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Modern, specialized equipment allows the arborist to perform tree work faster and more safely. Top photo courtesy of the Asplundh Tree Expert Company, bottom photo courtesy of Aerial Lift, Inc.
Spending $175 million to plant trees without providing for their care is short-sighted. Ignoring the existing trees in America's cities and towns is worse.

You have heard about President Bush’s “America the Beautiful Program” and the National Tree Trust Act of 1990. Under the proposal, the government would plant 10 billion trees.

Still, the proposals do not make any provision for the care and maintenance of these trees. Does the federal government expect municipalities to fund the maintenance programs to sustain these trees? Apparently. But municipal and state governments today are having a tough time surviving. Ask any municipal arborist when his or her budget was last increased. Are the public and corporate America going to rise to the occasion, as the president suggests?

The tree care industry has testified before Congress on the need for funding for the care and maintenance of the trees already living in the urban/suburban environment, as well as care of newly planted trees. Thus far, we have been ignored. Would you expect more? What could be more mundane in an election year? A congressman’s support of planting trees can generate votes. Can’t you hear the rhetoric? “I voted to support the National Tree Trust Act! My district is going to have trees in front of every property.”

How much interest would the voters have in a candidate’s statement that he or she voted to provide federal funding for tree care? Believe me, not much.

We need an amendment to this legislation that provides for both the aftercare of newly planted trees as well as the care of existing trees. Congress must be made to understand that it will be years before newly planted trees can make anywhere near the contribution of existing trees to the well-being of the American people.

This is an election year for the Congress, so congressmen will be receptive to the needs and wishes of the voters in their district. This is the time for you to visit your congressman on this issue.

Take the matter one step further. All of your clients are aware of the value of trees and the need for their care. They can appreciate the situation. Ask your clients to contact their congressman with this message as well.

Let’s try to make a difference.

Robert Felix, Publisher
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The amount and diversity of equipment produced for tree care is astounding. Much of it has withstood the test of time and is of great value to arborists. There is also an assortment of relatively new products just starting to make an impact on the industry, and still others that show enormous potential. This story will concentrate on the latter two categories.

**Truck bodies**

Truck body manufacturers have created designs suited to the needs of the individual arborist.

Southco Industries in Shelby, North Carolina, has witnessed an upsurge in the sales of the model MP-12 multi-purpose body in the last two years, according to Jane Falls, Southco sales representative. Falls attributes this trend to the increasing number of arborists who provide tree fertilization or spraying. These customers need a unit that can adapt to the seasonality of these services.

The Southco MP-12’s removable sections give the unit flexibility for use as a spray rig, log hauler, landscape vehicle or chip truck.

Arbortech, located in Wooster, Ohio, produces a complete line of forestry truck bodies. The big demand is largely for bucket bodies, according to Steve Denison, vice president and general manager. About 65% of the company’s business is with utilities, Denison says, but it also produces truck bodies for residential and commercial arborists. The company keeps a large parts inventory and bodies in stock, enabling it to customize an order in a week.

Residential/commercial arborists’ requirements for truck bodies are varied. Young companies want smaller units that are versatile, maneuverable and affordable. Arbortech’s 10-foot chip/dump body and L-box on a Ford Super-Duty chassis is such a unit with features commonly found on large trucks. It is designed for the arborist who wants a unit that is economical to purchase and operate.

Companies with debris disposal problems need large chip boxes to reduce their trips to the landfill. Many arborists are also looking for a “truck for all seasons”—one with a convertible body for multiple uses. These two features are combined in Arbortech’s Utility Tree Vehicle, UTV for short. The UTV is manufactured in several dimensions and is built to the customer’s specifications. Its key feature is its removable body panels that allow it to be used for a variety of functions.

**Specialized spray rigs**

Of the services that arborists provide, none has seen as much change recently as pest management. Increasing public concern over the environment has changed the way arborists apply pesticides. Most arborists would just as soon use pesticide more sparingly.

The need to apply pesticide according to a prescription for tree health, coupled with the economics of combining various treatments, has led to the evolution of new equipment. The tree spray units manufactured by Professional Tree & Turf Equipment in Golden, Colorado, offer flexibility while the units’ appearance is “low profile” and professional.

Steve Tangsrud, president of Professional Tree & Turf, says his company custom builds each unit. He recommends that rigs designed for flexibility should have isolated systems to prevent contamination and tree damage. The typical units his company designs for companies like the F.A. Bartlett Tree Expert Company in Connecticut and Hendricksen—The Care of Trees in Illinois have a fresh water nurse tank and two or three mixing compartments and pumping systems. Chemicals, liquid or dry, are added through inductors and mixed with fresh water so the operator can deliver different solutions in quantities.
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Professional Tree & Turf's "IPM Unit," manufactured for Bartlett.
from one to 150 gallons. The unit pictured has an 800-gallon, three-compartment stainless steel tank, 12 GPM and 35 GPM PTO-driven pumps, high-pressure agitation, and a multitude of standard accessories.

Units can be equipped with conventional piston pumps or high-quality diaphragm pumps, depending upon their intended use. Jet mixers provide thorough mixing and eliminate bearings that can leak and belts that can slip.

Professional Tree & Turf also produces more conventional spray rigs and pickup versions of the IPM unit.

The Terra lift Model Gala S.

Soil aeration and manipulation

"Any time you introduce new technology, it takes time to catch on," says Denson Satterfield, president of R.E. Jarvis Company, the firm that sells the Terralift pneumatic soil aerator. Satterfield reports that the machine, introduced from West Germany in the early '80s, is widely accepted in Europe. The Terralift is capable of fracturing soil and simultaneously injecting a granular substrate to alleviate soil compaction or increase soil's water-holding capacity.

While the machine was introduced in Europe and is sold all over the world, the concept of fracturing soil with air pressure can be attributed to an American. Charles F. Irish pioneered the idea with his Aero-fertil machine 50 years ago, but it never caught on. Today, though Europeans are reporting favorably on the Terralift, American researchers are reserving judgment.

The Model Gala-S is the largest available. Satterfield sells only this machine largely because its compressor recovery time makes it more practical for commercial applications. The Gala-S has an 18 hp Briggs & Stratton motor, is self-propelled, and weighs 160 pounds.

Grow Gun Corporation in Arvada, Colorado, manufactures two soil aeration devices, the Grow Gun and the Grow Gun Probe.

The larger Grow Gun is a hand-carried unit capable of injecting a granular substrate as large as one-quarter inch pea gravel into the soil. It requires a pre-drilled 2-inch hole.
The Grow Gun soil aerator.

and a 100 CFM, 125 PSI compressor. With the proper hookup, it will simultaneously inject a liquid solution. The basic model is constructed of steel and aluminum and weighs 53 pounds. An all-aluminum version weighs 33 pounds.

The Grow Gun Probes fracture the soil with air and inject a liquid solution. They do not require a predrilled hole and, because of their size, they cannot handle granular materials. Actually, the largest of the three models will inject sand-size particles. The regular probe has a 1-inch tip, the Junior Probe has a 3/4-inch tip, and the Mini-Probe is smaller. They fracture the soil at different levels, and are useful for hard-to-reach areas.

Bucket trucks

Time Manufacturing in Waco, Texas, will soon be marketing a new bucket truck with some radical changes. "You almost have to see it to believe it," says Lee Taylor of Time’s Versalift VST-4000. Released in September 1989 as a utility unit, the prototype tree trimming unit was unveiled at the I.S.A. Annual Conference in Toronto last month.

The unit features an articulating elbow and telescoping upper boom that provides a 46-foot working height. The boom has continuous rotation and full dielectric protection. The bucket rotates 180 degrees around the end of the upper boom so the operator can position himself next to the work without ever having to reach over the boom.

Aerial Lift of Milford, Connecticut, is another major manufacturer, with one of the best-selling lines of tree trimming aerial units in the country. Ernest DePiero started in the service business in 1958, began manufacturing units 15 years ago, and started producing tree trimming units 10 years ago. Units reach from 38 to 52 feet, measured to the bottom of the bucket. With an elevator mount, maximum height is 68 feet. DePiero claims the longest side reach of any unit on the market—47 feet.

Asplundh Manufacturing’s LR-50 Trim-Lift.

He backs up his product with 24-hour emergency service anywhere in the country.

Asplundh Manufacturing in Creedmoor, North Carolina, reports that customers are asking for a bucket truck that is easy to operate as well as easy to buy. Asplundh’s answer is the flat deck version of the LR-50 Trim Lift series. The LR-50 is a basic bucket, with a 55-foot working height boom rear-mounted on a Ford F-700 chassis. This stock standard unit has a 28-cubic-foot through box for storage. The rear-mounted boom gives the arborist back yard maneuverability.

Chippers

Bandit Industries Inc. of Remus, Michigan, has added a new dimension to its popular Model 200+ Brush Bandit chipper line. The model is now available with a hydraulic winch attachment that will help reduce the
Bandit Industries’ Model 200+ Brush Bandit chipper with hydraulic winch.

risk of back injury to field personnel as well as reducing labor costs, according to Jerry Morey, Bandit’s marketing manager. "The winch will reduce the amount of trimming done on a piece of wood and the model’s lower profile reduces the amount of lifting," says Morey.

The winch is operated by diverting the hydraulic fluid from the feed system to the winch, thus eliminating the risk of damage to the cable by the feed wheels. The Model 200+ has a 12-inch capacity and is available with gasoline and diesel engine options from 61 to 119 hp.

“It’s a different design than anyone has ever done,” says Norval Morey, chairman of the board at Morbark Industries, the parent company of The Beever, Inc. in Winn, Michigan, about the new E-Z Beever Chipper.

This different design may revolutionize the way drum-style chippers are made. There are six knife pockets on the E-Z Beever and the unique chip pocket configuration discharges the chip by centrifugal force. “You can hold a cigarette lighter in front of the discharge chute while the chipper is running and it won’t blow it out,” says Jack Rau, vice president of sales at The Beever.

The knife design eliminates kickback, makes changing the knives easier, enables the machine to chip larger wood with less horsepower, runs quieter than a conventional cylinder-type drum chipper and has no hydraulic feed system for the operator to get caught in.

The E-Z Beever is available in a variety of engine models, both gas and diesel.

In recent years, chippers have assumed a key role in alleviating pressure on municipal landfills by recy-
machine at Vermeer, according to Leroy Van Weelden, the company's product consultant. "The distance from the end of the in-feed chute to the pinch point on the rollers is 74 inches, which allows workers to position themselves at a reasonable distance from the rollers. The 1250 has a pivoting tongue that can angle 45 degrees so operators can feed curbside, along with a quick-change discharge chute that is capable of swinging 270 degrees. No tools are required," he says.

**Stump grinders**

A state-of-the-art, self-propelled, front-cutting stump and root grinder from Promark Products, Inc., the Promark R-18XL features fingertip forward/reverse control and a positive, manually activated cutter wheel clutch. Capable of grinding larger stumps with less effort, this tough, portable grinder can climb over curbs, through holes, up hills or loading ramps. Economical and easy to use, the R-18XL cuts any diameter stump from 24 inches above the ground to 22 inches below.

Kinetic Stump Cutter has developed a new stump cutter particularly for smaller companies. The Kinetic X-10 is a 10 hp, lightweight (170 pound) machine that cuts in both directions using a nine-tooth cutter head. The head consists of three teeth positioned at a 45-degree angle, three at a 25-degree angle and three positioned straight. All chips go forward under the machine, making the operating area safe for the user.

"There are so many arborists who need the equipment and just can’t afford it. This machine lets everyone play," says company president Russell Mollberg. A practicing arborist, Mollberg says the machine’s light weight and width (28 inches) enable it to be transported into narrow places.

The X-10 features an automatic friction-brake on the cutting wheel and a twist grip throttle control. The handle bars are extended to give the operator a clear view of the work area as well as safe working distance. With a 1-3/16-inch cutting shaft, the product is durable. "It can cut a 10-inch pine stump in 30 to 45 seconds," says Mollberg. The X-10 will cut to a depth of 15 inches below ground.

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TREE CARE INDUSTRY - SEPTEMBER 1990

9
Bush, Congress At Odds On Civil Rights Bill

While events in the Middle East have been the focus of attention on the international level, civil rights and drug testing are the main topics on the domestic front.

The president and Congress seem to be on a collision course over a landmark civil rights bill. President Bush has said he will not sign the bill that was passed in early August by the House and late July in the Senate. Neither vote was sufficient to override a presidential veto.

Sen. Edward Kennedy (D-Mass.) and Rep. Augustus Hawkins (D-Calif.), chief sponsors of the bill, say the measure would restore the civil rights statute by overturning recent Supreme Court decisions. Besides banning racial harassment in the workplace, the bill would provide for jury trials in discrimination cases as well as punitive and compensatory damages.

The president said he would not sign the bill without an amendment that he said would allay his concern about hiring quotas. The House rejected the amendment, however.

As for drug testing, all employers should be aware that they have until December 20 to comply with Department of Transportation regulations. The regulations went into effect in December 1989 for companies with more than 50 employees, but all employers will be covered as of this December.

These regulations require that all drivers of certain commercial motor vehicles be tested for drug use. Drug tests are required during pre-employment tests for job applicants, periodic testing during routine physicals, when there is reasonable cause to suspect that employees are using drugs in the workplace, and within 36 hours of an accident.

The regulations also call for random testing, but this is being challenged in the courts.

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By Don Blair

Think back on the changes that have occurred in this industry over the last 15 years. When I founded Sierra Moreno Mercantile in 1975, the arborists I knew and worked with in the San Francisco Bay Area had two styles of tree saddle to choose from, or we made our own. We climbed on three-strand Columbian Tree Surgeons Grade manila, pushed a Fanno #8R and painted all cuts over two inches in diameter. We either ordered steel paint pots from Kueumerling or made our own from Hershey chocolate cans. You had status if you had a chipper, and you were spoken about in low, respectful tones if you had an aerial lift and didn’t do line clearing. Basically, we did good work, but with the same tools and techniques that my father and his colleagues pioneered in the 1920s and 1930s.

We used the best we could get in chain saws, but the choices were limited and the power-to-weight ratio was not as good as it is now. I remember showing the Poulan XXV off when it first came out and the consensus was that it would never replace the Power Max! There have, indeed, been many changes in our techniques and equipment over the past two decades.

To aid in reviewing the newest developments in arborist equipment, I’ve established the following categories of equipment: tree saddles, tree climbers, safety straps, climbing line, throw weights, safety snaps, rigging for removal, bullrope, personal safety gear, pruning tools, cabling and bracing, cleanup tools, truck equipment and tree protection devices.

Tree saddles

Although the bulk of the innovative design work on saddles has already occurred, I predict that future designs will rely increasingly upon ballistic nylon and cordura fabrics as continuing shortages of quality leather plague manufacturers.

Tree climbers

Also known as gaffs, hooks and spikes, they have changed little over the years. There have been improvements and innovations in pads and straps. Sierra Moreno Mercantile has a large pad that uses two straps to keep it from shifting on the tree worker’s leg. Buckingham has developed a cushioned pad that uses velcro to attach it to the climber. Buckingham has also developed a footpad that clamps to the stirrup of the climber to offer more comfort.

Safety straps

Lanyard designs themselves haven’t changed much. Due to some recent directives from the Occupational Safety and Health Administration regarding the use of non-locking versus locking snaps, Klein Tools has virtually eliminated all non-locking snaps and many other manufacturers have followed suit. Newest among the safety lanyards is one called a Chinese lanyard that offers a greater range of adjustment (24 to 84 inches) than the standard (56 to 90 inches). While on the subject of safety lanyards, if you’re using wired cord lines, be aware of their limitation near energized conductors and take them out of service before the wire core fatigues.

Climbing line

Fifteen years ago, manila was king and a few synthetic 3-strand were pretenders to the throne. Now, manila has been banished and braided construction synthetics are more popular. Newest on the market is Samson Ocean Systems “True Blue.” Unique features include an oversized 1/2-inch rating (making it closer to 9/16) and 100% polyester braid construction. This 12-strand climbing rope has an outer jacket of a dark blue fiber that is highly visible. On a miserable, overcast day at the Northern California Jamboree in Golden Gate Park, True Blue stood out brilliantly against the gray sky and never got lost against the trunk or foliage. True Blue has the highest tensile strength of all the arborist grade braided synthetic lines. At 8.5 pounds per 100 feet, it is the heaviest of the arborist braids and among the more expensive.

The ness shot pouch

The early throw weights were cut-down sash weights and lengths of round bar with a chain link welded to it. They were murder on teeth and windshields. The black rubber coated pear weight was a great improvement and has been the standard for at least 25 years. New for the ’90s is the ness shot pouch. Filled with lead shot and encased in cordura fabric, the shot pouch has proven itself superior to the throw ball. The shot pouch is more aerodynamic, more durable, less expensive and will not bounce when it hits the ground. The shot pouch comes in three weights: 16, 18 and 20 ounces.

Safety snaps

Due to the OSHA recommendation, manufacturers have been scrambling to introduce improved locking snaps to industrial users. Newest among the entries are two nearly identical snaps from Miller and U.S. Forgecraft. Both have one-handed operation, compact design and realistic pricing.

Rigging for removal

The lowering device is still hot as ever as more arborists learn about its capabilities. A technique rather than a tool, the speed line has gained prominence as an accepted work practice in the last few years. A new adjustable sling called a Chinese lanyard is proving its worth for rigging false crotches and hanging blocks. Chinese lanyards come in 1/2-inch, 5/8-inch and 3/4-inch diameters with respective lengths of 7, 10 and 12 feet.
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Adapted to tree removal from mountain rescue, figure-eight descenders, stainless steel pulleys and high-strength steel carabiners are changing the options that the tree worker has at his disposal. Many of these tools are multiple use. For example, a figure-eight descender can be used to belay the weight of limbs being lowered as an alternative to taking potentially bark-damaging wraps around the trunk. Wraps may now be taken anywhere there is a solid anchor, such as a truck or chipper. Using a figure-eight descender, a tree worker can descend a tree stripped for falling by tying into the bull line as opposed to "spiking" back down the tree. Figure-eights are an important feature of setting up a speed line because they do a brilliant job of holding tension on a line and allowing it to slacken at will.

Bull rope

Although there have been no new introductions within the last year, demand for manila is virtually nonexistent and braided bull lines are by far more popular than stranded ropes. Although the initial purchase price might be higher, a braid has a higher strength-to-weight ratio, less stretch and should outlast a stranded line by 1-1/2 to 2 when compared.

Personal safety gear

Fifteen years ago, chain saw leggins were first introduced. They weighed about 25 pounds and were too stiff to walk in. A more universally despised product has not been thought up in recent memory. Now they come in several models and weigh only a few pounds. Ballistic leggins come in three basic styles: pants, leggins and chaps. The most important features to consider when selecting chain saw safety clothing are thickness and type of chain saw protection material. Polyester fibers seem to be best if a high degree of fire retardant quality is not necessary. The Forest Service requires kevlar because of its blend of protection and fire resistance. You should consider the shell material. A good shell material will be abrasion resistant but pliable and able to breathe. Pants and leggins are the best option when they are to be worn for long periods. Chaps might be recommended for climbers who are only required to wear protection when using a saw on the ground.

Renowned for its cut resistance, kevlar has found its way from leggins to gloves. Golden Needles Knitting has introduced "Armordillo" gloves. Made of 100% kevlar with blue "gripper" dots attached, the Armordillo offers superior abrasion protection. They are, however, defenseless against thorns.

Skyline Northwest has developed a high-tech mesh eye goggle. Lenses are clear polycarbonate, ergonomically designed to match the facial bone structure and foam padded for maximum comfort. Stainless steel mesh is sonically welded to the frames to provide long lasting protection without the problems of fogging or scratching that are inherent with lens-type goggles.

The best improvement in hard hats has been in the suspension. We are enthusiastic about the precise ad-
When you’re in the market for a brush chipper, we think you should shop around. Compare features, performance, price, factory service and parts support, manufacturer’s reputation, options available. Talk to other chipper owners. (We can give you names.) Ask questions.

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Do your homework. Look at the competition. We’ll be waiting for your call.
justment that the newest ratchet-type suspensions that E.D. Bullard and others offer.

Pruning tools
Recent introductions to the arborist in pruning tools are probably among the most exciting and revolutionary developments. For nearly 70 years we have been pushing and pulling Fanno, Bartlett, Corona, SnapCut, Nicholson and Disston with nary a thought except to get them sharpened every once in a while. A few years ago, the ARS was introduced from Japan and opened up a new ball game in pruning saw technology. Light, incredibly sharp and possessing a radically different tooth design, the ARS paved the way for a new generation of pruning tools for the '90s. Presently we know of ARS, Kanzawa, Felco and Fanno offering versions of the triple-edged, razor-sharp Japanese pruning saw. There is a learning curve associated with the use of these saws. We used to use Fanno's to break out deadwood. Some people even went so far as to sharpen the backside like a machete for cleaning water sprouts off oak limbs. That's not going to work with the new breed. We're going to have to look beyond one saw as being all-purpose. The new breed makes the fastest, smoothest cuts, but costs twice as much as a Bartlett and probably isn't half as durable. No matter what the teeth look like, they all cut only on the pull stroke. A hard shove forward will probably only succeed in breaking the blade.

What we hear about the new breed of pruning saw is that people love them but fear the way they cut flesh. They cut two to three times faster than any conventional saw on the market, so fast that they are into legs and hands before some people are prepared for them. Take good care of them, use them for detail pruning and be careful with them.

Cabling and bracing
Preforms were the hottest thing going when they were first introduced in 1977. They still are. For safety, use only 1-by-7 left-hand lay galvanized EHS (Extra High Strength) cable. Nothing else works on preformed tree grips. Also, the grips must never be shortened to fit into a tight place and the cable must always be seated the full length of the grip. Recently, I've been asked about using nico-press fittings and stainless aircraft cable. A nico-press tool is about the size of a bolt cutter. I think we might see more evolution in that direction in the '90s.

Cleanup tools
What can be new about brooms and shovels? Well, Union, Ames and True Temper now market a plastic scoop shovel. At half the cost of aluminum, the plastic shovels are lighter and adequate for sweepings. Also, think about carrying some 7-by-7-foot burlap squares on the truck. They make packing rakings out of a backyard a lot easier and they are less expensive and easier to stow than garbage cans.

Truck equipment
Two things that have caught my eye recently can be found in a well-appointed truck tool box. The first is a Type II safety fuel can. Made by Wood/Chuck Chipper Corp. Dровер 400, Shelby, NC 28150. Ask about Wood/Chuck 12" and 16" 4-blade drum chippers. Check out the Hy/Roller hydraulic roller disc chipper. They're quiet, safe, and reliable — and they always deliver a good day's work.

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Justrite, these feature the spring-loaded valves common on safety cans with a 5/8-inch flex steel spout. These are the only cans I’ve found that exceed Department of Transportation storage requirements and still make it possible to get fuel into a chain saw without spilling it everywhere.

The other hot product is a tool box liner called Dri-Dek. Made of chemically impervious polyvinyl chloride plastic, Dri-Dek comes in sheets or squares and is trimmed or linked together to fit inside a tool box. Dri-Dek cushions chain saws, for instance, from getting beaten to death against a steel deck. Dri-Dek elevates tools one-half inch above the deck to allow moisture and fuel or oil spillage to drain beneath. Dri-Dek comes in eight colors. I’d suggest using a different color for each team and color-coding the tools accordingly.

The Prusik loop
Right now, probably the hottest thing in tree climbing is nothing more than an 8-foot piece of 9-mm rope tied into an endless loop. Tied to both strands of a crotched in climbing line, the Prusik Loop secures the climber while footlocking and is creating new interest in a technique that has always been somewhat controversial by virtue of its perceived risks. In demonstrations at jambo-rees in Virginia, Illinois and California, the “Footloop” is gaining acceptance among traditional foot lock climbers and has met an enthusiastic following among the body thrust climbers.

Tree protection tape
Protection of trees in construction areas has always been a concern of arborists. As an aid to increasing tree awareness, Sierra Moreno Mercantile has introduced flagging tape with a special legend: TREE PROTECTION ZONE KEEP OUT! Printed on 3-inch-by-1000-foot rolls of yellow tape, the legend is intended to be used in conjunction with cyclone fencing to make an effective tree protection area.

Conclusion
Over the years, power sprayers, hydraulic dumps, aerial lifts, synthetic rope, lighter chain saws—and on and on and on—have taken their turn in the limelight. The trees keep growing about the same way they always did, and we keep trying to achieve the same basic end-product that our forebears did—an improved tree for the client and a profit for the operator. In spite of all of these marvelous tools, we’re still here trying for the same things—more help, better help and higher profit. The more things change, the more they stay the same.

Editor’s note: Donald Blair, president of Sierra Moreno Mercantile Company, is an entrepreneur, arborist and teacher, known for his vision and his willingness to seek practical solutions to the operational problems of arborists. Many of his innovative concepts are sold all over the country.

The Word From Small Tool Suppliers

By Robert Felix
Publisher

Japanese-style hand saws and pole saws are becoming more popular, according to suppliers across the country. Suppliers also note that quality in all materials is of prime importance to buyers.

In the Northeast, suppliers such as Tom Duffy, New England Arborware, Marie Ritch, the Muench Company and Jerry Sluker, ESSCO, report braided ropes are also popular, in addition to the Japanese saws. Also, materials such as Damminix and Permanone are widely used to control or repel deer ticks which spread Lyme disease. Richard Miller, American Arborist Supply, says that rigging devices are the “in thing” along with the Japanese saws.

Expensive saddles and rigging equipment are the big sellers in the Midwest, according to Chuck Ritz, Karl Kuemmerling Inc., and Dave Ausperk, Lanphear Supply. Both also note the popularity of the Japanese-style saws. Henry Nelson, Bartlett Manufacturing, reports stable sales in all product lines particularly Bartlett’s standard saws.

The Japanese-style saws are also generating increased interest in the West, say Jim Gorham of the Bishop Company, Marsha Hutnick of Western Tree and Landscape Supply and Karen Waller of Artistic Arborist. Waller adds that there is substantial interest in diagnostic tools such as moisture and compaction measurement devices.

Bob Fanno of Fanno Saw Works, a major supplier of hand and pole saws, has introduced the Fanno International Line to meet competition from Japanese manufacturers. While his blades will be made by a Japanese manufacturer, they will be produced to his specifications: a thicker, flat ground blade rather than the thinner, taper ground blade. This adds durability and cuts just as well with the same triad tooth style. Fanno advises that no saw meets every need. The triad saw is best on hardwoods but gums up in softwoods because it doesn’t clean itself as quickly.

Another observation: Suppliers in the Northeast note that a sluggish economy in that part of the country has forced buyers to purchase only what they need for today’s operations rather than anticipating long-term needs with quantity purchases.

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Walter E. Dages
The F.A. Bartlett Tree Expert Co.
Stamford, Conn.

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On behalf of myself and the staff of Carpenter-Costin Co., I would like to congratulate you on a publication well done. We have come to expect nothing less than excellence from you and your staff. You have not failed us yet!

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Trade Shows
Buyers And Sellers Benefit From Exhibiting

By Kay Johnson, NAA Director of Management Services

Bound for TCI Expo 90, Bill Flynn (a fictitious character) intends to purchase a chipper at the exposition. From research, he has narrowed the field down and intends to purchase one of three chippers. He will do the final comparisons of the chippers during the trade show. The actual purchase will occur within three months after the show.

Flynn will be evaluating not only the chipper, but also the manufacturer's support and maintenance of the product. At the show, Flynn will seek additional information about product performance, support and maintenance from booth personnel. How well booth personnel seem to know the product and the impression they give about the concern a company has for its customers will influence Flynn's purchasing decision.

People go to trade shows primarily to learn about all facets of their industry. Effective exhibitors respond to this need for information. On average, more than 8 out of 10 show visitors will be involved in the purchase of an exhibited product within the year. The chart below indicates the cost effectiveness of trade show sales.

Trade show exhibiting works very well for both buyer and seller, but only when both have made thorough preparations.

From a survey of more than 9,000 vice presidents of companies in six industrial classifications, 82% had attended a trade show within the last 18 months. Nearly 45% attended between two and three trade shows.

These respondents went to trade shows for five reasons:
—gather information on purchases;
—enhance professional education;
—view specific exhibits;
—meet with other industry people;
—keep up with new product information.

Research indicates that 90% of booth visitors had not been visited by a salesperson from the exhibiting company during the 12 months prior to the trade show. This means that booth staff must know how to talk to potential new customers. Listening carefully to customers’ needs and responding to those needs through complete product knowledge and excellent communication techniques can give your company a competitive edge at the show. These strategies greatly increase customer satisfaction and encourage additional business for your company.

Cost effectiveness: trade shows vs. sales calls

<table>
<thead>
<tr>
<th></th>
<th>Trade Shows</th>
<th>Industrial sales call</th>
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</thead>
<tbody>
<tr>
<td>How many follow-up calls must you make to book an order?</td>
<td>0.8</td>
<td>4.6</td>
</tr>
<tr>
<td>How much must you spend to reach a prospect?</td>
<td>$133</td>
<td>$252</td>
</tr>
<tr>
<td>How much will it cost to book an order?</td>
<td>334</td>
<td>1,158</td>
</tr>
<tr>
<td>What is the cost to book an order from a new customer?</td>
<td>334</td>
<td>1,490</td>
</tr>
</tbody>
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Back To The Farm
Tracing The Origins Of Modern Equipment

By Tom Clancy
TCI Staff

Today's stump cutter was conceived on the rich Iowa farmlands just north of Pella by two farmers named Harry and Lonnie Ver Ploeg during the 1950s. They were trying to come up with a piece of equipment that would make tree stump removal easier.

They welded some metal teeth to a barrel-like cylinder, which was bolted to a frame that could be attached to their tractor's 3-point hitch. This setup allowed the wheel to rotate rapidly as well as move up and down with the hydraulic controls. This crude invention was the world's first stump cutter.

Gary Vermeer, another young farmer, refined the Ver Ploegs' cutter and got it off the ground. Vermeer, who already had a reputation as an innovator with farm equipment, ran a successful and growing manufacturing company in Pella. He worked with the Ver Ploegs and Art Van Weelden, a Vermeer salesman, many long hours to come up with the design for the first Vermeer stump cutter.

Vermeer towed the machine back to the plant, where he experimented with it, improved it and added safety features. The first model was unveiled in 1957 and sold directly by Vermeer salespeople.

Today, Vermeer Manufacturing employs over 1200 people and operates six manufacturing facilities in Pella. There are four models in the stump cutter product line and Vermeer products are sold worldwide.

As for the inventors, Lonnie Ver Ploeg is still cutting stumps at the ripe age of 80 and Gary Vermeer recently retired from the company he founded back in 1948. Harry Ver Ploeg died several years ago.

Developing a better way

Based upon a premise that utility line clearance had a greater potential than private tree work, Carl, Griffith and Lester Asplundh founded the Asplundh Tree Expert Company in 1928.

The company's basic philosophy is that there is always "a better way" of obtaining business and designing tree care equipment. This belief and the Asplundh brothers' gift of salesmanship enabled the company to withstand the economic hardships of the 1930s and grow into the industry leader it is today.

As the company grew, its need for better equipment grew also. Asplundh's first significant equipment development was its refinement of a drum-style chipper in the late 1940s. The first models proved so successful that Asplundh's competitors were soon asking for the machines. This product was the launching pad for Asplundh Manufacturing to become a major manufacturer of tree care equipment.

Lester Asplundh focused on getting field personnel up into trees faster and more safely. A hand-cranked aerial platform was the first result of his efforts. Although slow and cumbersome, it was a start.

Ladder trucks were used in line clearance trimming operations throughout the 1940s and 1950s, but they proved to be too hazardous for use around the higher voltage wires. In 1953, a few of the new "bucket truck" machines were put into operation at Asplundh. They provided more maneuverability around power lines due to their articulating elbow-booms, but they lacked proper insulation since many early booms were constructed of steel or aluminum.

That changed one afternoon in the late 1950s when a salesman arrived at the Asplundh plant with a curious-looking tube made of spun-glass fiber and epoxy resin. The material was called "spiralloy" and it was claimed to be as strong as steel. Lester immediately recognized its potential for lift booms and ordered several made for testing. In 1958, the first Asplundh-manufactured Trimmer-Lifts came off the assembly line.

After 62 years, Asplundh Manufacturing is more diversified and still growing. And it continues to search
Disc knife chippers

The principle of the disc knife chipper evolved from a piece of equipment designed for the forest products industry in the South in the 1930s. However, Norval Morey, chief executive officer of Morbark Industries, in Winn, Michigan, is the man behind the disc knife chipper as we know it today.

Morey has the knack of seeing what kind of equipment is needed for certain tasks and then producing it in a practical way so that it is profit-yielding but still affordable.

Morey began his career in the industry in 1937 as a climber in a line clearance crew. After World War II, he and his brother operated a saw mill. As farm boys, they had become accustomed to doing all their own repairs. They also learned to build equipment that would make their tasks easier.

In the late 1960s, he developed the first whole tree chipper for a line clearance contractor for use on a right-of-way project. In the 1970s, he began marketing a smaller version, now known as the Eeger Beever brush chipper.

Lester Asplundh founded the Asplundh Tree Expert Company in 1928 with the basic philosophy that there is always "a better way." This belief and a need for better equipment led to a hand-cranked aerial platform to get workers into trees faster.

Morbark employs 400 workers and produces whole tree chippers, brush chippers of various sizes and tub grinders for chipping stumps and other wood products.
Properly Equipped
How To Determine What You Need And How To Pay For It

By H. Dennis P. Ryan III

Tree care equipment has changed tremendously during the past 80 years. Just after the turn of the century, it was not uncommon for tree crews to travel by train to various work sites. Besides their personal belongings, they would bring their equipment trunks, which contained ropes, hand saws, pole pruners, chisels, etc. By the 1920s, small trucks were being used to transport the crews and their equipment, along with gas-powered sprayers.

Much of the tree work of the 1990s is the same as it was in 1910. We still climb using ropes and we still drag brush. Now, however, the properly equipped crew is hitting the streets with approximately $150,000 worth of equipment, such as aerial lifts, chippers, chain saws, etc.—equipment that wasn't even dreamed about in 1910.

Today's equipment makes it possible to work safer and faster. Aerial lifts allow us to work close to utility wires. Chippers not only allow us to dispose of waste wood but also produce an ecologically sound mulching material.

While much of this equipment is desirable and many arborists would like to own it, many companies simply cannot afford to buy it.

Should you own it?

When considering the purchase of a piece of equipment, whether it is a $500 chain saw or an $80,000 aerial lift, several factors must be taken into consideration.

First, how often would you use this equipment—daily, weekly? Many arborists like equipment. They like to work with it, almost like big expensive toys. Unfortunately, many cannot afford to own their own equipment because they do not have a customer base that can support its use. So the arborist must ask how many of his customers will need this equipment and how often.

The cost of maintaining this equipment is the next consideration. What will be your total cost per year? Don't forget to include maintenance, fuel, insurance and registration fees.

In many cases, equipment in the tree care industry can save a company time and money. A good example is a brush chipper. In many urban areas, it is impossible or prohibitively expensive to dump brush in a landfill site. The chipper can reduce a pile of brush to a few cubic yards of wood chips. This eliminates dumping fees and reduces driving time. In addition, the brush chipper is a labor saver. Hours of stacking brush on a truck by hand can be reduced to minutes with a chipper, thus freeing up labor and reducing the number of employees required to do a job.

Equipment reliability, especially when considering used equipment, should be a major concern. This will vary tremendously according to the manufacturer and equipment dealer.

What is the life expectancy of a piece of equipment? How often does it have to be serviced and are spare parts readily available? Remember, a $20 needle valve can put a piece of equipment out of service. How fast can it be replaced and how soon can you have the equipment back on the job?

Equipment limitations are another factor. Again, a good example is a brush chipper. A small 6-inch chipper costs about $6,100; a larger, 12-inch chipper costs $13,000. While there is a larger initial cost difference, consider how much more wood can be chipped on the job site, reducing dump runs.

Sophisticated, expensive equipment usually requires personnel who have been trained in its proper use and safety. In many states, operators of certain types of equipment—such as large trucks or hydraulic lifts—must have special licenses. An employer who sends out an aerial lift with an untrained crew is begging for a serious accident.
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Lastly, do other tree companies in the area have the same equipment that you are considering buying? A good example would be a large tree spade. How much large tree moving can your area support?

After reviewing all of these factors, you may decide that you want the equipment. Last question: Can you afford it?

**Financing**

The bottom line in business is economics. You have evaluated the market and feel that you can use a particular piece of equipment to improve your company. Depending on your economic situation, you have several options available to you: leasing, short-term rental, subcontracting, buying new, buying used or reconditioning existing equipment.

**Leasing/short-term rental**

There are advantages and disadvantages associated with leasing. On the plus side, there will usually be a minimal down payment, lower monthly payments and no trade-in problems at the conclusion of the lease.

As for disadvantages, there can be substantial penalties for early termination or there may be limits on mileage or hours. Also, since the company does not own the equipment, it has no assets. Before leasing, review the contract with your accountant so that you are fully aware of the costs and the limitations.

On the other hand, short-term rental may be an option for some equipment. If you only need a piece of equipment for one small contract, renting may be the option for you.

**Subcontracting**

Subcontracting is a common practice in the building industry. You can contract with a company in your area or with a company that works in a different area. Many companies will have magnetic signs that they put on the subcontractor’s truck to advertise their business.

When subcontracting, for example, a tree removal crane, have a written contract that clearly specifies what the sub-contractor is to do, what is to be supplied, and who will assume the liability in case of a problem or accident.

**Buying new vs used**

If you can afford it and can use it, nothing beats buying new. There are many advantages with buying a new piece of equipment—tax incentives, reliability and more consistent fixed costs. Probably the biggest plus is the equipment warranty. Tom Duffy of New England Arborware finds that most new equipment problems occur within the first two years of ownership and are caused by the engine. These problems are usually covered by the warranty program. Some companies will sell the customer an extended 5-year warranty. This warranty can be a real asset to a small or new company with limited cash flow.

Generally, with new equipment you will have fewer hassles and less down time. Jim Jordan of Malvese Equipment of Long Island, New York, has several suggestions when

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considering where to buy your new equipment.

First, what is the reputation of the dealer? How long have they been in business and what brands do they sell? Talk to other arborists. Where do they buy? More importantly, whom do they avoid and why? Visit the various dealers and ask questions. What is the status of their parts inventory? Do they service the equipment? What is the condition of the shop? What kind of training do their mechanics receive? Do they provide roadside service? When you have equipment that is out of commission, will they loan you a substitute? Will they help you find financing through the dealership or through a bank?

In many cases the service that a dealership provides is the most important consideration. Shop around.

Used equipment can be bought from a dealer or from an individual. A purchase from a dealer will usually cost a little more and may come with a limited warranty, such as 30 days for engine problems. A dealer may also sell "as is" or as a "mechanic's special." Be careful.

While buying from an individual may be cheaper, it is usually more risky and carries no warranty. If you choose this route, have a qualified person inspect the equipment for obvious problems before the purchase is made.

In either case, buying used equipment means more care has to be taken when inspecting, more questions have to be asked and, in many cases, it's going to require more of your time to get the answers. Safety considerations must also be taken into account, especially standards established by the Occupational Safety and Health Administration or the Department of Transportation. Outdated, unsafe equipment can be the cause of serious—even fatal—accidents.

When considering used equipment, find out when it was built, if it has been modified, if parts are still available and whether the equipment shows any fatigue damage or weakness due to age or improper use.

Before purchasing used equipment, make a list of what has to be done to the equipment before you can use it—tires, tune-up, etc. Consider that maintenance costs will usually be higher and you might have more down time with older equipment.

Remember with used equipment, "the buyer beware." That's you. Make sure the seller has the title to the equipment and that it is not stolen.

**Programmed maintenance**

Considering the cost and use of tree care equipment, it is always surprising to find that most tree care companies do not practice programmed maintenance (PM) on their equipment. While there is no question that PM takes time and money, over time it will save time and money. Equipment will last longer and be more reliable.

Putting together the information required for PM will require that you set up a time schedule for each piece of equipment. This schedule can be

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TREE CARE INDUSTRY - SEPTEMBER 1990 27
Levco's Model HD47 is a mid-size, towable stump grinder that features a 37 H.P. gasoline engine. The HD47 cuts vertically — with the grain — which is faster and smoother than cutting side to side. The HD47 cuts 44 inches above grade down to 20 inches below. The 25 teeth are carbide tipped, bolted-on, sharpenable and even reversible! The HD47 is one of eight models available.

All of the best PM will not work unless the people using the equipment are properly trained in how to use it correctly and safely. Employee attitude about your equipment also plays an important role in how long it will last.

A company practicing PM will get a longer life from equipment. You know how it has been maintained; you know its history. Many companies that have this information will frequently recycle or rebuild equipment.

Reconditioning equipment
Some tree care equipment is relatively easy to rebuild, while other equipment is so outdated or has such a poor performance record that it's obviously not worth rebuilding.

An example of a piece of equipment that is easy to work on and easy to recondition is a hydraulic sprayer. The sprayer is nothing more than a water holding tank, a water pump and a power source. All of these parts can be easily replaced, including the truck. A wood tank could be replaced with plastic or stainless steel, the pump can be easily reconditioned and the power source can be easily replaced. Since a new 60 GPM sprayer may cost around $20,000, plus a truck, rebuilding should be given consideration.

Ed Johnson, vice president of the Davey Tree Expert Company, is a strong supporter of reconditioning equipment. He says that considerable savings can be achieved by reconditioning aerial lifts, chippers, sprayers and trucks.

Conclusion
Today's equipment is expensive to buy, to service, and to use. But, it will do things that the tree crew of 1910 never dreamed of.

Whether we buy new or used, proper maintenance and use of equipment will make our jobs safer and easier.

H. Dennis P. Ryan III is a professor of arboriculture at the University of Massachusetts at Amherst, Stockbridge School of Agriculture.
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It Doesn’t Cost, It Pays
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Leasing vs. Buying
Which Option Is Better For Your Company?

By Tom Clancy
TCI Staff

When a company considers making a capital investment in equipment, it must answer two questions. First, is the investment viable? Second, which financing arrangement is preferable—a lease, or a purchase/borrow transaction?

Before purchasing equipment is feasible, a company must establish a need for the item. This holds true for any investment, from chain saws to aerial lifts.

To determine whether your company has a need for a piece of equipment, ask yourself several questions. How many of my customers will have a need for this equipment? Would I use this equipment on a daily or weekly basis? How much will it cost me to operate this piece of equipment, figuring in maintenance, fuel, insurance and registration costs?

The answers to these essential questions may give you a viable reason to go ahead and make a major investment. Now, let’s examine your financing options.

Financing options
A lease is a contractual agreement between the owner of a piece of equipment—the lessor—and an individual who uses that equipment for a fee—the lessee. The agreement allows the lessee to use the equipment for a specific period of time in return for stipulated, and generally periodic, cash payments.

There are two types of leases: open-end, in which you do not have to purchase the equipment at the end of the lease period; and closed-end, which carries an obligation to buy at the end of the specified term.

Which one to choose depends on your financial situation, according to Richard Aylward, controller for Alpine Tree Care in Norwalk, Connecticut. “The open-end lease agreement enables the lessee to walk away from the equipment at the end of the lease agreement. In an open-end agreement, you generally don’t have to show the debt on your balance sheet,” he says. This is known as off-balance-sheet financing. Leasing in this manner does not add debt on a balance sheet nor do it affect financial ratios; thus, it may add to a company’s borrowing capacity.

A disadvantage of open-end leasing is that you end up paying more money, either monthly or at the end of the lease term, than with a conventional purchase/borrow arrangement. Also, at the end of the lease, you are responsible for the equipment’s residual value—the estimated fair (market) value of the leased property at the end of the lease term.

A future value is placed on the piece of equipment at the beginning of the lease agreement. At the end of the lease, the lessee has the option of paying that price or letting the leasing agent receive bids on the equipment. If the bids are less than the residual value, the lessee makes up the difference. If the bids are higher, then you just walk away from the deal. Hence the term open-end lease.

In a closed-end lease agreement, the leasing company is acting much like a bank. “The closed-end lease agreement is really a conditional sales agreement rather than a lease,” says Dick Proudfoot, president of Pruett Tree Service in Lake Oswego, Oregon. You are now obligated to buy the piece of equipment at the end of the term. Whereas in the open-end lease you are paying a form of rent, the closed-end lease is really an agreement to purchase.

You would have to show payments in a closed-end lease because they are a form of installment payments, similar to a mortgage.

Unlike the open-end lease where a future value was placed on the equipment by the lessor, you decide how much to pay for the equipment at the end of the leasing term in a closed-end lease. Most lessees place the value at 10% of the original purchase price, but it can be as low as $1.

With either form of leasing, the main advantage is that the lessee receives 100% financing at fixed rates. Leases are often signed without requiring a down payment from the lessee, which helps new and developing companies to conserve cash. Also, you may make an agreement with the lessor to scale payments in accordance with your cash flow. Reduced payments during slow times of the year are possible with some leasing companies.

What about purchasing?
According to Dennis Ryan, a partner at the accounting firm of Howe, Riley & Howe in Manchester, New Hampshire, if you are contemplating various financing options for a piece of equipment that will have a good residual value at the end of the term, then you should use a purchase/borrow arrangement because you are actually making an investment.

“Everyday equipment—like small trucks which receive a lot of abuse—are the types of equipment you would generally want to lease because their value would be diminished at the end of the term,” says Ryan.

Offering a comparison, he noted that at the end of a five-year lease period, a high-priced car will still hold a considerable amount of its value while a lower-priced model loses a significant amount of its value the minute it’s driven off the lot. “It’s as much economics as it is a numbers game,” says Ryan.

“By purchasing, we are gaining the benefit of depreciation because we’ve paid for it,” says David Dickson, president of Swingle Tree Company in Denver, Colorado. Dickson is also able to structure his payments to co-
incide with his cash flow, much like a leasing arrangement.

"The benefits of leasing can be gained by using a knowledgeable banker," says Dickson.

In most cases, a leasing company will charge a higher rate of interest but it is also taking on more risk than a bank. "A bank only lends if you have an established relationship with them," says Aylward.

A diversified debt portfolio enables a company to hedge against risk. "You should always have several different financial alternatives when purchasing equipment for your company," says Aylward. "You can’t have all your eggs in one basket."

Here are some questions you may want to ask a leasing agent when contemplating leasing equipment:

1. Is the lease open-end or closed-end? More simply, what happens to the equipment at the end of the lease?
2. What is the interest rate?
3. How much do I have to put down? Some leases require payment up front, which is usually the last lease payment but also may include the first installment as well.
4. What are my insurance requirements? When you finance a vehicle through GMAC or Ford Credit for example, you are required to carry a full line of insurance on the vehicle. In a lease agreement you may not have to meet this requirement because you may be allowed to self-insure the vehicle, which could save you money and justify the higher interest rate.

Complex decision

There is no simple way to completely explain why you should buy or lease. There are just too many factors involved. For instance, a bank will be more reluctant to lend you the money to avoid being saddled with an unwanted asset if you default. A leasing company can offer you immediate financing with no money down, but you will pay more money in the long run because you are financing more.

Before you decide, get the facts. Talk with your accountant and review any lease contracts and discuss tax options. Talk to your local bank and find out what it offers. Susan Haupt, director of Lobo Management, Inc. in South Egremont, Massachusetts, advises companies to be prudent. "Sit down with a pencil and paper and figure out how much each option is going to cost and then decide."

Above all, do your homework and make good, sound financial decisions.
The Disabilities Act
What The New Statute Means For Employers

By Steven R. Semler

Congress recently passed the "Americans With Disabilities Act," and President Bush has signed it. Here is a run-down on the new statute.

When the statute is effective
Title I of the new statute—which deals with employment—is effective in July 1992.

Who is covered
For the first two years, from July 1992 to July 1994, the statute covers all employers who have at least 25 employees who worked at least daily for 20 weeks in this year or last year. This threshold of coverage drops to 15 employees in July 1994.

What the law prohibits
The statute prohibits covered employers from discriminating against "a qualified individual with disability" in hiring, firing, promotions, etc. Job application contents also are specifically subject to the statute's prohibitions.

What the law requires
Covered employers are required to make "reasonable accommodations" to physical or mental disabilities that substantially limit one or more major life activities of an applicant or employee, or of one who has a record of such impairment, or is perceived as having such an impairment; if the employee can perform the essential functions of the job with or without such accommodations; providing that the employee is otherwise qualified, and further providing that such accommodations would not impose an undue hardship on the employer.

This means, for instance, that if an employee's physical condition permits him to work only half a day, an employer should evaluate whether he can offer the employee part-time work, or whether doing so creates an undue hardship. Obviously, if an entire crew had to be called in because of this one employee's limitation, this would appear to be an undue hardship. If the employee worked in the office, such a situation would be less of a hardship. The employer is not required to hire a person who can't do the job, but is required to hire someone if "reasonable accommodation" will enable that person to do the job. What is "reasonable accommodation" will vary from case to case and could entail revising job content, obtaining special equipment, revising schedules or making other administrative changes. The statute suggests that any hardship which would excuse the "accommodation" obligation would have to be greater for a larger employer. This reflects a congressional judgment that larger employers can more easily absorb the costs of expensive forms of accommodation. Thus, larger employers will be expected to make a greater effort in accommodating disabilities.

Excluded disabilities
The statute excludes from its protections the following conditions: homosexuality, bisexuality, several forms of sexual perversion, gender identity disorders, compulsive gambling, kleptomania, pyromania, those who currently use illegal drugs, those who are currently alcoholics who cannot perform their job duties at the same performance level as other employees, and any person whose employment presents a direct threat to the property or safety of others.

Enforcement
The statute is enforced in accordance with the procedures applicable to EEOC claims. This means, briefly, that the employee or applicant who claims discrimination has 180 days to file a charge with the EEOC (300 days if the applicable state law bans handicap discrimination); EEOC investigates and conciliates, sues gives the employee a "right to sue letter, in which event the employee has up to 90 days to file his own suit in court. The employee can be awarded reinstatement, back pay and his attorney fees.

The "kicker"
The statute allows employers to ask on a job application whether the

"It appears that if an applicant has a history of back injuries, or even back surgery, this history cannot be inquired of on a job application, nor justify a refusal to hire."
employee can perform job-related functions, but prohibits asking the employee if he had a disability or its severity. Thus, for instance, it appears that if an applicant has a history of back injuries, or even back surgery, this history cannot be asked on a job application nor justify a refusal to hire if the employee now can do the job. In cases arising under an existing federal statute applicable to federal contractors, the U.S. Department of Labor has ruled that an employer's fear that a job applicant's prior back injury would recur is insufficient basis not to hire that applicant. There is no reason to expect a more favorable treatment to employers from the EEOC under this statute, particularly because this new statute borrows part of its content from that 1973 federal contractor statute. The statute also deals with pre-employment physicals. An employer can require physical exams for new hires, and rely on job-related results, if the exam is given to all new hires after they are hired or are conditionally hired, and results are confidentially maintained in separate files.

Further analysis
The focal point of the statute is whether the applicant/employee can perform the job in question. If he can't due to a physical or mental disability (which is not attributable to an excluded basis) but is otherwise qualified, then employers must explore whether reasonable accommodations can be made to fit the job to the employee's limitation, or whether doing so constitutes an undue hardship or a direct threat to the safety of the employees or others.

Steven R. Semler is a partner in the Washington, D.C. law firm of Semler and Pritzker, which represents the National Arborist Association and corporations with respect to labor law matters. This article should not be taken as legal advice in dealing with particular situations, which only can be given by the employer's own corporate labor counsel.
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A Preview of TCI EXPO 90

TCI EXPO will showcase the newest and best products for tree care, but it is more than a trade show. TCI asked arborists what subjects were most vital to their success and livelihood and patterned its program after their responses.

The keynote address
The seminar program begins at 9 a.m. Monday, Oct. 29, with Dr. Alex Shigo addressing “Tree Care in the 21st Century.” Dr. Shigo has played a pivotal role in shaping and defining the future of arboriculture throughout the world.

We are also excited about the remainder of our strong speaker program, which offers something for everyone.

Practical information
At least five sessions will address a broad audience. This group includes Don Blair, speaking on “Common Sense Ways to Improve Your Business” — advice on a myriad of subjects. Alex Bildeaux makes a powerful presentation on “Chain Saw Safety.” Jim Allard is a foremost authority on “Safety Training Techniques That Pay.” Erik Haupt with “Placing Dollar Values on Trees” and Victor Merullo with “Trees, The Law & Your Business” will familiarize you with aspects of tree care that are becoming increasingly important.

Accredited sessions
The future of shade tree pest management lies in integrated pest management, or IPM, a practice that requires a greater understanding of the host plant and its pests. Dr. Jay Stipes will present “An Overview of IPM Strategies.” Dr. John Davidson will cover “IPM Spray Materials & Techniques.” The preceding sessions are free to registered attendees. Dr. Michael Raupp will discuss “Using Beneficial Insects in IPM” and Tim Johnson will show us how he profits from “Consulting & Diagnosis.” Pesticide Applicator Recertification Credits will be available from these four sessions for most attendees.

Advice for the arborist
To stay alive in the tree care business, you need business acumen. Richard Proudfoot provides a businessman’s perspective on “Marketing & Selling.” Walt Money is a master of “Client Relations,” and he’ll tell you how you can be, too. John Hendrickson’s Chicago-based company has grown rapidly and successfully. He will talk to you about “Growing Your Business Using Management Information Systems.”

Sponsorship
TCI EXPO is sponsored by the International Society of Arboriculture (ISA) and the National Arborist Association (NAA).

See the TCI EXPO flyer enclosed with this magazine for more information.
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Kim Short
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TREE CARE INDUSTRY - SEPTEMBER 1990
Puss 'n' Spruce
An Arborist Rescues A Scared Kitten

By Roger A. Lane

It was 9:30, Saturday morning when Scott Jamieson received the call. A distraught Norridge resident was on the line, begging for assistance in the rescue of his Persian kitten. “It’s not every day we get a call at this office for a rescue,” recalled Jamieson, district representative for the Park Ridge office. “The guy was so upset, I could hear his voice shaking through the phone.”

Mr. Jurek explained that his kitten, Ahsheen, had chased a squirrel up his backyard spruce and was now stranded at the top, approximately 30 feet aloft. When Jamieson suggested he call the local fire department, Jurek responded bitterly, “I did, but they told me the fire department doesn’t do that anymore. Then they hung up on me!”

Jamieson radioed me to relay the call for help just as my crew was completing a job in Park Ridge. “Well, it’s wet out here, but let’s give it a shot,” I said.

Mrs. Jurek was wringing her hands when Jamieson and I pulled up to the curb at the 4000 block of Oriole in Norridge. “I didn’t think you would show up,” she said tensely. “We were turned down by the fire departments of Chicago and Norridge, and by another tree company before we contacted Hendricksen, The Care of Trees.”

After assessing the kitten’s whereabouts in the spruce and the condition of the conifer, I donned my climbing harness, snapped on my safety line, and ascended the trunk of the Colorado Blue Spruce.

I was concerned at first about getting scratched or bitten by a terrified cat, but he practically jumped into my lap when I got up there. He was whining like a baby. I even meowed a few times myself just to make him feel better.

After placing Ahsheen into the canvas satchel I had brought with me, I descended and handed the bag and its contents to the feline’s anxious owners. “He’s been up there since yesterday morning,” exclaimed Mrs. Jurek as she caressed and hugged Ahsheen. “From now on, any view he will have of the outdoors will be from inside, through the window.”

Roger A. Lane is a 9-year veteran with Hendricksen, The Care of Trees, in Chicago, Illinois, and is employed as a foreman.

Do you have a story for From the Field? TCI will pay $50 for published articles. Submissions become the property of TCI and are subject to editing for grammar, style and length. Entries must be submitted by field workers and must bear the name of the worker and his employer or they 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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