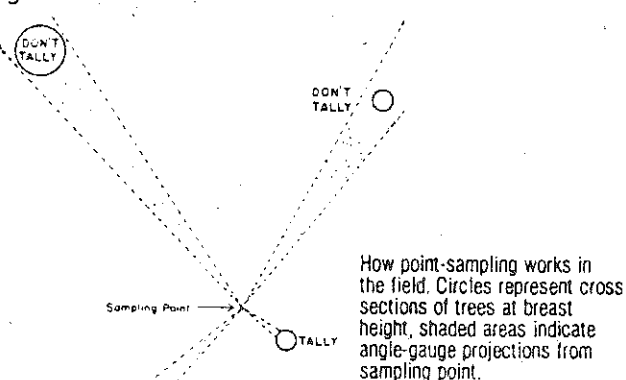
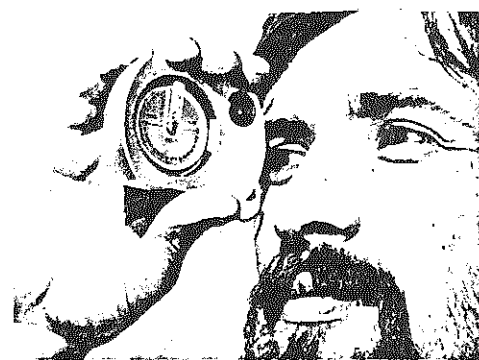


Many interested Hoedad's do not presently have access to crew level training. A lot of work is coming up in TSE's starting early this Spring and going through the summer, as verified by Charley Coulter who called many National Forests.

The high level of training required, the inadequacy of crew level training for all those wanting to commit to this work, and the considerable amount of this work coming up soon all point to the need for centralized Hoedad training and planning. (The 25 February 1980 Council Minutes incorrectly stated that I said "the TSE meeting proposed a training program at the coop level instead of the crew level..." What I actually said was that the TSE Study Group agreed on the need for centralized coop training in addition to crew level training.)

I ask for the support of all crews now for this important step into diversification. Diversification makes the coop strong by making us less dependent on one line of work, by better familiarizing us with the entire forest ecology and management, by offering less strenuous work for those sore from years of tree planting.

As the first step in a centralized program, I would urge approval by Council of the unanimously approved motion of the Timber Stand Exam Study Group: That Council approve up to 10 hours per week for a Timber Stand Exam Coordinator (who will be Charley Coulter) until the General Meeting, whose duties will be: 1) A comprehensive survey of persons willing to commit to Stand Exam training and work and when. 2) Prepare an article for the next newsletter. 3) Coordinate a GM presentation. 4) Keep Council updated on TSE meetings and work. 5) Keep in touch with experienced coop members to get all relevant input. As a next step, I suggest electing a permanent TSE Coordinator at the GM. The job would be continuous coordination of TSE work on the central and crew



level. Also I urge adoption by the GM coopers of Jonathan Walker's proposed week long training program.

We need centralized training and planning now for this challenging work. I ask for your support.

In the spirit of cooperation and heart felt concern,

Ed Landen

Forest Planning

FOREST PLANNING, a new monthly magazine featuring enlightening articles about forest management and planning programs, will make it's first appearance in April 1980. The first issue will highlight the new Forest Service planning process, and later issues will contain in-depth coverage of economic, biological, and social questions posed by each forest plan.

Each month, **Forest Planning** will give it's readers access to the latest research and developments made in forestry and forest planning. In addition, the magazine will provide citizens and opportunity to communicate with one another about mutual problems, and potential solutions. These and other features including periodic updates on FS and BLM planning schedules, will make **Forest Planning** an indispensable aid to all members of the public concerned with the management of the nation's public forests.

The price of **Forest Planning** should meet anyone's budget: the first three issues-- April, May, and June-- will be FREE. After June the annual subscription rate for individuals will be a nominal \$4.80, and the institutional rate will be \$10.



ACME ??!!!!!!\$\$\$\$



Q. What is the difference between a drunk and an alcoholic?
A. An alcoholic goes to meetings.

It is Acme's first winter, we're laying the foundations, building towards the pinacull. a synthesis, between experience and evolution. Various points of view, attitudes, different styles of living, different types of food. Working on our meeting process, on sharing responsibility, on using effective criticism. Open to using a variety of paysystems, learning to trust one another and blend personalities. Commitment and compromise. Experimentation and expansion.

December brought us big pennies, as we swept the South Umpqua along with seven other crews. Camp was a Myrtle Creek grovel pit which never got any sun. Not that we spent much daytime there, the typical winter scene, it's dawn to dusk on the unit. The weather was fine, many a clear day. Red Star wasn't the only twinkling night in camp ('cept when all the laterns failed at once).

Started off fairly strong, an experiencdd core with four new members. We developed a comprehensive training program, worked on strategies to intergrate rookies into the line as soon as possible, seemed to work rather well (no signs of insanity...yet).

Steve Cole offered his soul (sole?) as permament camp person. There were alot of high expectations, not enough clear direction for the cook. He tried to satisfy the "food fascists" and those in "hog heaven", a nearly impossible task...Steve had to rise before the sun for breakfast, not much time with the crew. What a burn out! Were back to a rotating camp person system...works better, less alientating. Part of sharing more than just the line.

So we were on that final unit, finished those last South Umpqua acres, when the first January snow began to fall. Such timing, it's Acme style.

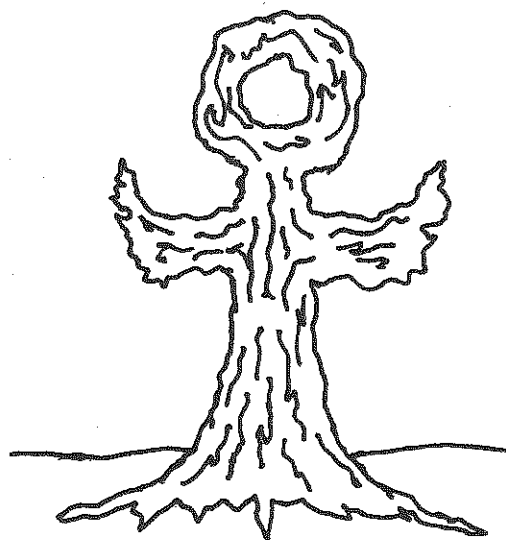
Then it's up the coast to Hebo, for "steady" work. Prindle Creek Mudballs and tough inspection. Not a week into the cotract and shut down cuz of wind and sun and air and snow. Ah, but you can relax at the Bani Brith (Bizarre Birth)Camp for re-tired treeplanters. Complete with hot showers, swimming pool, heated cabins, indoor ping pong, basketball and sack court, and the moody blue Pacific. More than all the luxuries of home. Not to mention 24 hour entertainment at the OCS Lounge (obnoxuios carnivorous smokers) and the debut of the Wacme Guitar and Jugband.



And if you can't work in Hebo there's always Philomath. So what if it's a two and a half hour crummy ride; works work (even if ya don't make enuf to pay for the gas). Philomath becomes a trail of minor disaster, Blue's carborator, Grunt's fuel line, nor enuf sets of chains. Then the climax, two rigs buried to the axle in mud. Blue loaded to the gills with 29 loaded planters (is this the meaning of cooperation?) Is this what it takes for us to get a whale? Sure enuf within days Weyerhauser's Wayne spouts into camp. Just in time for rain and Hebo, shebo? Personbo? calls.

We've had an unique pair of guest planters as well. Carlos and Cypriano are two Mexican men dedicated to supporting and organizing undocumented labor in the Northwest forests. They have come to acme to share culture and knowledge and to learn by direct experience the rigorous conditions of woodwork (and outrageous personalities of Hoedads) This type of exchange is invaluable!

Where will Acme be in the spring, who knows? Hopefully not still in Hebo. Until then It's Rainy days, tube away!



the seventeen acre unit

i curse her
seramble over her abused.
exposed carcass
The pall begins to settle
Body spent with exhaust...
smell of smoky fuel lingers in the draw
clinging thru the once living
...more than exhaustion
The pain of the fall
The fall of which is death
The death of her hillside
Her power shorn with the upheaval
I find lengths of
choking cable
and rusted tobacco tin
deep slash bites
reminds me
she
considers me
enemy.

rachelle/acme

PG. 2

mad dash

after a long cold day
The mud on our bodies
Someone cares
Sitting in a circle
Gathering warmth
Waiting silently
For a single hot meal
Someone cares
At last there is food
People grab, with bare hands
Never enough silver
Filled bellies
Motion returns momentarily
Someone cares
A flute
Then a guitar
In the background
The sweet smell of piece
Peace in the air
Light begins to fade
Men and Women
Single out
Only to drift into slumber
Proving repition of another day,
Someone cares.

Terry G./acme

I

Perched upon a stump
Reelin' backwards
Feelin empty space
where deep and tall
that wonder woman stood
In silence benign
breathing
how many bred within her breadth
burrowed in her branches
flutter and gnaw

Once a song
Of wing and tooth

The saw sputters
consumes with sickening motoroar
sucks life from all living
boring to the core

now a legacy
rooted in air/

rachelle/acme

Thanks to the patience of Tom Cleveland this newsletter was brought to you by.....

Lucy biggs	Th.
Slash	RS
George	TH
Tami	RS/CT SURFER
Deb T.	RA and Sandy
Holmes	TH DS helped
Lynne	HH
Pat S.	TH
Hal	CT
Laurie	NW
Peter	RS
Greg	RS
Kate	STARFLOWER
Bev	PFF

2¢ WORTH ON TSE's

I wish to address several issues on stand exams. I strongly think stand exam contracts should be allocated to small CREWS. I am into training people as always, however; I resent expending my time and money to do training. Half and Half, earlier this year as a crew, bought \$750 worth of stand equipment. This equipment was ordered from Ben Meadows by Eddie Landen for the intent of working the Mapleton stand exam contract- we lost that bid and he wanted the coop to pay to ship it back to Ben Meadows. Half and Half took this equipment on as a crew with the intent of two to four of us working a contract this year. Half and Half just took on a woman trained in stand exams through LDEC/LCC Forestry Workers Training Program. Two other members of my crew came to Ashland stand exam and did training in Ashland and were not paid. They came on their own time, with these people behind me I think Half and Half can handle their own contract.

There are other crews in the coop that can do a contract also, Acme Cheap Thrills and a possible conglomerate. If problems arise we can help each others contracts go smoothly.

NUWAKWA: I do not feel challenged by their re-entry into Hoedads. I do however oppose them coming back with out paying back their 8% at an accelerated rate. I also could have used my cash reserve this summer to help me get started with stand exams. I had to take a personal loan of \$500 to do Ashland stand exam contract. I spent \$1600 on equipment, worked 12 days in the Dale Phenotypic survey and received an increment borer, compass and owe the Phenotypic books \$21. I've heard Nuwakwa is 12 to 15 people. The Hoedad figure of 6 to 10 brings the total qualified to 18 to 25 I feel that winning work for 18 to 25 people may not be easy and to think lots more people can be trained economically is a very optimistic attitude.

To get started in stand exams cost anywhere from \$300 to \$1000. Will people make a good wage?

I made a lower wage last year but paid for my equipment already, within my crew we have three complete sets of equipment (including three Spiegel Relascopes).

To conclude: I will help conduct a work shop at the next GM. I am into training as many people as economically feasible. the ability to do stand exams is often over mystified and exaggerated. It takes time, commitment, and money. It takes money to make money, a new person might break even (if lucky!) on their first contract this year. So don't think you can make a bundle doing stand exams, the gravy is not that thick.

A SOUND CULL, CAUD

To The Hesitant Bidder:

pg. 28

Basic Theory TSE

TSE's are the system used by the foresters (FS, BLM, ETC) to take inventory of what there is out there. The info obtained is used in making management plans for each area, much of this work uses computer. How we fit into the process is by going out into the field and gathering the data necessary for their computer programs. It's utilized in a lot of ways; to write "prescriptions" for the management of each area, deciding when to cut thin, determining an area's growth rate, disease the list goes on and on. Region 6 (the region we're in) uses what they call the Tri-6 system. The plot cards we fill in are done in computer codes. This is the closest Hoedads has come to doing paper forestry work and there is a lot of paper involved.

Timber stand exams involve doing plots on a random sample basis. the usual way for insuring a random sample is they require a set grid pattern, this is to make sure you don't just hit the open spots.--less work. The contract also requires a minimum number of trees per plot so the sample is statistically correct. With the grid system you always have to know where you are (aerial photos and maps). There are two kinds of plots fixed and variable. The fixed plots on the Ashland contract were just like stocking surveys--measure out 1/100 of an acre and tally everything in the plot. Variable plots boundaries are based on basal area factors--size of the trees. Basal area factor is how much wood there is out there (based on stems per acre, DBH that's real rough). In the plots we measure height, diameter crown ratio, crown class, defect damage, pint occupancy, species, etc. A lot of the work is learning how to use the charts (tatum aids) they provide and fill out the forms properly.

To get started with stand exams it takes about \$300 to \$400 worth of equipment. That's for the basic's--compass, spencer, tape, clinometer (for measuring tree heights) diameter tape, two increment borers (you really need two, they break and get stuck in trees), cruising vest, calculator and angle gauge prisms. If you are at all serious about this work don't buy cheap equipment, get the good stuff. It will make up the extra cost in increased production. It would be a real pain waiting two weeks for a new diameter from Ben Meadows.

I want this coop to foster more new bidders. Too often potential bidders are intimidated by the no relay meetings. It all seems to speak a foreign language.

That there's math involved I won't deny, but it's algebra not calculus. And the bidder's don't plug in their analyzers to automatic pilot, we study the info and flounder around for awhile making sense of it all. Then we feed back to the group our formulations and questions till we're sure we said it all thrice over.

Educated, evaluation questions you too can ask in the bidding room...

- Is there a snowout factor?
- Will the nursery have trees on time?
- Dust and how bad is the ground?
- How bad do we need/want the work
- in question?

Our brainstorming approach to bidding keeps error at a minimum. A thorough discussion can only result from everyone's participation. The more minds at work, the more exacting the bidding.

If you want to learn, take part in the process. Learn to ask the relevant questions, participate in the discussion. It won't be long till you're up to your cerebrum with the rest of us. This game is not a spectator sport.

This time of year is a busy one for the committee, many contracts need to be studied and presented. Many hands more work, duty now for our future.

Jan Frost PFF

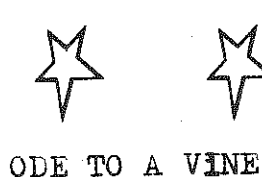
This work involves a lot of walking but is not a killer! Hoedads has a lot of potential to get into it, having the person power to handle big contracts, where the big \$\$\$ is. There are not many contractors who can handle 3,000 plots. Getting people trained is the major project on hand. Standards will have to be set. The work demands communications and consistency in this work everyone's ideas have to agree, and the need to be able to trust each other, so the work can be done as efficiently as possible.

The paper work is intensive; the field data collected is put on to forms adaptable to computer processing. Systematic administrative skills have to be developed to deal with this however there are a lot of specified tools to buy...

Increment bore
clinometer
Diameter tape
spencer tape

compass (ranger type)
vest (a must)
tatum or clip board
spiegel relascope--this is not a must on all exam contracts, sometimes Angle gauges or prisms along with a clinometer can be substituted. (A spiegel-relascope alone costs around \$500 and contains no gold.

T S Equipment



ODE TO A VINE

exquisite agony
drags my body awake
fingers trembling
caught in a forbidden
frenzy
racing up and down
my inflamed wrist

li/ct

1980

Surviving The Economic Depression of Becoming a Hoedad

There are quite a few new folks in the co-op these days: this is for you. I've seen your face as you straighten yourself up from the last bout of plantin a tree; mud dripping down your nose from pushing your glasses back up for the hundreth time, & seeing that the person you were following has completely disappeared, leaving you in a state of total confusion & despair. You work hard. Finally you climb into the crummy exhausted, hoping to get to camp before you die of hypothermia. Once again that confused expression as you watch, shivering, other crew members changing into dry clothes, joking& singing.

One slowly learns the tricks, the magic of survival on the slops, in the crummy, in camp, on the crew and within the co-op. Oftentimes, survival depends upon money. Having enough of it, in the right place at the right time! But this is an advanced topic, we'll talk about this more next year!

Now, no one has everything they want (if they seem to, get to know them better). One has to pick & choose, to prioritize ones needs. There's only so much money available to a new planter's pleasures because of 1-high initial equiptment expense, 2- membership fees, 3-fewer planted trees, 4- etc, etc,etc. I remember well the \$128.00 I brought home from my first month's torture! It Does get better



INSURANCE

PERSON:

1. Read and understand insurance policies. IDS (short term disability policy) and CARE (medical, life, & long term disability).
2. Supply members with any changes in policy.
3. Help new members sign up. This usually includes running down the policy coverage to each individual, usually taking half an hour each time.
4. Periodically inform members in written form cost and coberage information.
5. Be forever available for questions regarding policies and claims.
6. Assist in filing claims and follow up on them.
7. Inform "middle of the month" members on what our mandatory coverage is. Provide insurance company names where they can get comparable coverage, and then follow up on that coverage to be certain it meets our requirements.
8. Do the monthly billing. Pay the insurance companies and bill the crews.
9. Keep inventory of applications, claims forms, drop forms in supply.
10. Correspond with our agents on specific problems that occur.
11. Research ways of implementing SAIF if we must take it.
12. Answer phones.
13. Assist other office workers with whatever is necessary.
14. Deal with insurance salespersons who call with a pitch for better group coverage.
15. This insurance person should have historical knowledge of the insurance issues within our co-op.
16. Keep the files updated.

if you stick with it.

Here are a few tips I've garnered from several 'experienced' planters and a treasurer or two.

- join debtless
- don't pay rent, at least not in the spring when you'll be gone for 3-4 months.
- Take as few draws as possible. Draws seem to work like credit cards, easily overextended.
- Work everyday. Slow work is better than not at all.
- Take advantage of crew communal anything, yurt,

SO YA NEED
INSURANCE
DO YOU?



HAVE I GOT
A DEAL
FOR YOU!!

pg. 29
a job.

description

More Insurance

As you can see from the above list an elected insurance person will have plenty to do. As the insurance person for the past 4 or 5 months I've encountered innumerable occasions where my treasury work was neglected in order to take care of pressing insurance matters.

It is glaringly apparent that many of our members do not understand:

1. Why we have mandatory insurance,
2. What the insurance coverage is,
3. How to file claims,
4. What it costs,
5. What to do when claims are being held up, and much, much more.

I alone spend approx 20-25 hrs in any given week on insurance. Others in the office have also spent time informing members whenever I was not available.

I feel safe in assuming an additional five hours per week here.

-I've seen a few areas regarding insurance that are in dire need of overhaul. Our new members orientation booklets merely states the need for every working member to have insurance. The little information hanging around the office is outdated and minimal.

I see a need for a one sheet explanation of our Insurance policies that can be handed to perspective and new members.

-I suppose I could go on indefinitely.

-I believe we owe it to ourselves to elect an insurance co-ordinator. If we have to pay for insurance we might as well get as much benefit from it as we can.

Debbie

food, crummy space etc.

- Do a communal food trip with other individuals if your crew is not into it.
- Don't miss the last weeks or days of the season. They're the best paying.
- Take advantage of as many tax deductions as possible. See your treasurer. Keep receipts.
- Prepare yourself psychologically for a long haul. It takes time to learn to plant trees, give yourself that. Don't get discouraged.

Mary CT

I have tried, in a shortened way, to describe a few of the operations of the central treasury as I have learned them in the last two months. Not all the information is here. If you want to know more, believe me there is more to know.

I tried to not use examples filled with long strings of numbers. I apologize for using them in the second part of this article. But sometimes when talking about sex you have to use certain words, and when talking about numbers, one must use numbers.

THE CASH FLOW

You might have seen in the minutes or heard from a treasurer that "the cash flow is tight." You'll probably never hear that the cash flow is loose. So why is a tight cash flow bad?

The cash flows in and the cash flows out. That is, we receive checks from the Forest Services and we pay checks out to crews. All the contracting is done in the name of The Hoedads, Inc. There should be no problem in simply cashing those F.S. checks and passing the money directly on to the crews. Except for one small problem.

We don't receive those checks from the Forest Service until ten days to six weeks after the work is finished. Contracts are expensive to work and funds are low at the end, so fast payment is important.

This is where an important role of the membership fee (the cash reserve) comes in. It starts the cash flow. Let's say a crew works and finishes a contract. We use the cash reserve to pay that crew long before we receive the Forest Service check. (At this point, that money paid to the crew moves from liquid cash to money to be received from the F.S., or "contracts receivable" and the cash reserve retains its constant value.)

Let's say that same crew goes on and works a second contract. Ideally, by the time the second contract is finished, the check for the first contract has been received and can be used to immediately pay the crew for the second contract. Weeks later, the check for the second contract is received and deposited in the cash reserve bank account and we are ready to start a new cash flow cycle.

Ah yes. Nothing like long windedness and oversimplification all in one.

The cash flow is also affected before the end of contracts. A crew can take advances on contracts from the liquid cash reserve for job expenses and draws. When a crew is paid at the end of a contract, these advances are taken into consideration so that no overpayments occur.

In the winter and spring we have many crews working and often a number of contracts (or parts of contracts) will end about the same time. We pay them immediately from the liquid cash reserve and...oops, there's almost no more money left in the account. The cash flow is tight. We have to wait until we receive a check from the F.S. before we can pay any other crews. When we do receive a check, we will pay the crew that has waited the longest or has been paid the least over a period of time, no matter which contract the particular check came from three weeks before. Another tactic when the flow is tight is to not pay one crew, but give five crews advances so that they can continue working.

So the ultimate treasurers nightmare happens. The whole cash reserve is in "contracts receivable" (loaned

Natural Wonders

As the Natural Wonders strategically disperse themselves amongst the contracts of the season, I sometimes ask myself Where am I? Where am I supposed to be? You mean we weren't allocated every contract this year?

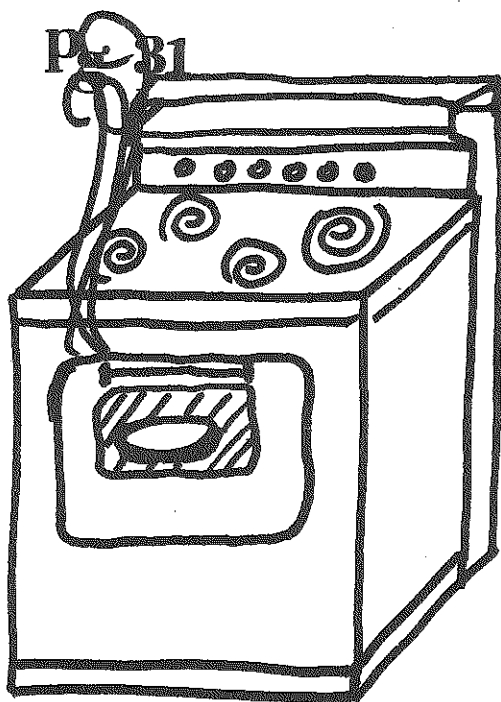
At times it seems so, as our free spirit Rane descends mysteriously, as from heaven, to tops of clearcuts from Medford to North Umpqua, and our more domestic half, the infamous Caucus Humungus, take s Dumbo on joyrides from Sweet Home to the Oakridge hot springs. Then there is our leisure class who prefers the luxuries offered at our graffiti-ridden wonder winter home on the scenic Oregon Coast. We've certainly spread ourselves thin this year. Imagine a crew so divided!! Well some of us soon felt hopelessly lost, incomplete without our other half. How could we possibly go on like this? So we surrendered ourselves back into the warm embrace of Dumbo to cruise the strip in Oakridge from Harv's to K's and back, soon to become POSSESSED. How could

any of us possibly return to Hebo Knowing Joe's Garage Act II was playing the next week, over & over & over again. The boxes of wine tantalizing us even further into sticking it out through the week. Well, all good times come to an end so while our diplomatic inter mediator, Outlandish Contrario spoke of equity in his sleep, our joyrides froze out, and Wonders once again infiltrated the Bizarre Birth camp. (With the exception of a few socially conscientious, committed women who went to Medford to aid in defending the women of the co-op from the Bear Gulch Gang, and Bobby who is waiting in Oakridge...um I mean Eugene for... his mother?) While I sit here in Eugene once again, impatiently waiting the grand opening of the 63 acre unit (just kidding), I wonder how Acme has reacted to the Wonder split-shuffle scheme, how our faithful Hebo people feel about the mass exodus to Oakridge. Our crew has proved itself to be unique in it's versatility, mobility, but where do we draw the line?

Where are our commitments, values, priorities? How do we deal with individual goals conflicting with crew oriented interests? What to do when one's Karma takes you to the right places at the wrong time? or vice versa. These are some of the problems created by our group process, and we are trying to deal with them. We do want it to work! It is our choice, but what to do when our scatteredness affects other crews? Questions?

I have no answers, just opinions. Biased ones at that, and don't believe there is a right or wrong way to run a crew of 25 hard headed individualists. Working with other crews has been a personal learning experience for many of us, and given us insight into our own crew flaws and strengths. I'm sure with a little direction and determination we'll pull through on our own just fine. So you lose and gain a few in the frenzy. That's life! Hope the spring cruise is profitable and spiritually uplifting for all of us, and that everything will come out in the run-off. Y'all have a good one too!

Teresa.



The Pies are still in the Oven

to crews before the forest service check comes). No F.S. checks are expected for a week. Money's running low. Big co-op bill are due in a few days. The crews need operating advances. Another big contract is finished. The cash flow is tight!

How do we spell relief? **A S S I G N M E N T O F C L A I M S.** Literally, we assign our claim on a certain coming F.S. check to the Oregon Bank, and they give us the money today. When the check finally comes, the bank gets it. The bank loans the money to The Hoedads (at 11%) so we can pay ourselves immediately. The total amount that we can have "out on assignment" is \$90,000.00. Not that much when you consider that a single contract may be worth that much. But it sure helps in the tight spots.

HOEDAD DEDUCTIONS

THE ADMINISTRATIVE
RAKE-OFF
AND THE HOEDAD
MEMBERSHIP FEE

Two deductions are made from all Hoedad checks to crews. One is the Administrative Rake-off (now 9%) which supplies funds for bidding, bonding expense, treasury, telephone and postage, professional services, newsletters ect. (see the administrative pie). The other deduction is the Membership fee (8%) which is deposited in the cash reserve and is used for advances to crews, bonding collateral ect(see

**DEFINITION: CONSENSUS
A DECISION THAT EVERYONE
CAN LIVE WITH**

**WHY AM I HERE? A DOLLAR
A TREE FOR THOU AND THEE**

that pie). Remember that the membership fee is refundable upon resignation.

To understand how these deductions affect the operation of our business, lets look at one point in the cash flow cycle, the end of a contract.

At the completion of (or portion of) a contract, the Forest Service will send us a form called an invoice. An invoice is basically a guarantee the the work was finished and a check for a certain ammount will be coming...someday.

So the Donut Roller crew recieves an invoice for \$10,000 at the end of thier contract. Nine percent (\$900 is the administrative rake-off and 8% (\$800) is the membership fee. So a central treasurer writes the Donut Roller crew a check for \$8300.00 from the cash reserve-

\$10,000.00
- 800.00
- 900.00

\$8,300.00 net to crew. Now heres the trick.

In three weeks Hoedads will recieve a check for \$10,000 from the F.S. But Central only payed \$8300 to the Donut Rollers. That means Central took in \$1700 (\$800 + \$900) more and it payed out. But wait. In those three weeks waiting for the F.S. check Central recieved...

-a telephone bill	- \$150.00
-a lawyer bill	- 300.00
-had a general	
meeting	- 300.00
-a bonding bill	- 150.00
equals-----	\$900.00

These are administrative expenses. Also in those three weeks, a hoedad

member resigned and withdrew \$800.00 from the cash reserve. That means the Co-op (at the Central level, not the Donut Rollers) had \$1700.00 in income and \$1700.00 in expenses.

It never (hardly ever) comes out that close in real life, but the closer the better.

Each quarter the treasurer's council meets and predicts what expenses the co-op will have in the coming quarter and year. Then, base on a projected contract income from the bidding room, we will set a percentage to deduct to cover administrative expenses. All Hoedads are encouraged to participate in this process of prediction and percentage setting.

The membership fee is refundable, so the treasury must keep tract of exactly how much each Hoedad contributes to our cash reserve.

Lets go back to the Donut Rollers. Lets say (for simplicity) that 20 planters worked by the share on that contract and all worked the same hours. Since the contract was worth \$10,000, each planter earned \$500.00, (10,000 divided by 20). The membership fee is 8%, deducted from each planters pay. Eight percent of 500 is 40, so each planter had \$40.00 deducted from thier check and deposited in the Hoedad cash reserve. Forty times twenty is the \$800.

The treasures keep tract of all this by using quarterly reports that list ever member and thier earnings. Long lists of numbers are added and cross checked, and four time a year the cash reserve is updated and balanced to the penny.

If you stayed with this article this long, either your interest in it all, or its the last article left in the newsletter you haven't read. Either way, I hope you have a better understanding of our business process. Ours is a respected business in this community because its tight and its inovative.

And it works.

Timber Stand Study Group

There will be a workshop/meeting on Sat. Mar. 15th at 11:00 a.m. We will try to get out in the field somewhere so everyone can get a taste of what it's like. We also need to discuss upcoming work, how and when people want to train etc. It appears there will be a good amount of work in Ore.

this spring and summer and out of state as well. Daily production on most of these is low and best suited for small crews. I will try to keep on top of this till the G.M. when we can decide on training, co-ordination of crews, bidding reps, whatever. Bring ideas. See you there.

Charlie Coulter D.S.

Coop Sends Dyke to Summer Camp

Thought that'd get your attention. Please don't turn the page, I'll make this as quick as possible.

Regional NFWFA was fun, educational and a social inspiration! Have you ever been in a place where almost everyone present shared the commonality of being a cooperative woodworker? What do you talk about? Probably the most discussed issues for us were the happenings of each NFWFA co-op, where NFWFA is at and where it is headed, Rudy Becking (a turned-on speaker who really buzzed us) and California haps.

The conference was held at Camp Kimtu which is off Hwy. 299 between Redding and Arcata in Northern California. It's just south of Redwood National Forest where Annie (RS) and Vernon (Mudshark) and I got to see erosion control projects (and incredibly large clearcuts) on our way back home. We also toured Simpson (plugs) and Humbolt (bareroot) nurseries.

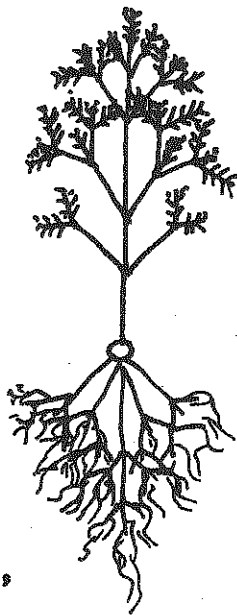
There were several speakers at the conference, who, as usual comprised the bulk of the agenda.

By far the most dynamic was Rudy Becking who's a professor at Humbolt State University. If you get a chance, please listen to our tape of his lecture in the office. He gave a great rap on the history of forestry then discussed Even Age vs. All Age management. Even Age is the most common forest style in the U.S. It means that an area is clearcut then replanted so that all the stock in a plantation is roughly the same age. The stand matures, is clearcut and replanted. All Age management is a European concept that

exhorts the value of a live forest above that of it's timber harvest value. An All Age stand is a mixed species forest with a natural mixture of old growth, saplings and seedling of the stand. Dying, diseased, or over-crowded trees are taken, leaving the best to grow and propagate.

Although this type of management may be too idealistic for our timber-hungry society, it provides a continual stand of healthy trees and should be studied by anyone in a forestry management position.

Speaking of being in a management position. . . Stewardship contracts was another juicy item. California peeps are red hot on this issue. A stewardship is a long-term contract to manage a parcel of land. It's still just a fantasy at this point but precedents have been set in New Zealand, China and Siberia. The dream is that a co-op would con-



tract to manage a watershed for 10-50 years. They'd plant, thin, fight fires, build and maintain roads, monitor fish runs, water quality and wildlife, do erosion control projects etc, etc, etc. Limited only to ones imagination or money as the case may be.

One of the most outrageous topics concerned fuel air explosives (FAE). A new device being tested in Southern Oregon as a means of site preparation. It's an 80 lb. cannister of prolyne and oxygen which is set five feet off the ground on a tripod, ignited and exploded. It literally blasts the crap out of a 40 foot radius of dense brush in order to clear the site for planting!

We heard a rap on the economics of forestry and a plan that President Carter has for upping the allowable cut in several National Forests in order to lower the unemployment rate and fight inflation.

We learned about California's answer to inventories called compartment exams which ask the examiner to locate, in the field, a particular tree from an arial photo.

We talked about what each state is doing on the herbicide front and the general state of our many member co-ops. Marmots who were well represented offered to host the next conference in Washington. We'll be hearing more about that in future months.

Have I piqued anyone's curiosity? I'd sure like to think so because we are, after all, NFWFA. We have copies of tapes that were made at the conference and Annie and I have written a full report with deets on these topics and more!

PS. Camp was swell, thanks alot!

*Mary Rich
Cheap Thrills*

no, me? A newsletter article?!
I sit here trying to write newsletter article, I realize I've never written one before.
It's a try....

Deciding to run for the position secretary was not an easy decision. Such realizations as responsibility, commitment, and pressure involved in an office position, immediately came to mind. For example:

Nightmares of 200 raving Hoedads (as in you) awaiting their minutes. Now that can be an obstacle in the decision making process. The last obstacle I had to conquer was the idea of allllll those people (you) with their eyes upon me as the G.M. grows nearer. Making that final decision is such a relief. Now the decision is yours.....

Thank you
Sandy McConnell
Different Strokes



Process: A New Way To Waste Time ?

What? Process a waste of time? Well, I'm sure we have all seen process waste time and I'm sure we have all seen lack of process (free style) waste time. Seems like ya can't win for losing.

Well I guess we can all agree that structure is necessary for anything to run smoothly in life including coops. But what is process in coop life? Is it sitting through a meeting bursting with an idea and having to wait for your name to come up on some blasted listed, and then when your turn comes you forgot it? Is it endless motions, votes and parliamentary procedure? Well yes, sometimes, but does it have to be that way? Can we use process to our advantage?

Well I don't know if we can but I do have some suggestions that might put us all in the same place, to be able to see if parliamentary procedure or process would be helpful. First some basic information on how parliamentary procedure operates. It does no good for this information to be around if folks don't read it. Also a common basis and realization that we ALL are coming together to make a decision and a commitment to doing what it takes to do, is needed if process is going to happen. Nobody ever said democracy was easy or speedy.

Now a word about the word process. It sounds like the latest trendy in thing, process. I, for one am tired of hearing it. I wish I were clever enough to coin a new phrase meaning, doing things in a logical, efficient, hassle free way etc. But I guess it boils down to change takes struggle, and part of process is change in the form of decision making.

Well why should we even deal with decision making anyway. Well if you think about it for a minute you can see that co-ops are a collection of individuals, and when you have 200 individuals, you will probably have 200 opinions. In order to have a cohesive front we need direction, decision and consensus. Consensus, being the opinion and decision of most people with no strong minority objection.

Well, my apologies to you who have heard all this before, but I think it is important to realize that we as co-op members, when reaching out into the community for new blood and new members, share the background on how we are now and how we became to be the way we are. Group decision making isn't a skill that comes without practice or examples, and many people do not have an opportunity to learn these skills before coming into a coop, or in some coops even while in a coop.

How many times have you heard or felt "Oh no, not another boring meeting" or "this meeting is going nowhere fast"? How many times have you felt that people in your coop were making decisions that affected you without your input? Meetings are a big part of life in a coop, yet meetings seem to be one of least desirable things people do. My point is that since we seem to have a need for meetings we need to learn how to attend meetings. How can we do this? Process! and parliamentary procedure.

Hoedads has a four page booklet on parliamentary procedure designed for Hoedads. It basically covers responsibilities of a Chairperson



and responsibilities of an individual participating in a meeting.

One thing I have noticed at informal meetings that really serves to slow things down is a lack of an agenda. An agenda serves to let people know what will be discussed and what to be thinking about in preparation for the meeting. It seems like a picky point when it is a small meeting of people that know each other but I have seen the lack of an agenda ruin more than one meeting. An agenda is needed to also allow people a chance to pace their mental energy.

Also someone recording who was there what decisions were made (motions) and when the next meeting is ie. MINUTES. Minutes should also record who said what and be available to everyone who needs to know what happened.

A standard format for meetings also seems to help for smooth productive meetings. Hoedads have been experimenting with an agenda topic used for years in unions meeting called Good and Welfare. This is the place in a meeting that everyone can make their constructive suggestions "for the good and welfare of the organization, crew, or coop.

Criticism/self criticism is another tool good meetings can use. This is the place in a meeting that people can point out flaws in process, individuals input or the general flow, and make suggestions on how they can improve the situation. Criticism/self criticism differs

in that Good and welfare is a suggestion for the future, and c/sc deals with what is happening (or not happening) now. Frequently Hoedads uses c/sc limited to the meeting process only and personal trips are not dealt with at meetings. Crew meetings or smaller meetings may be more suited for personal c/sc.

A facilitator is also needed to have a good meeting. This may or may not be used for a strict

parliamentary procedure meeting, but most meetings will need at least one person thinking about the progress of the meeting.

pg. 33

A lot of time can be wasted without some kind of process that is agreed upon by the people attending the meeting. We have all sat many hours in meetings that haven't produced much in the line of decision or progress. Since we all attend many meetings in coops we should learn the best way to conduct a meeting and most of all learn how to participate effectively in a meeting.

I have seen groups of people sitting down to have a meeting and everyone leaves with a sense of frustration and not much accomplished, and nobody knows why. Hoedads have been practicing what we call process for the last year and now we seem to get caught up in process, find it frustrating and don't really know why, except that since process is the latest trick in our bag of meeting tricks, process gets the blame. The point is that we waste a lot of time in meetings anyway and process is just the latest reason why. How can we change this? One way would be to continue to learn about process and meeting skills.

If we are to have a democratic organization meetings are needed and we will not get away from the problem of wasted energy in meetings until we continue to confront the problem.

A couple of other things on better process. One is don't call a meeting frivolously. Don't have overly long meetings, people do have burn-out factors. If your call a meeting be prepared. Do your homework. Have as much of the information ready, and anticipate as many questions as possible and have the answers ready if possible. Let people know what needs to be done at the meeting, and any other information. Make sure everyone knows when the next meeting is, or who will let them know.



Here are suggestions on problems groups encounter when trying to use parliamentary procedure, taken from Lowery and Holik's pamphlet. First the problem of presenting a motion and discussing it as a General Robert's dictate. This can block creative solutions to problems, and create disagreement. It can force a group to propose a decision, action or solution before people have discussed the problem or the facts, and focuses on the motion or solution not the problem. Members may find themselves locked into a position before they have had a chance to think about alternative strategies. Continued on Pg 34 →

COMPUTER: SOCIAL FOCUS

or — Would You Date a Data System?

A number of weeks ago was an outline in the minutes listing questions concerning the leasing or purchasing of a computer system. No feedback came out of that outline (to me at least) so here I will present some thoughts on those questions. This is a late night article; these are not answers, they are thoughts.

COST EFFECTIVENESS

The cost of our current treasury operation, including insurance hours, is \$30,000. a year. If we are obligated to impliment a minimum wage, deduct workers compensation, ect., the hours would probably go up. +The bid Pat recieved on a five year lease/purchase was around \$15,000. There would be installation and programing costs. Say \$20,000 over five years. +Short term monetary effect- increase in administrave expense; \$390/month lease, installation and programming costs to be deternend. +Long term effect- who know how many hours treasurers spend pushing pencils and struggling with balances. Ask a treasurer. As early as a 1975 Hoedad newsletter it was predicted a computer would cut treasury expenses by one third to two thirds. Property taxes would increase by a few hundred. Insurance premiums would increase by a small amount. We could rent time on our computer (we have already recieved such offers).

SECURITY OF PROPERTY

Some property wouldn't be much harder to steal than our typewriters. Other parts would be harder to just carry away. We would have to continue our wiase policy of locking the doors at night. We would have to continue our current insurance coverage.

The system we would use is time tested and reliable. We would have a good service contract with a local dealer.

SECURITY OF INFORMATION

Parts of bidding information is our most sensitive info. Treasury info is not sensitive in this way. As I sit here in the treasury room I know our operation is only so secure now. I went through the garbage outside Growers Market today; amazing things about Hoedads operations in it. Could computer tapes be wiped clean with the touch of a button. Just about. Could journals and ledgers be stolen. Just about.

SOCIAL IMPACT- COOP

The crews (individuals one and all) can know anything they ask about. No coop information is secret from the coop. Would a computer centralize information in such a way that a handful of people could conceal important info and thus affect the coop to



"WHAT A CLEAR UNSPOILED STREAM!... YOU CAN READ THE LABELS ON THE BEER CANS!"

continued from Page 33

amendments, it's a hassle, and if they want to present an alternative solution, it must wait till the first motion is defeated.

Rather than following the long drawn out procedure, it would be better to follow a simple problem-solving model of: defining the problem gathering all possible solutions and choosing the best one.

If this is too difficult for a group to decide to do, the group can simply agree that motions be made at the end of a discussion on a issue of problem. Then the discussion becomes a cooperative effort in which everyone had

We can try the "solution-first" type of problem solving

This "solution-first" type of problem solving promotes a yes or no position which blocks the development of creative problem solving for the whole group. If someone wants to change the motion by adding

benefit themselves? Yes, but again, any more so than the office operation now?

Organized information could, for example, give us weekly accurate reports on administrative costs without the administrative expenses of producing such reports and we could use these reports to make intelligent decisions at the point when they are needed.

SOCIAL IMPACT - WORKER

The system would free a treasurer to do field work. It would not do forestry labor. As far as labor intensive treasury work, please don't take away my calculator (everything is relative)

Future treasurers would need a firm knowledge of double entry book keeping. They would need to be able to follow instructions. (Once programmed, always programmed). If, in a few years, the coop were to find itself without a programmer, there could be some problems. I believe the computer would attract programmers into the coop. The great value of our worker operated business is the opportunity of self-education. Junior high students now have regular classes in programming. Either the bomb will drop, or the would will go on (changing).

WORK CLOTHES RACK IN THE BOOK CREW OFFICE, CLOTHES ARE CLEAN & CHEAP. PANTS \$2.00, SHIRTS \$2.00 OVERALLS \$3.00, DRESSES \$3.00, LEATHER JACKETS \$4.00-\$5.00 LONGHOHNS 50¢ BOOTS/SHOES \$9.00

a hand in putting the motion together and will most likely be committed to the decision. This all

This also allows members to change their opinions as more information is shared and compromises are worked out.

Another area of process concern is the effect of voting on the group. While voting is useful and necessary at times it can be a blocking force if consensus is trying to be reached. If voting is the only way in members minds to settle an issue it can create a yea/nay - yes/no - win/lose attitude toward the decision.

If we want to have a group carry out decisions effectively everyone must be in on formulating the decision.

Now I will add that that I believe that we Hoedads do have many efficient, productive meetings but I will suggest that we share what we have learn about meeting process perhaps during Good and Welfare at Council or articles. It hurts to see good intentions dampened by the lack of skill in meetings.

See Ya At One Of The Longest Meetings I've Attended Lauri

ACCESS TO INFORMATION

Daily weekly monthly quarterly yearly printouts would make organized information available without having to go to the terminal. Treasury information is not especially accessible now.

If the power were to out, info would not be destroyed, just made unretreivable until the power was returned. If it was a long term out, the existence of a backup checkbook, journal and the forementioned printouts would insure the continuity of the books.

POLITICAL JIBBERISH

The symbol of high technology is easily found in the forces that seem hell bent on destroying the spirit and body of our planet. Technology, or rather the intelligence that creates and uses technology, is power. And power has no polarity of its own. It is good or bad, depending on the effect of the technology.

The money for a computer would go into the high capitalist market, but in the same breath Crysler is making new tanks again. We're in it, a part of it, we must change it from the inside.

Peter

Pg 34

COMPUTERESE

HERE ARE SOME DEFINITIONS FOR COMPUTER RELATED TERMS WHICH CAN HELP YOU SOUND LIKE YOU KNOW WHAT YOU'RE TALKING ABOUT:

BASIC...THE COMPUTER LANGUAGE IN WHICH THE MAJORITY OF BUSINESS PROGRAMS ARE WRITTEN.

BIT...THE MOST ELEMENTARY COMPONENT OF THE COMPUTER FOR STORING DATA; AN ELECTRICAL SWITCH, EITHER ON OR OFF REPRESENTS EITHER A 0 OR A 1.

BYTE...A SET OF BITS, NUMBERING 8, 16, OR 32 WHICH REPRESENTS ONE CHARACTER (A LETTER OR NUMBER).

COMPUTER...A MACHINE FOR STORING, MANIPULATING AND RETRIEVING INFORMATION.

CPU OR CENTRAL PROCESSING UNIT...DEVICE WHERE THE LOGICAL PROCESSES FOR INFORMATION MANIPULATION TAKE PLACE; WHERE THE NUMBERS ARE CRUNCHED.

DATA...ORGANIZED INFORMATION.

DISK...A DEVICE FOR STORING DATA WHICH CONSISTS OF 12 RECORDS STACKED TOGETHER AND CAN HOLD MILLIONS OF CHARACTERS (MEGABYTES).

DISKETTE OR FLOPPY DISK...A FLEXIBLE RECORD 8 INCHES IN DIAMETER USED FOR STORING DATA OR PROGRAMS WHICH CAN HOLD UP TO 1 MILLION CHARACTERS (A MEGABYTE).

HARDWARE...THE MACHINERY WHICH MAKES UP THE COMPUTER.

"K"...# OF BYTES OF DATA STORAGE CAPACITY; 32K = 32,000 BYTES.

PRINTER...A DEVICE USED TO PRINT PAPER COPIES OF REPORTS, CALCULATION RESULTS, CHECKS, LETTERS OR WHATEVER.

PROGRAM...A SET OF INSTRUCTIONS TO THE COMPUTER FOR MANIPULATING DATA.

RAM...READABLE AND ACCESSIBLE MEMORY; SPACE IN THE COMPUTER WHICH IS ACCESSIBLE TO THE USER FOR READING, CHANGING OR WRITING INFORMATION.

ROM...READ ONLY MEMORY; SPACE IN THE COMPUTER WHICH IS AVAILABLE ONLY FOR READING; THE DATA CANNOT BE CHANGED NOR CAN THE AREA BE WRITTEN IN.

SOFTWARE...THE INSTRUCTIONS REQUIRED TO MAKE THE COMPUTER DO WHAT YOU WANT.

at the ^{a new look} natural wonders.....

pg. 35

After my first week ended with the Wonders, I knew I was in the right place...with a bunch of crazies who were into getting the work done and making the best time of it. It wasn't that I ever doubted it (of course), but what I'd learnt of them by that time was quite bad enough, I just got on with it and became part of the frenzy!! Here I was in South Umpqua, my first contract, pretty easy start as far as I can tell, except for several bewildering things which it took me the whole contract to adjust to. How could it be, that as crew caller in the wee hours of the morning, my efforts were never to be rewarded by the crummie leaving camp on time? Seemed fairly futile to me to arrange to leave at a certain time EVERY day, and then neglect to either coordinate the time with our partners the Flyers, or just say "Fuck it!" I guess I came under an illusion on the first few days when we did manage to leave fairly early, but as the days went by we seemed to get either less organised, or enthusiastic, or something, hence I'd get my first exercise of the day running around the PIT rounding up the stragglers, as the crummie pulled out. Wanting to be at work early is, I guess, my own problem to get worked out as a Wonder. Blowing Dumbo's horn did a bit of good a bit of the time...and here comes Jamie with his plate of French toast,....here's Jim with his cuppa tea; packs, dogs, rain gear trailing in the puddles. Where's my dog? "Where's my rain gear?... someone must have stolen it all yesterday, Goddam, wait till I catch up with them...I'm PISSSED!!!" But wait, we're moving, yeah, rambling down the road to Days Creek with everything pretty friendly now considering it's still the crack of dawn, roll-ups being passed around the crummie to ensure a good start to the day. We'll climb mountains if necessary! Tally-ho, forward into the breach! At Days Creek we fill up with water, gas, candy bars; we manage to hang out there for at least a half hour; on to Canyonville to those exciting mornings at the Greyhound stop for some of the worst coffeee..... we always managed to leave there before lunchtime anyway, out to follow Rob up to the prospective wilderness of slash and rock.. who of us cared about it at this point? More smokes; there's incessant mumblings and bumblings above the sounds of 'Joe's Garage' and 'Blondie'. Shouts of "Turn it up" "Turn it down" "Turn it off" continue to harras the front-seaters. Once on the units we just get out there and get on. No problem with that, I love it. Rob Lewis? now of course he's the --er-- Natural (Mr Kool) 'enemy', but you mustn't think that on the slope so you kinda judge him day to day for his worth when you know the inspection % at the end of the day! I personally had no conflict with the man, even though he'd follow me and usually

dig my trees right behind me... made me more aware of planting perfect trees!! I'm sure there are better reasons somewhere for not liking an inspector. Probably that's something else I've got to learn a lot about, not liking inspectors.....

After numerous tedious further delays on the way home, it was back to the PIT in the dark. All kinds of bitching and grumping going on, always something to gripe about if a hard days work gets to you. Me?, yes I would get caught up in the Wonder way of things too, no doubt about it. Living in the yurt got to me pretty badly after a while, not that I didn't understand the use of the place, just that I personally need a little more space than that affords. Can't make any kind of complaint about the good times we had in there though, parties all the time, 6 guitars and numerous other players; sometimes a flute or a dulcimer, or a conga.. can't be too bad!!! South Umpqua was rightly timed for parties...sex and drugs and rock and roll..whatever was your fancy no doubt. Several of us got quite spectacular in our efforts to outdo others on the lines of mental instability when we partied at the town 'crash pad' I remember, but wish

I didn't !! Still, Christmas was the excuse for that and we used it. We made 4 gallons of Kahlua for the occasion, drank them all almost as they were made, not everyone even getting to try out our efforts as manufacturers of highly addicting liquers. I hate to even think how much money was spent on "OTHER" things !!, sure did have a fine time though, bottles and lines and baggies being broken out wherever we turned. Don't remember much more, probably because I only clocked up a couple of hours sleep in several days. Now THAT was what I call partying with the Wonders. New Years was as much good times as Christmas, one of the crew opening his house for a crew party which we started at 2 am, and continued throughout the next day, consuming as much of everything it's possible to consume in as

large amounts as possible the whole time....no wonder he's been working so hard this whole time, it was probably a fairly expensive party to throw!!! (Seems to me a Stroke slipped in there somewhere!) Going back to work wasn't really what we all had in mind when the party was over, or so it seems as none of us turned up for it. Had a couple of pretty lousey days out there, the worst one being on my first day as NPF., quite an experience to say the least...like here I am, new person...trying to tell all the planters that they're doing a terrible job, and that the inspection could be a lot worse because bad plots aren't even being counted, but it's the day after the New Years celebrations and I can quite see where the line is coming from for a start! Rob wasn't in such a hot mood that

Continued (pg. 39)

COMPUTER: HARD AND SOFT WARE whats a cumpueder?

PG.36

WHAT'S A CUMPUEDER?

WHEN I FIRST THOUGHT ABOUT RE-SEARCHING COMPUTERS FOR THE GM, I DREAMED OF PULLING A STREAM OF FACTS FROM MY TREE BAG TO PROVE TO THE MEMBERS THAT A COMPUTER WILL MAKE US ALL RICH AND FAMOUS. ALL EFFORTS TO COLLECT THESE FACTS FAILED. THE MORE I LOOK AT OUR ADMINISTRATIVE PROCESS, THE LESS IMPORTANT AND COMPLICATED IT APPEARS. IF THE CO-OP PURCHASED A COMPUTER, MANY OF THE PEOPLE ON THE HILL WOULD NEVER EVEN HEAR ABOUT IT UNTILL THE FIRST TIME IT BROKE DOWN. BUT THOSE IN THE OFFICE WOULD BE WELL AWARE OF THE ADVANTAGES OF THE MECHANICAL DEVICE IN THE QUIET ROOM. AND THE TREASURERS WOULD REALIZE THAT WE WOULD BE SAVING MONEY IN THE LONG RUN EVEN THOUGH THE INITIAL CAPITAL OUTLAY SEEMS LARGE. AND THE BIDDERS AND TREASURERS WOULD APPRECIATE THE ORGANIZATION AND EFFICIENCY OF THE INFORMATION FLOW AND THE EASE OF ASSESSING OUR FINANCIAL AND BIDDING POSITIONS.

SOOO..WHAT'S A CUMPUEDER? IN ORDER TO DEVELOP A SPECIFIC REPRESENTATION OF WHAT A HOEDAD CUMPUEDER WOULD LOOK LIKE, IT IS NECESSARY TO REFER TO A SPECEFIC MODEL. THE MODEL USED IS THE ALPHA-MICRO, HEREAFTER REFERRED TO AS ALPHIE.

SIZE..ALPHIE'S COMPONENTS ARE A TERMINAL, PROCESSOR, 2 FLOPPY DISK DRIVES (CAPACITY- 2.4 MEGABYTES), AND A PRINTER. THE GENERAL LEDGER AND JOURNALS FOR THE TREASURY WILL REQUIRE AT LEAST 1.8 MEGABYTES OF STORAGE. THIS ELIMINATES THE OPTION OF BUYING A HOME COMPUTER SUCH AS APPLE OR PET WHICH ARE NOT EQUIPPED TO HANDLE THIS MUCH DATA. WITH AN ADDITIONAL 65K OF RAM WE SHOULD HAVE ENOUGH ROOM FOR PROGRAMS. IT IS CONCEIVABLE THAT WE WILL WANT TO ADD A HARD DISK, MORE FLOPPY DRIVES OR MORE TERMINALS IN THE FUTURE. THIS WOULD NOT BE DIFFICULT WITH THIS MODEL.

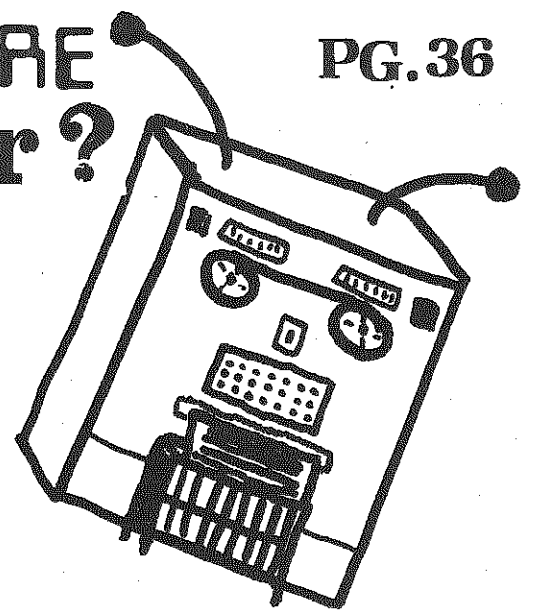
COST..THERE ARE COPIES OF THE FORMAL BID FOR THIS SYSTEM IN THE OFFICE FOR ANYONE WHO WISHES TO SEE IT. THE PRICE OF THE HARDWARE IS

\$14,052. THIS IS THE MINIMUM WE WOULD WANT TO SPEND. IF WE CAN CUT THE NUMBER OF TREASURERS FROM 3 TO 2, WE WILL SAVE THIS MUCH EVERY YEAR FOR THE NEXT 10. A LEASING OPTION IS AVAILABLE.

SERVICING..ALPHIE'S PARENTS ARE LOCATED IN IRVINE, CAL.. THEY ARE ABOUT 4 YEARS OLD AND GROWING STRONG. THERE ARE TWO DEALERS IN EU-GENE IN CASE ONE GOES UNDER. IF ALPHIE GETS SICK OR BREAKS A COMPONENT, THERE IS A DOCTOR AT 317 BROADWAY AND A REPLACEMENT MACHINE WHICH WE COULD USE UNTIL ALPHIE'S WELL AGAIN. WITH PROPER CARE IT SHOULD LAST 10 OR 20 YEARS.

SOFTWARE..IT WOULD BE FINANCIALLY ADVANTAGEOUS TO PURCHASE AS MUCH OF THE PROGRAMS AS POSSIBLE SINCE THIS ELIMINATES THE NEED TO PAY A PROGRAMMER TO DESIGN, TEST AND DEBUG PROGRAMS WHICH HAVE BEEN WRITTEN MANY TIMES ALREADY. THE TREASURERS COULD USE PROGRAMS FOR ACCOUNTS PAYABLE, GENERAL LEDGER AND PAYROLL. AT \$350 EACH THIS COMES TO \$1050. FOR THE BIDDING, WE WOULD WANT TO START BY STORING THE DATA BANK FOR A 3 YEAR PERIOD AND CONSTRUCT A FILE OF COMPETITORS AND THEIR CURRENT CONTRACTS. THIS WOULD REQUIRE SOME PROGRAMMING. THE PROJECT WOULD ALSO REQUIRE DESIGNING A SET OF PROGRAMS FOR THE CREW TREASURERS. IF WE FOCUS ON THIS SIMPLE SYSTEM AT THE BEGINNING, IT WILL BE EASIER TO UNDERSTAND AND ACCEPT. THEN WE CAN BUILD ON IT WITH ADDITIONAL PROGRAMS AND HARDWARE AS THE NEED ARISING.

TIME..THE AMOUNT OF TIME IT WOULD TAKE TO ESTABLISH THIS BASE SYSTEM IS DIFFICULT TO DETERMINE. THE ACCOUNTING PACKAGES FOR THE OFFICE SHOULD REQUIRE FEW CHANGES. CONVERTING THE TREASURER INFORMATION FROM BINDERS TO DATA SHEETS AND ENTERING IT INTO THE COMPUTER SHOULD REQUIRE A FEW WEEKS. NEXT TESTING WOULD BE DONE BY RUNNING THE PROGRAMS AND CONTINUING THE MANUAL BOOKKEEPING FOR AT LEAST ONE QUARTER. THEN THE CREW TREASURERS WOULD



HAVE TO REACH A CONSENSUS ON THE REPORTS THEY WOULD WANT GENERATED, THE ACCOUNTS THEY WOULD USE AND THE PROGRAMS DESIRED. A DISKETTE WOULD BE PREPARED BY EACH TREASURER CONSISTING OF THE CREW JOURNALS AND GENERAL LEDGER, AND A SET OF PROGRAMS MADE AVAILABLE. AFTER THOROUGH TESTING OF THESE, WE COULD ATTACK THE BIDDING FILES AND SET THEM UP. THIS MUCH COMPUTERIZATION SHOULD TAKE FROM 8 MONTHS TO A YEAR.

EDUCATION..ALPHIE WILL BE EXHIBITED IN THE OFFICE FOR THE WORKSHOP DAY FROM 10 TILL 5. THIS WILL GIVE US ALL A BETTER SENSE OF HOW LONG IT WILL TAKE TO LEARN TO USE THIS MONSTER. EDUCATING THE USERS WOULD REQUIRE CLASSES FOR EACH OF THE APPLICATIONS- OFFICE TREASURY, CREW TREASURY AND BIDDING, CONCEIVABLY ONE SUNDAY FOR EACH. AND HANDBOOKS WOULD BE WRITTEN AND MADE AS SIMPLE TO UNDERSTAND AS POSSIBLE.

PERSONNEL..THERE WILL HAVE TO BE A COMPUTER PERSON ON BOARD AT THE OFFICE TO DESIGN THE SYSTEM OF PROGRAMS, DATA AND REPORTS DESIRED, SET UP PACKAGED SOFTWARE, WRITE NEW PROGRAMS, ORGANIZE DATA PREPARATION, TEACH MEMBERS HOW TO USE THE SYSTEM AND PREPARE HANDBOOKS. IF THERE IS NO ROOM IN THE BUDGET FOR ADDITIONAL PERSONNEL, IT MAY BE FEASIBLE TO COMBINE THIS OFFICE WITH THE ASSISTANT TREASURER POSITION.

SECURITY..THE PROPOSED MODEL HAS ONLY FLOPPY DISKS WHICH CAN BE KEPT SEPARATELY FROM THE COMPUTER IN LOCKED FILE CABINETS IF NECESSARY SO THERE SHOULDN'T BE A DATA SECURITY PROBLEM. THERE IS A PASSWORD SYSTEM WHICH WOULD LIMIT ACCESS TO PROGRAMS AND FILES. AS FAR AS THE POSSIBILITY OF SOMEONE STEALING ALPHIE, MAYBE WE COULD TEACH IT TO BARK AND BITE?

PAT - THUMBS

LOVE IN THE OFFICE

The concept of a group of fat-cats sitting in an office making the big money and doling out minimal wages to the peon workers is one which I'm sure we all despise. This is one of the main reasons for Hoedads existing as a co-op. By eliminating the bosses we provide ourselves with increased self-determination, self-respect, and, of course, money. But the very vehemence with which we have rejected the oppressive system can potentially impair and even destroy our co-operative system. The danger is in allowing our emotional aversion towards oppressive beaurcratic BS to extend indiscriminately to all functions and people we encounter in any office, including our own.

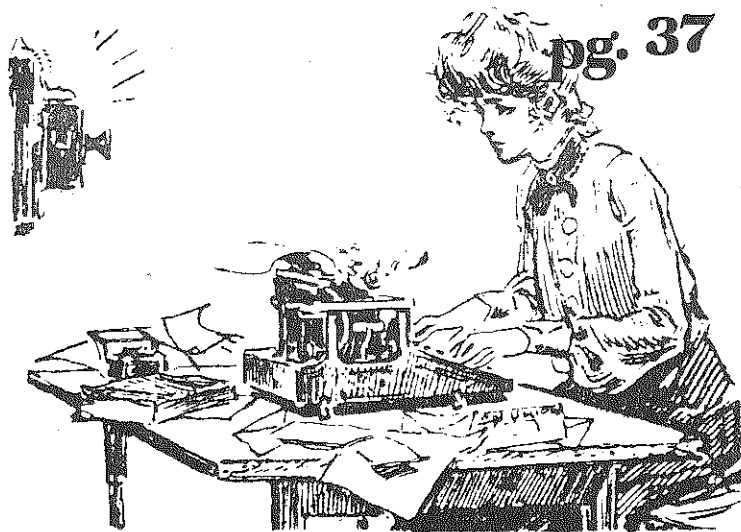
An effecient, dependable office is essential for Hoedads to operate in a way which will help each planter towards increasing income and decreasing wasted energy and which will help Hoedads as a whole project an external image as a viable, dependable business. The office people (both "officers" and "office persons") who serve this vital function for us Hoedads are our brothers and sisters who have planted next to us on the slopes and, in most cases, will be doing so again when their period of office work is done. Generally they are people who are sufficiently experienced that they can make a substantial income on the slopes. Thus the money which they receive for hours logged during the fall and especially during the spring seasons seems to me to be grossly inadequate compensation for forgoing their planting incomes. (During the erratic winter season, the office people's income may be appropriate.)

But isn't really what this rap is about. My main concern is with a rip-off of energy, rather than of money. Anyone getting involved in the operations at Central should expect things to get intense and exhausting at times, due both to external

SUBMITTED

BY

Lauri Patterson



pg. 37

majority report

pressures from dealings with the deadlines, red tape, and paranoias of other businesses and agencies, and from the internal demands of our own democratic and often chaotic way of doing things. That's what the job is about. But what to me is unexpected and seems much harder to deal with is the negative attitude of many Hoedads towards our office people. The people in the office are not a "They" which determines our lives for us, ripping us off for personal gain. Our office people act in accordance with decisions made jointly by any Hoedads sufficiently interested to come to council and general membership meetings. They are faced with the often formidable task of filling the gap between what we as a group say we want done and what we voluntarily as individuals get around to doing, the "they" is really a "we". The only way to keep Hoedads functioning as a true cooperative and to keep the energy high is to approach our problems and disagreements with the goal of working them through together, rather than taking the easy-but-destructive route of setting the office apart as something outside of ourselves which we can use as a receptacle for blames and frustrations. The office is the place to work-out problems, but when we bring in the problems let's bring in a little brother-sisterhood and love, too.

Roberto D'Amico

Loggroller

Reprinted from "Together" Fall 1976

WSDNR!!!! a gray bomb...

Dear Members,

It has recently come to the attention of the CHEAP THRILLS that certain members of the natural wonders have deemed necessary to "rub our noses in the dirt" SO TO SPEAK.

Our ears are not deaf to the infamous Canyonville incident. NOR do we feel it to be of proper etiquette to slander a good name.

Thus, we view the incident as a veritable slap in the face.

We do not intend to take this lying down.

Since we view the incident as one of behavior on the lowest possible level, the Cheap Thrills are prepared to respond in a like manner.

THEREFORE; may it be known across the breadth of this vast coop that:

The CHEAP THRILLS so hereby challenge the natural wonders to an ALL OUT NUDE MUD WRESTLING MATCH., at this summers general meeting. To the winner; honor. to the loser; shame.

A warning to the natural wonders that any "backing down" will be seen by the whole co-op, as an act of cowardice!!

Till we meet on the field of honor,

THE CHEAP THRILLS



CHEAP THRILLS / 1979

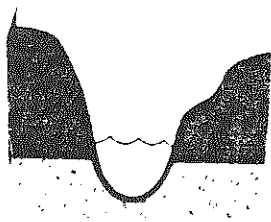
In the recent NFWFA newsletter, Groundwork presented a survival budget for funding from all co-ops from the 1980 PAC money. Because the amount seems quite large (\$7500 for six months survival under our present structure- see budget enclosed) - we want to explain our needs and possibilities to you. We hope that this will stimulate input from you on our present course and organization.

Who is Groundwork? -- At this point, we are composed of 10 volunteers, 7 of whom are NFWFA members, representing 6 co-ops (Hoedads, 2nd Growth, McKenzie River Co-op, ENT Forestry, Ida-Hoes and Velvet Dags.) In addition to these core people there are field workers from various co-ops who have put in time and energy.

As most of you know, we came together around what was originally intended to be a very quick survey of acreage scheduled for spraying in the Willamette in the spring of 1978. When we realized that we were doing work which was sorely needed in reforestation and doing work that had never been done, we incorporated as a nonprofit forest workers research group, hoping to attract attention and support for our work in the forestry community. Co-ops have come through for us, especially Hoedads, and we now find ourselves with a wonderful and impressive Lowell study almost completed for publication and several smaller projects behind us.

Why hasn't Groundwork found ongoing income? -- We have no budget to pay people for the many hours that must go into grants research and writing, for interviews and office work. Completing projects, such as the Lowell study, will give us credentials to compete for grants funding. An important part of the survival budget is to enable us to put more hours into grants application.

SEE
BUDGET
ON
PAGE 4



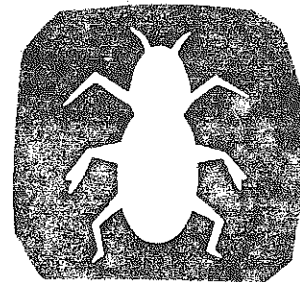
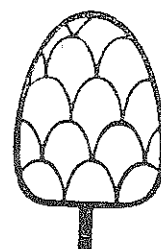
What are our special administrative expenses? -- Besides needing to pay someone to work on grants research and application, we need to pay someone to do the bookwork. Tax-exempt nonprofits must adhere to very strict accounting procedures, and are responsible for reporting, withholding and paying taxes quarterly. As an employer-employee organization we must carry SAIF, and turn in additional information reports quarterly. Funding agencies for special projects budgets are provided with financial reports quarterly and project evaluations annually. All grant applications deal with estimations, budgets, overhead - the treasurer puts this part in, usually thru a group meeting process to determine goals, needs, scope etc. Another person must be paid to put in hours to deal with correspondence, exchanging information between re-



gional members, outside agencies, and requests for data we have been working on. Daily trivia has to be dealt with - filing, bill-paying, xeroxing, purchasing supplies and so on. Add to this the usual clerical demands of editing, typing reports, drafts and project evaluations and you have the profile of an office coordinator.

What benefit is Groundwork to Hoedads? -- Groundwork has the experience to involve forestry workers in projects that relate to more site specific management policy. We have been working on a manual for surveyors, with methods of hand analysis of results, for forestry workers. This will spread the techniques widely, and help to develop quality, credible research with usable results. Our efforts have already resulted in better management, reduced spray acreages, and more work.

What have we learned over the past 2 years? -- The Lowell project has given us a dramatic lesson in over-commitment of time and resources. However, it has been a good training ground in survey techniques, communication with forest managers as well as among forestry workers and project planning. Subsequent, smaller projects have been more tightly organized, with specific, attainable goals. Our office has become more capable of dealing with headaches such as the myriad financial



reports necessary to maintain our tax-exempt status.

Where would this "survival" funding take us? What are our goals for this year? -- There are three projects that we are dedicated to completing at this time: the Lowell Report, a resurvey of manually brushed units and analysis of resprouting, and the workers' survey manual. We would like to get agency funding for an analysis of brush pulling, to contribute to the letting of realistic specs on this year's contracts. We are currently working on this in several places. Beyond this there is much that needs to be done, and other possibilities for funding, but without seed money we can't pursue them.

So we ask for your support. Groundwork, in its structure and position between academia and the slopes, is a new thing, and not able to organize directly from the co-op model (though we may evolve more toward it for efficiency's sake). We struggled for most of the year without adequate funding and core members are still working together. We welcome your criticism, and serious participation and hope to share the excitement of what we are learning with you.

NATASHA COTTRELL

ANN MERRILL

LAURIE WEEKS

for Groundwork

Wonders

cont. from pg. 35

day either, and the next day we really put the water on the fire by insinuating that the unit was far bigger than it was supposed to be. I won't even repeat what he said to us before we left, except that he told me his pet name for our high rollers was 'the Redneck Crew'!! Are we insulted?? Well I never got to help plant out the last acres of the contract because I took time out for being ill, and from that point on I have to say that I got to know a great deal about the Natural Wonders; that is to say, more than I'd already found out. When I went into hospital and ended up there for longer than I would have liked, they were the most supportive crowd of people that I could possibly have wanted to know at the time, going so far as to visit me after working all day, and bringing me all my meals, and anything else I wanted and amusing the other patients and eyeing the nurses etc. I never felt so well cared about,

Underneath all that mud and grime and matting there is this beautiful bunch of people.... I sure am glad they've voted me part of the crew.

(As a parting gesture I'll take it on myself to apologise to anyone in Hoedads who didn't appreciate the new breed of pet that got loos from one of our less informed members, and feaked out many of you. It freaked us out pretty good too, but let's hope we can joke about it next year, and after all, how often do the Hoedads get to clean up camp so well.....?)

Love + kisses Sarah

BUDGET

6 month baseline operating budget

Rent (30./mo x 6 mo.; includes utilities)	180.00
Phone (30./mo x 6 mo.)	180.00
Office costs:	390.00
Supplies (40./mo x 6 mo.)	240.00
Xeroxing (25./mo x 6 mo.)	150.00
	390.00
Childcare (2 half days/wk x 6 mo @ 2.25/hr)	607.50
Hours	5700.00
- 1 part-time office coordinator @ 250./mo x 6 mo @ 5./hr	1500.00
- 1 part-time treasurer @ 250./mo x 6 mo @ 5./hr	1500.00
- 1 part-time grants person @ 250./mo x 6 mo @ 5./hr	1500.00
- 1 part-time position for completion of projects: (Lowell Report; Pulling Report, revision and update; Manual to teach field work and analysis) 40 hrs/mo. x 6 mo @ 5./hr	1200.00
Business mileage (50./mo x 6 mo)	300.00

grand total 7357.50

We are asking proportions of this budget from the various coops: from Hoedads, 3500.00 or approximately 46%.

For The New Folks
(With "Nothing to Say")

Once upon a time there existed a brand new member of Hoedads that desperately wanted to write an article for the coop newsletter but was unable to discern between which issues had already been endlessly mulled over until everyone was tired of hearing about them and which had not. In her distress it occurred to this member that there was always going to be at least a handful of individuals like herself that were not familiar with some of the issues and to whom the thoughts she had to share would be meaningful material. Having realized this, and being a crusader at heart, she wanted to share this revelation and let other new members know they were not alone. Whereupon she decided to contribute to the paper a brief blurb that might encourage others in her position not to feel intimidated but to voice what was on their minds whether it had been said already or not. (As it is always important to let interested co-workers know where one is coming from). At this point our heroine's only predicament was in agonizing over how to begin such a literary masterpiece. Pen poised, she began - Once upon a time...

THE END SJ ACME



pg. 39

THE
END



I never did think that I would end up eating trees but after the cheese ran out it didn't take me too many days to get into it. I wasn't the first, there were 3 others before me.

Nope, I never did think that it would end like this.

We'd cruised up to the unit just like any other day. Nice day though, no rain, one of the first really warm and sunny days of the spring. Yep, a time to be alive.

That was a long time ago, all those weeks past.

At the end of a long day we trudged up to the landing. There's nothing like a solid day in the gravy for the whole crew to set things right.

We got to the crummy, started it up and listened to it die out right there, like the sweet forlorn cry of a lost child in the night.

Nope, we would never hear the soft music of it's dirty, old engine.

Dead like a rat in a trap, not even a snarl of despair as it died it's last gasp.

GONE!

No gas in the can either. The F.S. gives us one of those sorrowful looks like when they're mournfully laying a 72% inspection on you at the end of a dog unit. Too bad they say, but you know the regulations. Can't give anyone a ride, but we'd be pleased to bring you some more trees.

Then they pattered out of there in their slick little 200mpg toyota.

Well at least they had their gas allocation.

We tried using "psychic" energy to levitate the old heap out of the there. When the gas crunch had first hit, there was a spasm of spiritualism as people tried to conjure up some quick cure solution. But the rows of dead vehicles, piled up by the side of the freeway across the soggy face of Oregon, attested to the worthlessness of such hippie remedies.

We'd gone on as we had, finding the magic juice where we could, sometimes running low, but always moving on, crawling to the next contract. Each week another crew dropping out till only this one was left.

The last Hoedad crew on earth stranded next to a dead crummy.

It wasn't so bad the first few days till the battery ran out and we couldn't feed the tape deck anymore.

So here we are. The last landing. Maybe waiting for a spaceship, but most likely stuck here for good. Kicking each other from one end of the unit to another, for not doing something about the GASOLINE CRISIS while there was still time.

Regrets.....

Greg the Red

ABOUT NEW PEOPLE - - - pg 40

This article is about new people and the co-op. Some-
things you, the new person
should know about the coop
and ideas about what the new
people mean to the coop.

New person, after almost
nine years of evolution,
I want to tell you that in
spite of the way things
look, we've worked really
hard to get where we are.
I mean we have truly striven
as an organization to get
this far. Years, litterally
years, of weekly 5-10 hr
council meetings, of daily
to monthly or so crew meet-
ings, thousands of person
hours to develop the
policies, habits, bad habits,
treasury systems, processes,
or lack of processes, meet-
ing styles, administration
systems that we now use. I
want to take extra time to
point out the same is true
on the crew levels. Hoedads
has been evolving really
rapidly. Almost as fast as
our turnover rate.

The turnover rate is really
bad. There are around 250

people actively participating
in the coop right now. There
has been 1300 to 1500 people
in this coop as, an example:
I left the Mudsharks when
they left the coop in '79. I
joined the Sharks in Dec. 74
Of the Sharks who were on the
crew in 79, only Gale Hulihan
and Walter Pudwill and David
Andersen are still with the
Sharks from the winter of 74.
More than 60 people went
through the Mudsharks in four
years. Your crew has pro-
bably totally turned over two
or three times. This problem,
turnover, is one of the big
roots of why things are the
way they are. What I hope to

explain is that our training
ain't makin it and why not.

Formal training in process
or treeplanting or how to
participate in this coop.
It has never happened. The
training of the original
expansion crews was a joke.
One essentially green crew
attempting to train all these
"autonomous cooperative re-
forestation crews" in the high
art of being a cooperative
and how to plant trees. Your

crew got to wherever they are
now on their own. The Cheap
Thrills volunteered to train
and did train some new crews
like five years ago, they'd
go out as a crew and spend
maybe a week with a new crew
and people would train on a
primarily individual and non
systematic manner. In my
opinion that was the best we
ever did. Because of our
turnover and lack of train-
ing not many people have a
comprehensive understand-
ing of this co-op, or tree
planting. Look around you
and see for yourself.

Basically what I'm say-
ing is that in the unlike-
ly event that you are being
trained at all, that train-
ing will be unprepared,
sketchy, confusing, con-
stantly contradicted and gen-
erally not that great.
There's a reason for that.
It's probably because the
person who is training you
isn't trained very well or
is inexperienced or is some-
one who wanted to take the
day off. The consequences of
this for you is that it will
take you much longer than it

Continued on page 10

