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The Poulan PRO S25DA has been hanging around for a long time. And with good reason. The S25DA is a remarkable saw that gives you the same superior balance, great power curve and 38cc performance that's made the S25 series the tree care industry standard. And now this model also comes equipped with its own heavy-duty metal rope ring, so you don't have to improvise.

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To get the lowdown on the entire line of high-quality Poulan PRO chain saws, get a closer look and a demo at your local Poulan PRO dealer. For the dealer nearest you, call 1-800-554-6723 or call 1-800-452-2827 ext. 3600.
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These are excellent times for the tree care industry.

A recent Professional Landscape, Lawn and Tree Care Service Gallup Poll co-sponsored by the National Arborist Association indicates that residential tree care service contracted for in 1994 exceeded 1993 by $2 million. That is a 7% increase.

Of the total number of households surveyed, 5% contracted for tree care service and spent an average of almost $400 each.

This trend continues at an even greater rate. The survey further determined that an additional 50,000 homeowners will purchase tree care services in 1995. That could equate to as much as a 10% increase in your gross sales.

However, don't let prosperity blind you.

Will you be able to handle an increased number of inquiries? Will you have enough people to do the additional work that you should be able to sell? If not, where will you find them? Do you have enough equipment? Will your capital structure permit you to obtain additional equipment?

These are not simple questions. Each deserves serious thought and the whole process requires a carefully orchestrated strategy. You need to have a well thought-out plan. When you are in a significant growth mode, you need to be very careful or you will discover that you worked very hard to grow your business and you have nothing to show for it.

Review your price structure and be certain that your rates are in order. If you add to your sales staff, be sure to monitor the return per hour, particularly on that person's jobs. Salespeople taken from the field force tend to think that every climber is as good as they are and they price accordingly. Given that they overestimate their own capabilities by at least 10%, jobs are often under priced.

When times are good in our industry, there are never enough people to do the work. You can only pirate so many climbers. You need to have another resource. An ever-increasing number of minority workers are being recruited and trained by NAA member firms. These new hires can lead you to additional available workers.

Be careful filling your equipment needs. Explore all of the options from purchasing to leasing. Don’t over-extend your ability to meet the obligations you assume.

At all costs, make sure that come the end of the year you are going to be rewarded sufficiently for all of your hard work and for the additional risks you may have assumed.

Are you going to have your fair share of this growth? It isn’t going to just happen. You are going to have to work for it. If you don’t, someone else will.

Robert Felix, Publisher
Tree care professionals are very particular about the tools they use. We know, because we asked for their help in designing the Shindaiwa 357 top handle chain saw, the newest addition to our full line of outdoor power equipment.

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Quiet and compact, the 357 has the best power-to-weight ratio in the industry—which means less fatigue, because the saw's working harder, not you.

Its exceptional balance and anti-vibration system make cutting easier and less tiring. And since an arborist's life has its ups and downs, it's also the ultimate climbing saw, with a rounded shape that hangs bar-down to help avoid hang-ups.

And even though you can expect 1000 hours of engine life from the 357, it won't take a lifetime to pay for. In fact, you can expect it to set new standards both in performance and value.

Call 1-800-521-7733 for your nearest Shindaiwa dealer and see the saw designed by arborists for arborists. The Shindaiwa 357 climbing saw. Helping you reach the top.
Allowing Trees To Be Great!

By Dr. Kim D. Coder

Most of arboriculture is not about trees - it's about money. Selling high-quality services that improve both the tree's and tree owner's quality of life over the long run is what we are all about. One area of arboriculture that is sometimes overlooked as a revenue generator is working with young trees. Tree training concepts help young trees grow up correctly.

Any time you assess tree risks and hazards, perform a removal or examine middle-aged trees, you should make it a point to inform a customer that some of the storm damage, hazardous conditions, structural faults and branch problems could have been minimized or avoided. Early treatments can prevent catastrophes.

For young trees, early cultural activities are called “training.” Tree training is accomplished primarily through careful and timely pruning. Tree training is a new concept composed of old ideas. Repackaging proper young tree care into training concepts can provide you with new marketing ideas. Tree training is a "new and improved" approach to pruning young trees.

What is tree training?

Training takes young trees and guides them into acceptable forms. Through training we can manage risk, minimize present problems, minimize future structural problems, and have a landscape that looks good. Training minimizes stress and strain in the tree and maximizes biological efficiency.

Training does not focus on aesthetics. Maximizing tree aesthetics has cost us professional credibility as well as a lot of good trees in the past. People who are tree-illiterate may give importance to ephemeral and cosmetic concerns. Upon tree failure, arborists are then called in to clean up the mess or take the blame. Emphasizing appropriate tree care throughout the life of a tree is important.

The focus of training is structure. If we strive to optimize tree structure, we will go a long way to optimize tree function. Training attempts to produce a healthy, sustainable tree system. A structurally sound and biologically efficient tree generated through training makes us look good as professionals.

Training is anticipating future problems based upon present tree form and condition. Many of the faults we see today on mature trees could have been minimized with good training early in tree life. Training should start when trees
Do not expect miracles from tree training. Proper training cannot make poor-quality trees into champions, but bad training can ruin the best quality stock.

are very young. Our purpose is to ensure top-quality trees with few early tree problems.

Biology-first design

There has been a century of biology-last design. You are aware of how that has affected trees. Biology-first design is not forcing trees into sites but actually looking at the site and planting a tree that might belong there. Biology-first design allows trees to thrive, not doom them to decline and death.

Many plans demand commonly available, highly domesticated, fashionable and easily reproduced trees. Unfortunately, that demand can translate into exotic cultivars that are cheap and chosen for aesthetic values only. You should demand and pay for the best quality trees that are well-matched with specific sites. Match tree attributes with site characteristics and design a program of care and maintenance. Do not stick a tree in the ground and forget it. We can not force biology to meet what we want. Work with the site and the tree to generate the most long-term values. You do get what you pay for.

Demand quality planting stock

Develop tree purchase specifications that concern the structure of a tree. Items such as branch form and attachment, nursery pruning treatments and amount of mechanical damage should all be carefully defined. Do not purchase trees that will not perform well in the landscape.

After proper planting, give the tree one growing season to become established before adding nitrogen fertilizer or pruning. Give a tree a chance to colonize its site, to show what branches it will keep, to identify which storage spaces to use and which to seal off and to allocate resources to the root system. A tree from a reputable nursery should not require nutritional and cultural correction during the first year. Your tree purchase specifications and how you choose a tree provider will ensure high quality trees. After tree establishment, tree training can begin.

Do not expect miracles from tree training. Proper training cannot make poor-quality trees into champions, but bad training can ruin the best quality stock. Training is not magic - you cannot resurrect trees that are already declining or have been severely structurally damaged by poor cultural treatments.

Training can help young trees that are not perfect specimens, but cannot make them perfect.

What does tree training mean? Tree training is primarily pruning branches in potentially poor locations or with poor growth forms that will generate structural problems as the tree matures. Major upright forks are the most clear example of structural problems waiting to happen. Forks can be prevented with early treatment.

Saving green branches

Training is not wholesale pruning of branches. Patience and clear understanding of tree growth are required. Training removes potential problems but also conserves as many "green" branches as possible. Green branches are the centers for food production and storage in the tree. These living branches also generate growth regulators to manage tree defenses and reactions to change.

You need to sharpen both your saw and your brain to be an effective tree trainer. The goal of young tree training is a single
Train trees to maximize structural integrity and biological efficiency. A single leader, alternate branching and large living crown area are some of the critical features required, as shown in diagram at far left. In diagram at immediate left, A is total tree height and B is height of living branches or crown. Manage tree crown area for fastest growth and fewest problems. Always keep young trees with at least two-thirds of their total height in living crown.

**Well-formed, wind-resistant, biologically efficient stem.** You remove current and potential faults, but allow young trees to maintain as much food production capacity as possible.

There are five main concepts in tree training that we will examine individually: single leaders, temporary branches, live-crown areas, proper pruning and branch attachment points.

**One dominant leader**

A tree’s growth regulation system leads toward the most effective and efficient control and defense structure. Cultivating the most direct vertical line from tree base to tree top is crucial. A single stem form can develop a good defensive capability, good reactivity to environmental change and effective management of food use and storage.

Prune back codominant branches, forks and side branches competing with the main leader. With forks, select the structurally strongest, largest, most vigorous and most biologically efficient stem. A large stem with many living branches usually leads to a balanced crown and minimizes wind damage. Prune branches and stems as early as possible - at least by the time they are the...
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Manage live crown areas

The tree’s growth engine is the living branches and their leaves. On young trees we want to maintain plenty of live crown area. If you want a little tree to get big faster, you leave more branches. For tree growth you must have manufacturing space, food producing machinery in good repair and storage space. Leaves make the food and living sapwood components store food reserves.

To help manage tree crowns, determine the total height of the tree and the total height of the living crown. Do not count little sprouts coming out of the stem or around the base. Ideally, the percentage of the total height of a tree in living crown should not be less than 65%. The maximum amount of living crown removed in any one year should not exceed 20%. Be patient and allow the tree a chance to react to crown changes.

Proper pruning

If trees are pruned correctly, we can lengthen tree life, increase tree value and minimize liability. Improper pruning destroys tree values and damages a tree permanently. Improper pruning can initiate structural and biological problems, increase pest and decay problems, in-
WHEN THIS TREE IS TALL ENOUGH TO NEED TRIMMING, THIS EQUIPMENT WILL STILL BE AROUND TO DO THE JOB.

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crease liability risks over the long run and decrease tree life span and value.

Branches are essentially disposable units stuck in the side of a stem. Stem tissues separate and generate a branch collar that surrounds the branch base. Proper target pruning is essential for the structure and function of the tree over the life of the tree.

Timing of pruning is important. There are several times of year pruning can seriously disrupt tree activities. The most important time to avoid pruning is in late spring/early summer when buds and leaves are expanding. In the spring start-up period, a tree turns on an “ignition switch” generated by a release of growth regulators. If there is not any food available or accessible, the tree will not survive.

In the spring period when buds and leaves are expanding, the tree is reallocating resources. Pruning and nitrogen fertilization disrupt this internal process. These cultural treatments can remove food storage and new production centers as well as change growth regulator patterns and associated food allocation. Trees already declining can literally be starved to death.

**Branch attachments**

The final concept in tree training is branch attachment points. Branch attachment points are structurally weak. Ask any wood worker about how knots weaken a board. Knots in boards are derivatives of branch collars. Branch connection points are structurally weak zones because stem tissues had to part to grow around the branch. The narrower the crotch angle (the nearer both branch and stem are to growing upright), the weaker the junction. The strongest angle of branch attachment is almost 90 degrees, or roughly perpendicular to the main stem.

You should avoid having two branches coming from the same horizontal level, on opposite sides of the stem (called opposite branching). Ideally, alternate branching should be promoted, especially near the bottom of a tree. Be sure that the main stem and scaffold branches use alternate patterns of development to minimize branch junction zone weakness.

In species that normally have opposite branching, allow the tree to have naturally opposite branching patterns only after the stem and main scaffold branches have been established. In trees with branch connections in whorl patterns, such as pines, do not alternate branches. Keep three or four well-spaced, strong branches growing from each whorl or node.

Remember, branch junctures are weak zones. Trees should be pruned at the nodes. Do not cut or trim branches between nodes. You trim or top your grass. You prune your trees at branch junctions or nodes. Do not tip, hedge, round-over, trim, flat-top or hatrack your trees.

**Avoiding faults**

Spend your valuable time and effort avoiding or correcting tree faults that will make a significant difference in the life of the tree and tree owner. Tree structural and branching faults to avoid buying or leaving for any length of time in a landscape include:

- flat-topped trees
- flush cut pruning wounds
- vertical/longitudinal seams or cracks
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Conclusions

Tree care must be technically correct and properly timed. You need to be proactive in your management. You need to make sure you have scientifically valid reasons for practices - not tradition. As our knowledge base about trees changes, you need to keep up.

Care and maintenance activities must concentrate on things that cause most of the trouble. Concentrate on those matters, like mechanical damage and bad trimming, that are killing our trees and our professional credibility.

Total quality management for trees is our aim. Taking care of trees from landscape design conception through planting to removal is our professional venue. We must make sure we are maintaining customer-driven, worker-driven information about how to take care of trees effectively and efficiently.

Concentrating solely on aesthetics and carrying on antiquated traditions are detrimental to our professional lives. Concentrate on what is right for the tree as shown by research while meeting the objectives of the owner. Get involved in tree training. Sell concepts that show people we know what we are doing and we are with them over the long haul.

Dr. Kim D. Coder is an Associate Professor and Extension Forester with the University of Georgia. This article is an excerpt from a presentation made at TCI EXPO '94 in Philadelphia, Pennsylvania.
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Oklahoma remembered

The Iowa Arborist Association's Board of Directors opened its May 6 board meeting with a moment of silence, standing with heads bowed, prayerfully acknowledging the tragedy which occurred in Oklahoma City, Oklahoma, April 19.

I then read the following statement:

As responsible citizens we are both deeply saddened and outraged by such a senseless act of violence. Innocent children and fellow citizens became random victims of pathetic rebels who had no constructive cause.

Violence of this nature goes against the philosophy of every decent member of our society. As arborists, it hits close to home regardless of where it might have happened, for our true cause is to contribute to the quality of life.

We are now planning for a successful ISA Midwest Conference program entitled "Storms of the Urban Forest." Let's remember that with every life we touch, we will be helping to prevent the reality for a future program entitled "Bombs of the Urban Forest."

Gary Wolverton, president
Iowa Arborist Association

Kudos for TCI

I am a faculty member in the Horticulture Department at the University of Missouri. I find your magazine extremely informative with timely, well-written articles on subjects of current importance to the landscape maintenance industry. Many of the topics are not adequately covered in text books.

Denny Schrock, Extension Associate
Consumer & Environmental Horticulture

Letters should be addressed to:
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Hiring the Right Person

Fifty great questions to ask prospective employees

By Richard Ensman Jr.

Hiring decisions are among the most important business decisions you’ll ever make. And in the hiring process, nothing is more crucial than the employment interview.

Within the space of a brief interview, you must learn about the background, skills and experiences your job candidate is bringing to the table. You’ve got to discover whether the candidate is able to work effectively with a variety of people and possesses aptitudes that fit the needs of the position.

Here’s a collection of 50 of the best interview questions. When it comes time to hire, use them to help you make the right decision.

The candidate’s background

1. Tell me about yourself.
2. What adjectives would you use to describe yourself?
3. Why are you here?
4. Describe the duties and responsibilities of each of your last two (or three) positions.
5. Why do you want to leave your present job?
6. Would you explain the reasons for each of your last two (or three, or four) job changes?
7. Would you elaborate on this particular activity (note the activity) you mention in your resume?
8. What are your most significant accomplishments?
9. How do you see this position in relation to your overall career plan?
10. Summarize your present salary and benefit package.
11. What salary and benefits would you require if you’re employed here?

The candidate’s skills

1. If you could start your last job (or your career) all over again, what would you do differently?
2. What’s the most difficult problem you’ve faced in the last two years? How did you handle it?
3. Describe a crucial responsibility that you held in your last position.
4. What did you learn from your last job?
5. Give me a few examples of your initiative.
6. What were the biggest mistakes that you made in your last job (or career)?
7. How do you evaluate yourself?
8. What would you say are your most important and valuable skills? Why do you believe these are important?
9. What steps are you taking these days to upgrade your skills, or learn new ones?
10. Show me a sample of your work.
11. How can you contribute to our bottom line?
12. What concerns do you have about working in this position or for this organization?
13. What your weakest skills? How have you addressed them in the past?
14. What criticisms about your work have you received over the last several years? How have you responded to these criticisms?
15. What academic strengths did you show when you attended school?

Teamwork talents

1. Describe your relationship with your supervisor; your peers; your subordinates (if applicable).
2. What would your present supervisor say about you? How about your peers? Your subordinates (if applicable)?
3. What was the most difficult work relationship you encountered during your last job (or career)? How did you handle this difficulty?
4. Without using names, describe two or three of the worst people you’ve ever worked with. Why were they so hard to work with? How did you manage to work with them?
5. What do you look for in a supervisor? In co-workers?
6. What kind of supervision do you need?
7. How did your supervisor give you feedback in your last job? How did your peers assess your work?
8. Give me an example or two of your teamwork skills.

Match with the position

1. What did you like about your last job? Dislike?
2. What challenges are you seeking in a new job?
3. How do you make decisions?
4. What kind of organization do you like to work for?
5. Describe your ideal employer.
6. Describe an ideal work day for yourself.
7. What kind of earning power do you want to have five years from now?
8. What motivates you?
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9. Why do you think you’d do well here?
10. What would you do your first day on the job?
11. What would your top priorities be during your first week (or month, or year)?
12. How would you spend the bulk of your time on the job?
13. How will you transfer skills from your last job to this job, if you’re hired?
14. Why should we hire you?
15. What other positions are you considering right now?
16. If you’re hired, how long would you see yourself staying in this position? Why?

Tips for great interviews

Exercise solid interview skills and you’ll learn volumes about a prospective employee. Use these tips to help plan top-notch interviews and assess the quality of the match between your needs and the skills of job applicants.

* Carefully review the candidate’s resume or application form before interviewing. You should know the candidate’s background so well that you don’t have to refer to the paperwork in front of you while you’re conversing with the candidate.

* If you need clarification on the candidate’s resume or application form, open your interview with questions on the areas you want to probe.

* If you’re interviewing several candidates, be sure that at least some of your key questions are identical for each. You’ll be better able to compare candidates as a result.

* To make evaluation of candidates easier, think about the “ideal” answers to interview questions before you begin your interviews.

* Rely on two sets of interviews if you can. Your preliminary interview will assess the candidate’s general qualifications for the position, and a later, in-depth interview explores his skills and his match for the job in greater depth.

* Keep your questions open-ended. Begin with the words “Why” or “How.” These questions will encourage the candidate to talk about herself. Avoid obviously leading questions; the candidate knows the “right” answer to these.

* Don’t spend a lot of time talking about yourself, the job or the organization during the interview. Save this until the conclusion of your conversation or until you’re ready to make a hiring decision.

* Focus on measurable accomplishments of the candidate during your conversation, not on vague talents or subjective impressions of her performance.

* Don’t make or imply any promises during the interview. Under some circumstances, these statements could constitute a contract and come back to haunt you later.

* Listen for evidence of serious job-related problems during the interview: poor attendance, lack of integrity or loyalty, inability to maintain working relationships with others. Probe further by carefully checking references.

* Ask the candidate to comment candidly about any problems he’s had in the past. Remember that problems, in and of themselves, don’t necessarily have to disqualify a candidate from a job. It’s what the candidate has learned from the problems that counts.

* During the interview, make brief notes - you’ll need them to recollect the specifics of the interview later on - but don’t bury yourself in your notepad. Better yet, use a pre-printed interview form that allows you to record your notes in prescribed categories.

* If you find a candidate too enamored with the position, try to persuade her that she and the job don’t seem to match. Her response will speak volumes about her interests, perseverance and commitment.

* Watch the candidate’s body language during the interview. It reveals much about his comfort level with the position and his interpersonal skills.

* Always be forthright about major problems the candidate might encounter in the job. Better to save this for the end of the interview process, however.

* Ask the candidate for some additional references, not included on the resume or application, on the spot. Call them.

* Vigorously avoid all questions related to gender, marital status, race, ethnic background and other personal characteristics which cannot legally be used as a basis for your hiring decision.

* Use the interview as an opportunity to assess the candidate’s self-management skills: her ability to handle tough questions, to analyze facts and ideas quickly, to think fast on her feet.

Richard G. Ensman Jr. is a freelance author based in Rochester, New York. He specializes in business and management topics.
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By Peter Gerstenberger

The 1990s are ushering in many innovative arborist techniques and types of equipment. The tree care professional who can incorporate this new thinking into his or her work can progress toward a more productive and rewarding career.

It is the nature of this industry that production personnel tend to work in semi-isolation, an environment that slows the spread of new ideas.

A new program addresses the need for more information exchange at the field level. It is called “ArborGames.” An ArborGames pilot program was held in mid-April just outside Boston, attracting arborists from as far away as Maine and Maryland.

ArborGames is a joint-venture training program combining what organizers claim to be the safest, most efficient techniques and equipment known to the tree care and logging industries. The program combines the knowledge and experience of top instructors from both industries, producing a unique curriculum.

Internationally renowned chain saw expert Soren Eriksson developed what he called a Competitive Response Training (CRT) system for the forest industry of Europe and Scandinavia back in the ‘60s. It came to be known as the “Game of Logging.” That program is presented in the U.S. today by Eriksson and Tim Ard.

Principal instructors for the arborist component of ArborGames are Ken Palmer and Bob Weber. Each is a two-time ISA Arborist Jamboree All Around Champion with extensive experience in production tree work as well as training. Assisting Palmer with the pilot course was associate instructor Rip Tompkins, a two-time New England Chapter Jamboree Champ and owner of a Boston-area tree care company.

The CRT format is one feature that makes ArborGames truly unique. Every aspect of safety and technique is taught through a system of awarding points for positive performance. This feature also allows students to monitor their progress.

With the CRT format, ArborGames encourages teamwork and challenges the student to refine his skills and learn new techniques. Through the discipline of a systematic thought process for each specific task, the student learns that he can produce safer, more consistent results.

During training sessions, Palmer emphasized to the students, “This is not a competition. We use the CRT format to spice up the training. The real competition comes later. The bottom line is that we learn from one another, and we find new information for our ‘mental toolbox.’”

Three-level system

ArborGames 1995 begins with three levels in a Task-Oriented Performance System (TOPS):
1) introduction to climbing techniques;
2) practical chain saw technique and reduced downtime (RDT) saw maintenance; and
3) climbing review and introduction to rigging.
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These three levels form the foundation, helping to prepare the student for the future demands of a changing profession by introducing new technology and thinking.

For example, the climbing techniques taught by ArborGames are those developed by Palmer, Weber and other top climbers. Palmer calls it a hybridization of American and European styles. "We've traveled all over Europe and North America," he said. "Europeans have a strong background in mountaineering. Americans have a stronger background specific to tree care. We've been exposed to many interesting styles, techniques and types of equipment, some of which have been instrumental in forming a continually evolving style which we believe to be safer, more efficient and easier."

In the tree harvesting industry, the Game of Logging program has helped to reduce injuries and downtime significantly while raising overall crew production and morale. Ard liken's tree felling to football, where it takes a lot of "plays" to be consistently successful.

Like the Game of Logging, ArborGames emphasizes safety and production. Indeed, one of the first issues addressed is how to climb to the tree canopy safely and quickly. For many arborists working on large trees, this is truly a production-killer. ArborGames attacks the problem by teaching innovative throwline and vertical rope techniques.

Another downtime leader is the chain saw that won't cut properly. ArborGames turns out students who can competently inspect, maintain, tune and sharpen a chain saw.

Students are scored during various segments of each session to encourage involvement and to help assess progress. Following each session, prizes are awarded to students who have demonstrated the highest level of commitment to the learning process.

In the first two sessions, students worked on the following skills:

1. H.O.P.E. - identifying Hazards & Obstacles, developing a Plan, and choosing Equipment;
2. Using the throwline;
3. Use of secured footlock for ascending;
4. Use of figure-8 for descending;
5. Knot tying;
6. Limb walking technique;
7. Chain saw carburetor adjustment;
8. Bore cutting accuracy;
9. Identifying personal protective equipment, chain saw safety features, and essential parts of the saw chain; and
10. Notching and felling technique.

**Hands-on training**

The class is limited to 12 students to ensure hands-on training and continuous interaction between students as well as between the instructors and the students. Normally, several weeks separate the sessions to allow time for practice and assimilation of the information presented. The pilot program saw the first and second levels combined over a 2-day period.

Registration costs will vary with future programs. As with the Game of Logging competition, the entry fees don’t cover all expenses of the program, and the shortfall is made up with contributed dollars and equipment from corporate sponsors.

Regular sponsors for the Game of Logging and ArborGames include Husqvarna Forest & Garden; the American Pulpwood Association; Blondin, Inc.; Gransfors Bruks, Inc.; Nortim Corp.; Oregon Cuttings Systems and Peltor. Special sponsors for the pilot program were Pferd, Inc.; New England Rope; Shelter Tree; Scherrill Arborist Supply and Sierra Moreno Mercantile.

Upon completing the ArborGames program, each student will receive a certificate. All students become eligible for a regional competition. Top performers take home $1,000 cash and an invitation to the National Finals in Nelsonville, Ohio, in October, where they will compete for a $5,000 cash prize and top honors.

Along with the personal benefits, the competition helps to strengthen the professional image of the industry. Regional and national competitions are held in conjunction with public fairs and other industry shows to showcase the skills and safety of the participants as well as to show the public what tree care is all about.

ArborGames’ organizers emphasize that the training can be held virtually anywhere and for any group. For more information on future ArborGames programs, contact the Game of Logging headquarters at 404-928-0149.
OSHA Eases Haz-Com Rules

By Brian Barnard

The Occupational Safety and Health Administration (OSHA) has eased its interpretation of how household chemicals used in the workplace are covered under the Hazard Communication program. OSHA’s Hazard Communication program, often referred to as the “Right to Know” law, is the most frequently cited OSHA standard.

An internal OSHA memorandum advised regional administrators to use caution when evaluating such issues in the workplace. “It is not the intent of the standard that we issue citations for consumer products and articles except for conditions of use that greatly exceed those of a normal consumer or outside the product’s normal intended use,” the memo stated. It was signed by John B. Miles, OSHA’s director of Compliance Programs.

OSHA’s Hazard Communication program requires employers to identify hazardous materials in the workplace, label containers, compile a written procedure of compliance, train employees and document training.

Tree firms must have a working Hazard Communication program and all hazardous materials used in the workplace must be added to the program. Household or consumer products not used excessively in the workplace do not have to be included.

Because the Hazard Communication program is a performance-based standard, it is difficult for employers and OSHA inspectors to determine if a household product used in the workplace should be added to the program. As a result of the policy change, Miles instructed OSHA compliance officers not to “…issue Hazard Communication citations for consumer products unless there is documentation that exposure(s) causing serious injury or illness are occurring.”

In the past, employers have been cited for not having products such as household dishwashing liquid on their list of hazardous chemicals used in the workplace. Now, exposure to such products in the workplace must be significantly greater than that of a consumer before a citation is issued.

The director’s memo adds: “The Agency shall not issue any citations simply stating that ‘glue’ or ‘dishwashing liquid’ was the hazardous chemical.”

The “Right to Know” law has required employers to inform employees of hazardous materials in the workplace since 1987.

OSHA Releases Controversial Proposal On Ergonomics

A draft of OSHA’s controversial ergonomics proposal was recently released, causing a stir among employers, ergonomic professionals and members of Congress.

Ergonomics is the science of matching workplace activities with the human body’s ability to perform those activities.

The purpose of OSHA’s draft ergonomics standard is to prevent work-related musculoskeletal disorders by controlling employee exposure to workplace risk factors.

Ergonomic professionals have denounced the standard, saying that it primarily focuses on musculoskeletal disorders only but has little focus on workplace design. Robert Radwin, associate professor at the University of Wisconsin-Madison was quoted as saying: “Ergonomics doesn’t just include musculoskeletal disorders. That’s something that the public should understand.”

Under the proposal, employers would be required to evaluate their workplace for any “signal risk factors” that employees may be exposed to during the workday. These include:

- performing the same motion every few seconds for more than 2+ hours;
- working in a fixed or awkward work posture for more than 2+ hours;
- using vibrating or impact tools or equipment for more than 2+ hours;
- using forceful hand exertions for more than 2+ hours; or
- unassisted frequent or forceful manual handling for more than 1+ hours.

The draft contains a detailed mathematical flow chart for the employer to determine if there is indeed a risk to employees from performing their daily tasks. If a signal risk factor is determined to be present, an entire ergonomics program - including workplace evaluation, training and medical management - must be implemented.

The National Arborist Association’s Safety Committee is reviewing the proposal to determine how it might affect the tree care industry.

OSHA’s ergonomic’s standard seems headed for a rough path to final publication. The result will likely be performance-based, allowing employers to implement a program based on workplace factors and activities. No date for final publication is set, but employers should focus on musculoskeletal disorders in all areas, including office staff, before a standard is implemented.

Brian Barnard is Government Affairs specialist for the National Arborist Association.
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Contest Focuses On Hazardous Trees

The National Arborist Association is sponsoring a friendly contest that will showcase techniques that arborists use to deal with hazardous trees more safely and efficiently.

Most competent arborists can readily tell when a tree might be hazardous. If they feel challenged by the prospect of trying to identify all tree hazards and assess their risk, a wide array of information is available from organizations such as the International Society of Arboriculture and the NAA.

Working on or in hazardous trees can be the greatest challenge. To help arborists meet this challenge, the NAA will be sponsoring a contest which will culminate in a special demonstration and awarding of prizes for winning entries at TCI EXPO '95. The purpose of this project is to reduce the number of incidents involving hazardous trees through heightened awareness in the industry.

Entries will be reviewed by an expert panel of judges. As an incentive for arborists to send in submissions, the NAA will be awarding cash prizes as well as complimentary TCI EXPO registration for the three best ideas. Also, each person who submits an accepted entry will receive a custom imprinted T-shirt.

Entries must be sent to: Hazardous Tree Project, c/o National Arborist Association, The Meeting Place Mall, Route 101, PO Box 1094, Amherst, NH 03031-1094 and must be received by August 15. Alternately, entries can be dropped off at the NAA booth at the ISA Annual Conference in Hilton Head, South Carolina. Please include your name, company name (if applicable), address and daytime phone number with your submission.

Everyone is eligible to enter except officers, directors and staff of the NAA. Multiple entries are welcome. All entry materials become the property of the NAA. Techniques and equipment depicted in entries should conform to recognized and accepted standards for tree maintenance and tree care safety. Acceptable entries will be published in late 1995 or early 1996, possibly as a compendium of techniques for working on or removing hazardous trees.

The Hazardous Tree Subcommittee of NAA’s Safety Committee hopes to use this contest as a springboard for more research and publication on hazardous trees.

TCI Expo '95 will take place November 16-18 at the Indiana Convention Center in Indianapolis.

For more information or to receive a free entry form, please call the NAA at 1-800-733-2622.
Setting Lines with Bow & Arrow

By Shaw James Hazen

The need to work more with our minds and less with our backs is self evident, hence the need for innovation. Innovation, according to Webster, is a “new idea, method, or device.” Although the bow-and-arrow is an ancient device, it can be used in a new way - setting lines in trees. Faced with increasing work loads, competition and public awareness of professionalism, the modern arborist finds it increasingly important to economize on time and material without sacrificing quality.

Similar to race cars and sailboats, it is not just shaving a gram here, and a second there; it is the sum total of all savings amortized over time that will bode well for us at year’s end. Any technique that will save us five minutes a day, will save us five hours a year.

Healthy trees demand “spikeless ascent,” which is both hazardous and time-consuming. Climbers often feel limited by the reach of their throw line, and indeed compromised by gaffing up a trunk that is too tall to fix a high line by “hand.” Oftentimes trees need not be ascended at all, as in the case of fixing directional pull lines for takedowns. No climber need be present; no risk exposure.

The technique is obvious. Shoot a line through the crotch of your choosing and pull the rope through. The caveats, however, are numerous. It must first be acknowledged that the device is considered a potent weapon and should be treated as such.

The possibility of overshoooting must be addressed and dealt with accordingly. Be sure of your background and any personnel present. Fixing a blunt head on the arrow such as a tennis ball, or crutch tip, etc., will not only prevent the arrow from sticking in the tree, but also provide a margin of safety as well.

The arrow itself must be strong and heavy. Additional weight will provide substantial inertia to push through heavy foliage and overcome line friction upon retrieval. A fiberglass fishing arrow with a detachable head works well for this.

A strong arrow is important as well, not only to withstand ongoing use, but also to withstand the inertia load placed on the shaft at the moment of release. A light duty arrow may “jackknife” upon release with any weight fixed to the tip due to the increased inertia (an object’s resistance to a change in motion).

Fishing arrows come with a pre-drilled hole in between the feathers and the notch. Fix a steel fishing swivel to the arrow at this point with a line or cable, allowing it to trail the arrow by a few inches. Find some heavy fishing line, or throw line (100-pound test minimum) and tie a figure 8 loop on the free end. This end will be joined to the arrow with the snap swivel.

The so called “standing” end of the line must then be dealt with. Make sure that there is enough length to accommodate the reach of the shot and any overshooting that may occur. Some fishermen may suggest use of an open-faced bow reel to store and pay out line. It may be convenient, but it is an extra expense, and with the relatively long distances covered in line setting, there is a greater propensity for line snagging and breakage within the unit. Stacking or flaking the line in a garbage can or similar container will all but eliminate this concern. It also allows the use of a larger and stronger line which will save labor by allowing the final line to be set without use of an intermediate pull line. A volleyball or basketball can be laid on top of any remaining line in the bucket to act as a speed brake for the arrow.

With a little practice and experimentation, this system can be a monumental time-saver. Advance crews can be sent out to work sites during low-use times, or at night to fix lines well ahead of the actual work.

Shaw James Hazen is a consulting arborist and freelance journalist in Orinda, California.

Share your innovation with TCI and we will pay you $100. Submissions become the property of TCI and are subject to editing for grammar, style and length. Color or black-and-white photos are welcome. Entries must include the name of a company and a contact person or they will not be considered for publication.
Success and Failure

The "Spring Rush" is over. This slower pace means some time to reflect on what went right and what went wrong during the last quarter. Regardless of whether you are in management or field production, there will be many successes to feel great about and a few failures that should be reflected upon. If you want to advance with your personal and company goals, you will spend as much time reviewing what did not succeed as what did. If you’re in management you definitely should.

The gurus that help people deal with failure advise analyzing the situation by using two circles. The inner circle contains the concerns you can influence and control. The outer circle represents the concerns and influences beyond your control. Failure will frequently occur when you take on responsibilities outside of your area of control. The successful bid that turns into a nightmare will have both circles involved. Any lump sum contract can turn into a disaster over a period of days or a few weeks if too many assumptions were made during the bidding process. It doesn’t make any difference who is letting out the contract; municipal, utility line clearing, residential or commercial entities. If you assume too much, you will be carried out of your circle of control. If the specifications are written to favor the customer entirely, or the spec’s don’t allow you to reduce the unknowns, the assumptions cannot be a part of the bid. If you are the successful bidder, the odds are that not too far into the job, the realization will hit you that no matter what action you take, bid will be out of your control.

The list of assumptions is longer than a football field: "I didn’t know they were renters ...I can prune 5 of that type tree in a day, I am sure the crew can also...With that much money involved there has to be good profit...I thought they would tell us as we went along if the work was not satisfactory...We will make up any losses on the bid work with the time and material danger tree portion of the bid." Everyone who reduces assumptions into cold hard facts, places more of these facts into their personal control, will be sure that intelligent decisions are made within their circle of control.

It's the People

It seems that never a day goes by without reading about some good news/bad news financial information. "XYZ corporation to layoff several hundred. Analysts predict cutbacks will result in higher profits." Think about it. If the analysts were to study our industry the headlines would read: "YZX tree company adds people, profits continue to increase." Our industry works just the opposite of most. The more production people we employ, the more we increase profits.

We don’t deal with product life, or the technology to develop a new and faster computer chips, or even design a car. All we have to do is recruit, train and empower people. If we create an atmosphere in which they can develop and grow, the firm and the employee prosper. It is a positive atmosphere for everyone.

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There is a new marketing book out: The authors will guarantee your money back if you don't earn 50 times the cost of the book (16.95) by trying five of their suggestions. One of their statements is: "When customers say good things about you, it has more clout than when you say good things about yourself.

Have you called yesterday’s clients today to make sure the work was done to their satisfaction? If you did, you’ll soon need more production people to keep up with the demand. You probably won’t have time to read the book!

The Branch Office is compiled monthly by Howard Eckel and Dan Kinter.

Mr. Eckel is currently a Management Consultant to the Green Industry. He draws on over 25 years of experience, and was formerly Executive Vice President of Davey Tree Expert Company.

Mr. Kinter owns Kintercom, a business-to-business advertising agency, and has served the tree care industry for over 7 years.
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Contact: Mary Duryea, 904-846-0896

July 8-10
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Arbor Day Farm Lied Conference Center
Nebraska City, Neb.
Contact: 402-474-5655

July 16-19
Second Canadian Urban Forest Conf.
Windsor, Ontario
Contact: Patricia Dolan Lewis, 519-255-6877

August 2
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Contact: Julie Nicoll, 708-932-8443

August 13-16
International Society of Arboriculture
71st Annual Conference
Hilton Head Island, S.C.
Contact: 217-355-9411

August 18-19
ISA W. Chapter Meeting/Arborist Exam
San Francisco, Calif.
Contact: 602-955-5315

September 13-15
7th National Urban Forestry Conference: Inside Urban Ecosystems
Marriott Marquis Hotel, Times Square
New York, N.Y.
Contact: Michael Barratt, 202-667-3300

October 3-4
5th Annual Vegetation Management for Rights-of-Way Workshop
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Contact: Jane Evers, 618-453-5683

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Asplundh Donates to Research

In early February, the Research Trust of the International Society of Arboriculture (ISA) was the beneficiary of a $50,000 contribution from the Asplundh Family Foundation of the Asplundh Tree Expert Company, an international line clearance and utility service contractor headquartered near Philadelphia.

A major portion of the donation has been earmarked by Asplundh to support utility-related arboricultural research projects currently funded by the ISA’s Research Trust. Future projects will also be supported by this contribution since a substantial portion of the money is slated to go into the Research Trust’s Endowment. Finally, Asplundh will take the lead to help raise more money for the Research Trust by becoming the primary sponsor of a fund-raising golf tournament during the ISA’s 71st annual meeting in Hilton Head, South Carolina, in August.

Over the years, Asplundh has participated in various projects to improve methods and techniques that help utilities increase the level of service to the public, as well as develop professionalism within the industry. This grant to the ISA Research Trust represents a commitment to support research that helps utilities and the line clearance industry work more productively. Asplundh looks upon this donation as an investment that will not only benefit the people who work in the utility arboriculture, but also improve the future of the environment. Through this contribution, Asplundh continues to demonstrate its leadership in support of arboricultural research that may answer many of the questions affecting utility vegetation management operations today.

The ISA Research Trust was established in 1975 and part of its mission is to provide funding for innovative basic and applied research and education projects that are related to arboriculture and urban forestry.

The Asplundh Tree Expert Company is a family-owned and managed company, based in Willow Grove, Pennsylvania. It has served the utility industry since 1928 and employs over 19,000 people in North America and overseas. The majority of its business is focused on vegetation management and right-of-way maintenance for utilities and municipalities.

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PPGA Publishes New Guide Booklets On Perennials

In response to the surge of interest in herbaceous perennials, the Professional Plant Growers Association has developed The Professional Guide to Herbaceous Perennials, a 28-page, full-color booklet designed to introduce landscape professionals to using perennials in parks, golf courses, corporate landscapes, public areas and private gardens.

PPGA’s Professional Guide to Flowering Annuals was designed with the “professional user” in mind - landscapers, city planners, parks directors, corporate groundskeepers and golf course superintendents. It shows these professionals how to be successful in planning, planting and maintaining flowering annuals.

The Professional Guide demonstrates the value of color in the landscape for both aesthetic and practical purposes. It also promotes cooperation between grower and customer, encouraging pre-planning and advance orders.

As a practical how-to manual, it explains design principles, soil preparation techniques, planting basics and maintenance procedures for flower beds, borders and containers. It gives a simple mathematical formula for determining the number of plants needed for a given area based on their spacing interval.

The Professional Guide to Flowering Annuals is available for $2.60 each, postpaid, from PPGA, P.O. Box 27517, Lansing, MI 48909-0517. (100 or more, $2.35 each; 500 or more, $2.20 each, postpaid.) Ask about member discounts.

AREA Meets At Bartlett Research Laboratories

The executive committee of the International Society of Arboriculture’s Arboriculture Research and Education Academy conducted its winter meeting at the Bartlett Tree Research Laboratories in Charlotte, North Carolina. The main purpose of the meeting was to select contributed papers to be presented at this summer’s ISA International meeting in Hilton Head, South Carolina. The number of papers submitted was the largest ever, with 39 papers from scientists in the U.S., Mexico, Europe and South America.

Attending the meeting were Dr. Gary Watson, AREA president from the Morton Arboretum; Dr. Ed Gilman, AREA president-elect from the University of Florida; Dr. Bonnie Appleton - AREA vice president from Virginia Tech; Dr. Bill Chaney from Purdue University; and Dr. Tom Smiley from the Bartlett Tree Research Laboratories.

For more information, contact Dr. Tom Smiley, Bartlett Tree Research Lab, 704-588-1150.
After all the things you said about us, we have just one reply.

The results of a recent poll are in and we're thrilled. A major independent research company sent out detailed questionnaires to a substantial random sampling of our subscribers, and here is what they found out:

95% of those surveyed said that Tree Care Industry is well written.
92% find its content practical and beneficial.
97% find TCI informative.

You, our subscribers, voted TCI most worth the investment of your valuable time by a margin of 8 to 1 over any other arborist magazine.

That's exciting news for us because you have told us that we are doing exactly what you want. And that, after all, is the point. We're YOUR magazine. We are here to serve you, and now, you've told us that we do.

All we can say is, "Thank you!"

But be assured that we're not going to rest on our laurels. We will continue to improve, meet your needs, and be the best magazine in the Tree Care Industry.
What’s required under the new DOT law?

National DOT Consortium administers your entire Drug & Alcohol program; provides each driver with a Driver Information Packet; provides “zero tolerance” signs for your workplace; issues a consortium card for each driver; and offers discount drug/alcohol testing locations throughout the U.S. Also, the consortium will furnish quarterly reports to you and annual reports to the U.S. Department of Transportation and a quarterly newsletter on legislative changes. The cost is $69 per year. National DOT Consortium, 2818 Pennsylvania Avenue, NW, Washington, D.C. 2007. Phone: 703-DOT-TEST

Circle 51 on the Reader Service Card

Vermeer’s exclusive Auto Feed II system for disc-tyle brush chippers is designed to make even the most rugged brush chipping job easier and more efficient. The patented Auto Feed II uses a feed sensor that automatically monitors and controls maximum engine performance. The feature reduces the likelihood of drive line failure, engine stall and plugging. Auto Feed II increases productivity by using maximum potential horsepower, has an 80% increase in response time and features maximized chip throwing distance. The Auto Feed II system will be added to the 625, 935, 1230 and 1250 brush chippers. Vermeer Manufacturing Co., Pella, lowa. Phone: 800-829-0051.

Circle 52 on the Reader Service Card

The Eagle S-36 is a trailer-mounted, telescopic design aerial lift with a 26-foot side reach and 36-foot working height. It features positive bucket leveling, 360-degree continuous rotation and offers outstanding portability for easy access to a variety of maintenance tasks. Fully proportional control valves with neutral position interlock allows simultaneous two-function operation and complete feathering capability. Heavy duty, quick adjust outriggers are an integral part of the lift. An 8-hp engine is standard. A 24V electric power option is also available. Eagle Aerial Lift, AmeriQuip, 1480 Arrow Highway, LaVerne, CA 91750. Phone: 800-824-9776.

Circle 53 on the Reader Service Card

Husqvarna introduces the 246, for use in parks and forest. The Husqvarna 246 is easy to start, thanks to the decompression valve, known as “Smart Start.” It has a broad power character with a good torque even at low revs. It is equipped with two-stage air filtration, enabling the saw to run under optimal conditions and extending the life of the machine. Model 246 has the ergonomic design of a slim saw body, smooth surfaces and comfortable handles. Safety features include Husqvarna’s inertia activated chain brake designed to release in all working positions. Husqvarna, 9006-J Perimeter Woods Drive, Charlotte, NC 28216. Phone: 800-GET-SAWS (438-7297).

Circle 54 on the Reader Service Card

Safety Storage, Inc., introduces the portable Drum Caddy, which provides safe transport and secondary containment for hazardous liquid dispensing operations. Fully loaded drums are easily moved around work areas by one person, speeding the flow of material and reducing the risk of accidental spills. The Drum Caddy also makes hazardous liquids more available at multiple points of use. Designed to support a 55-gallon drum of hazardous liquid, the base of the unit is constructed of welded steel and is mounted on four heavy-duty casters. All surfaces are protected with a corrosion-resistant coating. Safety Storage, Inc., 2301 Bert Drive, Hollister, CA 95023. Phone: 408-637-5955.

Circle 55 on the Reader Service Card

Treegator® irrigation units, from Spectrum Products, Inc., have been redesigned to improve drip-time range to a 2-16-hour span. The units, introduced in black, now are manufactured in green to meet customer requests for a color that better complements landscape design. Also, the thickness of the material has been upgraded from 10 mil to 12 mil. The units are designed to ensure the benefits of drip irrigation, boost water absorption, reduce runoff and minimize evaporation. Spectrum Products, P.O. Box 18188, Raleigh, NC 27619-8187. Phone: 800-800-7391.

Circle 56 on the Reader Service Card

Rockland Mask-it masks the odor of lawn, garden, ornamental and interior plantscape sprays. Mask-it will minimize odor complaints from customers and neighbors. Mask-it in your tank mix will also improve working conditions for spray applicators. Mask-it has been successfully used with a variety of pesticide products. Rockland, P.O. Box 809, West Caldwell, NJ 07007. Phone: 800-543-1311.

Circle 58 on the Reader Service Card
STUMP CUTTERS

MODEL 2500-4
★ 25 HP Kohler Command Engine ★ Stable Four Wheel Stance ★ Complete Hydraulic Control Including Steering & Propulsion ★ Compact 35” Width Fits Easily Through Gates ★ 1” Thick Cutter Wheel ★ Shown With Dual Wheels Option

MODEL 3500
★ Economical Tow Behind Unit ★ Shown With Optional Remote Control ★ Heavy Duty Construction

MODEL 4100-D
★ 41 HP Deutz Diesel ★ Big Cutting Power in a Mid-Size Machine ★ Optional Remote Control

MODEL 7200
★ 72 HP Four Cylinder Turbo-Charged Deutz Diesel Engine ★ Massive 1 1/2” Thick 31” Diameter Cutter Wheel with 48 Teeth ★ Unmatched Cutting Dimensions

J.P. Carlton builds the highest quality Stump Cutters available. For more information, or to arrange a demonstration call: (800) 243-9335.


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Attun. professional tree persons: Tired of the cold? Palm Beach County's tree health professionals are looking for motivated, knowledgeable people. If you are thinking of moving to SE Florida, give us a call. CDL a plus. Drug-free workplace. 407-968-1045.

Salespeople & climbers. If you have the knowledge, ability and desire to earn your living in arboriculture and landscape planting, call us to learn more. We are a suburban Boston firm with real opportunity and a great benefits package. Experience required, certification helpful. Lueders Tree & Landscape, Inc./Environmental, Inc. Phone: 508-359-9905.


The Care of Trees is a full service tree care firm with offices throughout the metropolitan areas of Chicago, New York City and Washington, D.C. We are one of the most progressive, well-equipped companies in this industry and offer excellent benefits. Our ever expansive mode seems to constantly require personnel to fit into new positions which include production, plant health care and sales. We consider safety, quality, productivity and communication to be important attributes of proper tree care. If you believe the same, please send your resume to Kathy Hendrickson, c/o The Care of Trees, 2371 S. Foster Ave., Wheeling, IL 60090. Phone: 708-394-4220.

Arborist/sales representative - Greentrees, Inc., is a reputable, full service tree and lawn care company. We practice the highest quality arboriculture through education, knowledge and innovation. We are looking to hire an individual with a background in arboriculture or related field to join our team of professionals. Honest, motivated, positive people with a sincere appreciation for arboriculture and drive for success may apply to Greentrees, Inc., 966 Livermois Road, Troy, MI, or call 810-589-7919.


Experienced climbers/foremen needed for established, fast growing company. Top pay for responsible, self-motivated individuals (current rate: $13-$18 per hr., plus benefits). Must be drug free. Send resume to: KWB, P.O. Box 12362, Salem, OR 97309. Equal Opportunity Employer.
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It's time to make your plans for TCI Expo '95, the only trade show for the business of Tree Care. TCI Expo '95 is your opportunity to meet with manufacturers, attend seminars and learn new ways to build your business. And it's all under one roof.

TCI Expo '95 will be held at the Indiana Convention Center and RCA Dome in Indianapolis, Indiana, on November 16th, 17th, and 18th this year. Don’t miss it. The sky is the limit.

Call 1-800-733-2622 for your pre-registration kit.

Call 1-800-733-2622 for your registration kit.

Sponsored by the National Arborist Association and the International Society of Arboriculture.
We would like to thank everyone who helped make our winter recruitment program a smashing success. We added 6 people to our sales team and 3 plant health care specialists. Presently, we are still seeking additional PHC specialists and, although all sales positions are currently filled, we do anticipate additional opportunities this season due to our growth in existing markets and our opening of new markets. If you enjoy working in an entrepreneurial environment - where excellence is cultivated through employee development and outstanding performance is amply rewarded - and you are interested in working in Connecticut, lower New York, central or northern New Jersey or eastern Massachusetts, please send your resume to: HR Dept., 360 Adams Street, Bedford Hill, NY 10507. EOE by choice.

Tree climbers needed to install microwave antennas in trees for wireless cable industry. One year experience. Pensacola. Phone: 504-926-7778. Ask for Bill.

Sales rep/climbers - Northern New Jersey. Established tree service looking for a highly motivated individual to handle sales. Min. 3 years experience with a good understanding of the tree service industry. Climbers also wanted. Phone: 201-340-1612.

Climbers/arborist trainees. Arbor Care is looking for career-minded, motivated individuals with an eye for quality, interested in relocating to Atlanta. We offer career advancement, a benefits package & more. Please send resume to Arbor Care, 1965 Davis Lane, Marietta, GA 30062. Phone: 404-916-1680; FAX: 404-916-1724. EOE & a drug-free workplace.

Chief executive officer. Private investment firm is searching for an executive level professional to lead/manage a full service national arborist company. Qualified candidates, with a minimum of 15 years experience (5 years in senior leadership position) in the arborist industry, should have achieved significant results in acquisitions, financing, strategic planning, budgeting, as well as with business management and development. Outstanding opportunity to lead a growth through association business venture. Excellent salary and benefits package with significant equity participation. For confidential consideration, please send resume with salary history to Tamkin Capital Partners, Inc., 11755 Wilshire Boulevard, Suite 2350, Los Angeles, CA 90025. Phone: 310-575-9447; FAX: 310-473-9250.

City of Cleveland, Tennessee - Municipal forester. Minimum qualifications - Bachelor's degree in urban forestry, arboriculture, ornamental or landscape horticulture, or related field, and three (3) years experience in municipal urban forestry work or its equivalent. Duties include establishing, maintaining and regulating a program for the planting, maintenance and removal of trees on streets and other publicly owned property to ensure safety and to preserve aesthetics of public sites, formulating and maintaining a master tree plan, issuing or denying permits, direct programs for the control of arboral diseases, enforce tree ordinances, serve as public adviser on tree care, various other related duties. Resumes should be submitted with at least three professional references to the City of Cleveland, P.O. Box 1519, Cleveland, TN 37314-1519. Attn: Personnel Department. EOE
LATE BREAKING CONFERENCE NEWS

You won't want to miss this year's conference. Program highlights include worker safety and industry standards, tree hazard assessment, plant health care, and the preservation of trees during construction.

Make your arrangements ahead for transportation from the airport. Limousines are available through the hotel for the Hilton Head airport. For those flying into Savannah, it's about a 45 minute drive.

Both the opening reception and the banquet will be held on the veranda by the pool. Dress for warm weather, and a casual setting. Support your Chapter in the Beach Olympics! It will be a time for fun, frolic and camaraderie.

For more information, please write ISA, P.O. Box GG, Savoy, IL 61874; call (217) 355-9411 or fax (217) 355-9516. Information about the conference is also available through Fax on Demand (800) 747-2463.
The Haupt Tree Company, a leader in tree care since 1957, is seeking an arborist for a sales position. A degree in arboriculture (or related field) and/or tree care sales experience is necessary. We would prefer an individual who has had several years field experience as a climber and plant health care technician. Our compensation plan rewards motivated, hard-working people. If you are interested in becoming a member of a highly respected company that emphasizes team work and professionalism, please send your resume, with references, to The Haupt Tree Co., Box 156, Sheffield, MA 01257.

Climbers/arborist trainees. Arbor Care is looking for career-minded, motivated individuals with an eye for quality, interested in relocating to southwest Florida. We offer career advancement, a benefits package & more. Please send resume to Arbor Care, 8000 Fruitville Road, Sarasota, FL 34240. Phone: 813-371-3644; FAX: 813-371-5228. EOE by choice and a drug-free workplace.

Experienced climber/foreman needed for established Massachusetts tree service. Self-motivated arborist, certificate a plus, to work in drug-free environment. Send resume or call Holbrook Tree Service, 252 Union Street, Yarmouthport, MA 02675. Phone: 508-362-8058.

IPM technicians & climber/foreman positions open for qualified individuals. We are a dynamic, rapidly growing, young company. Because we operate in the nation's wealthiest tree care market, we offer wages between $28,000 and $40,000, plus overtime and benefits. Excellent opportunity for personal and professional advancement. Second Nature Tree Care, 105 Woodmere Road, Stamford, CT 06905. Phone: 203-327-9456.

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Searching for the right buyer? Time for a new regional representative? 26 years extensive experience in light, medium, heavy-duty trucks - 11 years experience purchasing trucks and equip for 4 corp. tree cos. Loyal team player. J.R. McNulty, Box 125, Big Canoe, Jasper, GA 30143. Phone: 706-268-3078.

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Hardware and software, by an arborist for the arborist. For more information about the industry's best selling package, call or write Arbor Computer Systems, 117 Weston Road, Westport, CT 06880. Phone: 203-225-4335.


1987 International, diesel, 52-ft Hi-Ranger, chip box, tool boxes, $28,000; 1990 Eger Beaver disc chipper, Cummins diesel, $9000; Vermeer 206 self-propelled stumper, $3500. 1987 Ford with 48-ft Hi-Ranger, $25,000. Phone: 519-945-4385, days; 519-969-5451 after 6 p.m.

Skyworker - Largest new parts inventory, used equipment inventory, major service facility in U.S. Phone: 706-376-3192. FAX: 706-376-6701.

Looking for a used chipper or stump grinder? Call the Midwest's chipper/stumper supermarket. Nearly all makes & models in stock. All units are fully reconditioned and ready to work. Financing is available. Call Alexander Equipment Co. at 708-268-0100 for a complete listing.

Video program offers information on ropes, knots and tree climbing to make on-the-job training easier. Call 800-733-2622 for more information.

Chlorosis tree medicine. Oaks and most deciduous trees. 10-minute application. Full color change in 19 days. $29/qt postpaid. Treats 16 trees. Pin Oak Specialist, 7310 North 39th Terrace, Omaha, NE 68112. Phone: 402-455-9384.

ArborWare is the industrial strength business software that lets you control virtually an unlimited number of customer transactions, estimates & proposals, invoices, A/R, statements, A/P, IPM, work tickets, routing, appointment scheduling & call-backs, inventories and more. Includes tree/shrub, chemical disease & pest libraries. Mouse support, LookUp & Help Windows. You demand quality, performance, safety and reliability in your field equipment. So why settle for less in your office automation system? Step up to increased productivity with ArborWare today. Call 1-800-49-ARBOR.

Used equipment list - (Prices do not include sales tax) Stump cutters: (1) 1989 Rayco hydro-stumper, call for quote; (1) 1990 Hodges SP, 18-hp, $2500; (1) 1994 Rayco RG20HD - 20-hp (low hours), $4800. Brush chippers: (1) 1979 Model 18 Morbark, new engine/5th wheel hitch, call for quote; (1) Model R-600 Mack tractor, call for quote; (1) 1994 Model 200+ Brush Bandit, 4-cylinder diesel, 100-hp, 12" capacity, rental unit, call for quote; (1) 1994 Model 250 Brush bandit 4-cylinder diesel, 116-hp, 12" capacity, demo unit, $18,900; (3) 16" Asplundh chippers, 2 with V8s & 1 with 6-cylinder, maintenance records available, each, $4500; (1) Mighty Bandit, 6" capacity, 20-hp Onan gas engine, 44500; (1) 1974 Lindig 16" with V8, located in Moline, IL, call for quote. Call Ron or Joel, 708-396-0620. Aerial Equipment.

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Big John 80-inch tree spade on Ford LTS tandem. 230 Cummins, 7-speed Fuller, 70% rubber, $9000 in major repairs just completed, current DOT inspection, $35,000. Unit is ready to work and make you money. Phone: 203-429-9972.

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Windows software designed for arborists. Comprehensive, supported for over 10 years. Call or write for free demo. 610-970-7955, Quad Tech, Inc., P.O. Box 643, 191 S. Keim St., Pottstown, PA 19464.


81 Hi-Ranger, 52' factory rebuilt, F700, 370 split shift dump box, $20,000. Phone: 513-236-9962.

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- 1981 Int S-1800 DSL w/ LR 50. Chip Dump
- 1984 Ford F-800 w/ LR 50. Chip Dump
- 1990 Ford F-700 Dsl w/ LR 50. Chip Dump

HI-RANGER LIFTS
- 1986 Chevy C-70 w/52' Hi-Ranger Chip Dump
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75 AERIAL UNITS
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- 1986 GMC 7000 w/AL 50. Chip Dumps. Pony Motors (New Cabodies)

ALTEC

LOG GRAPPLE UNITS
- 1983 Mack M665ST w/Borco 8000 (Diesel)

TECO
- 65 Teco. (1) 87-Ford LN 8000. Flat Bed
- (Several) Teco Saturn 50's on 85-87 Ford F-7000 8000 Chip Dumps. 50 Overcenter Also 1990-93 GMC Diesels

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Please circle 6 on the Reader Service Card

TREE CARE INDUSTRY - JUNE 1995

Please circle 24 on the Reader Service Card

41
Ahh, television news in the 90s.

Tabloid journalism has sneaked its way onto the airwaves. And the pursuit of facts seems to have been replaced by the pursuit of ratings.

So the specialty pesticide industry needs a media watchdog that not only watches. But that also takes action.

Fortunately, we have one. RISE. Responsible Industry for a Sound Environment.

RISE is a coalition of manufacturers, formulators and distributors from all areas of the specialty pesticide business.

In addition to promoting environmental stewardship, RISE makes sure the media doesn't report misinformation as fact.

We also hold editorial meetings with media decision-makers. And respond to negative articles or broadcasts that are incorrect. We've been very successful so far. Not surprising considering what our most powerful weapon is.

The truth.

Of course, there's still a lot more work to do. But rest assured, RISE is up to the task.

Because we know if we eliminate air pollution, the pesticide industry can breathe a lot easier.

Please circle 33 on the Reader Service Card.
What is common sense is also the law. OSHA Standard 1910.331 states that employers must provide appropriate, documented training to any tree care employee working within 10 feet of an energized electrical conductor. And that is just the first of several regulations with which you may have to comply. ANSI Z133.1-1994 dictates very specific training and operations regulations. Plus, there's a new OSHA standard, 1910.269 which takes effect January 31, 1995. It makes sense - both business sense and common sense - to meet these requirements. But how?

NAA Training Makes Sense. The National Arborist Association has done much of the work for you! Our Electrical Hazards Awareness Program offers you a simple, economical and practical way to give your employees the training they need. This program enables you to comply with OSHA 1910.331 and ANSI Z133.1-1994, and starts you on your way to compliance with OSHA 1910.269.

Like all NAA Training Materials, Electrical Hazards Awareness is easy to use and easy to apply. The program is self paced, to put your employees in control of meeting their own goals, and presented by you, to keep you in control of your business.

For more information about EHAP, or any NAA program, or to order, call our toll-free hotline, or send/fax the coupon below.

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P.O. Box 1094, Amherst, NH 03031-1094
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Send Me EHAP Programs for ______ enrollees, at $ ______ each*. Enclosed is $ ______
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*RETAIL: $135.00 per enrollee; MEMBER DISCOUNT PRICE: $85.00 per enrollee. Please add $5.50 shipping and handling.
Bucket trucks, chip trucks, trailer chippers, cranes, skidders, track machines and custom-built units to meet your individual needs. For sale or rent. Mirk, Inc. Phone: 216-669-2000.


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16" bar, 11,000 rpm, 9.3 lbs.

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1988 Case maxi sneaker, cable layer, Mits 52E, $6500; trailer for sneaker, $500; 1982 Ford f/600, enclosed chipper body & tool storage, $10,000. Call Kyle Eberline at 912-750-7067 or FAX: 912-750-1336 for more info.

Up, running and thriving. Tree business for sale. Operating in area of Canada that has one of the highest disposable incomes per household in the country. Includes real estate, equipment and management. Call 416-421-6370. Your message will be returned promptly.

(1) used 64" MK 64 knife grinder with stand with 2 sets of fixtures for Beever knives and 20/36 Morbark knives. 5-hp, 230v, single phase, $7500. Phone: 219-663-5462.


(1) Morbark Eeger Beever w/Hercules gas engine; (1) Morbark Model 20/20 EZ Chipper w/Ford 6-cylinder gas engine; (1) Morbark Model 175 w/Hercules G-1600 gas engine; (1) 16" Asplundh JEF drum chipper w/Ford 6-cylinder gas engine; (1) 1977 Asplundh JEF drum chipper w/Ford 8-cyl gas engine; (1) 1986 Chipmore 12" drum chipper w/Ford 6-cylinder gas engine; (1) 1993 Vermeer 620 chipper w/Kohler 20-hp gas engine; (1) 1994 Salsco (6" diameter) chipper w/20-hp gas engine; (1) Mighty Bandit (6" diameter) w/Wisconsin 30-hp gas engine; (1) 1994 Model 60 Brush Bandit w/Wisconsin 30-hp gas engine; (1) 1992 Model 90 Brush Bandit w/Perkins 42-hp diesel engine; (1) 1998 Vermeer 1250 chipper w/Perkins 80-hp diesel engine; (1) 1993 Model 150 Brush Bandit w/Hercules diesel engine; (1) 1993 Model 1250 w/14" chipper opening w/Cummins 200-hp diesel engine; (1) 1993 Model 1700 Tree Bandit whole tree chipper w/250-hp Cummins diesel engine; (1) 1994 Model 900 Tree Bandit whole tree chipper w/450-hp Cummins diesel engine. For further information, contact Bandit Industries, Inc., 6750 Millbrook Road, Remus, MI 49340. Phone: 517-561-2270; FAX: 517-561-2273.

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TCI's classified ads get results.

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TREE CLIMBING IS FOR TRAINED PROFESSIONALS

If you can't get to it safely you can't prune it or otherwise work in a tree. NAA's video orientation to ROPES, KNOTS & TREE CLIMBING provides:

- Essential information on the ropes, snaps, carabiners and saddles used.
- Basic instruction in the knots required for tree climbing.
- Various climbing techniques used for ascending into and working in trees.

All of the appropriate elements of the ANSI Z133-1994 are included.

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Plus, members can network with other, non-competing tree care companies -- large and small -- to get their peers' point of view on everything from pruning ornamentals to cutting overhead; from haggling sales to negotiating contracts. We're even developing an on-line bulletin board to facilitate computer networking among members and our staff.

When you're in business, you can count on only one thing: nothing stays the same. To stay competitive, tree care companies must plan for next year and the next century. And the NAA should be a big part of your plans. Join today for just $150 for the first year. Put the NAA to work for you today, and you'll be ready for the 21st century.

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The National Arborist Association
P.O. Box 1094
Amherst, NH 03031-1094

Leading Commercial Arboriculture into the 21st Century.
Working The Night Shift

By Will Pittenger

I know most tree trimmers have a healthy respect for the potential hazards of the job while working the daylight hours. You can appreciate my apprehension then when a client called asking if I would consider doing some limb removals over his tennis court at night.

"The problem," he said, "is that there is an owl living in the tree. He's been there so long he's like a friendly neighbor you'd hate to see move. He leaves early every night and returns sometime before dawn. I'm afraid that if he's overly stressed by chain saw work near his home during the day that he may leave and not return. Unfortunately, we have three oak limbs over our tennis court that simply have to go. At the present time, the court is virtually of no use to us with the low-hanging branches."

"Do you have any lights?" I asked. "Oh, yes," the client assured me. "We have an abundance of light."

Two nights later I was at Mr. Jones' house at 9 p.m. I've showed up late for work before, but this was ridiculous. Sure enough, the owl was gone. I could tell right away that adequate lighting was going to be my biggest problem. Four small floodlights on either side of the court directly above the net barely diffused the lower half of the oak. I should have worn a miner's hat. Using a throw line was out of the question, so from the bottom limb I began the tedious task of free climbing.

Though I'd been climbing for 10 years, the disorientation of trying to move around a tree in the dark gave me that uncoordinated feel of climbing for the first time. The disconcerting shadows cast by the lights below made it difficult to determine exactly where objects were. Strictly by feel I determined a safe crotch to tie into then lowered myself the 20 feet to the first removal, hitting my head and knees on phantom stubs and undiscernible branches. Clear safety glasses were mandatory.

Once I finally got started, the work went surprisingly error free, though understandably slow. I might as well have been tying knots with my eyes closed. Still, I had very few slips and there was no damage to the court or surrounding fence.

When I had finished, had my gear put away and the check in hand, the owner couldn't seem to thank me enough. "All in a night's work," I said.

The next day Mr. Jones phoned me to say that not only did they have full use of the tennis court again, but also that by dawn the owl had returned, apparently unperturbed by the recent renovation.

So, although night climbing can be an exhilarating and rewarding experience, I wouldn't recommend using a chain saw on moonless nights.

Will Pittenger owns and operates Viewscape Tree Co. in Boulder, Colorado.

Do you have a story for From the Field? TCI will pay $100 for published articles. Submissions become the property of TCI and are subject to editing for grammar, style and length. Entries must include the name of a company and a contact person or the v will not be considered for publication. Articles and photos must be received by the first day of the month for the following month's issue.

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