Getting On-Track with Chippers and Grinders

The CHALLENGE of FERTILIZING LANDSCAPE PLANTS

www.tcia.org
You can't do the job if you can't get to the job.

Not every tree grows along the side of the road. That's why the Freightliner M2 106 tree trimmer truck can be spec'd in a variety of ways, from standard to extreme. So whatever the location or terrain, you can get into a safe position to work. The M2 106 is also equipped with our SmartPlex™ Electrical System. It offers a variety of productivity and safety features that can be configured to your specifications. Talk to your Freightliner dealer or visit us at FreightlinerTrucks.com.

Daimler Truck Financial

Competitive financing available through Daimler Truck Financial. For the Freightliner Trucks dealer nearest you call 1-800-FTL-HELP www.freightlinertucks.com PTMLCA-106. Specifications are subject to change without notice. Copyright © 2013, Daimler Trucks North America LLC. All rights reserved. Freightliner Trucks is a division of Daimler Trucks North America LLC, a Daimler company.
Introducing the NEW Morbark Beever M15RX

15" chipping capacity. High productivity. Lighter-weight design.

Find out if the compact Morbark® Beever™ M15RX brush chipper is right for you.

Locate your local authorized Morbark dealer at www.morbark.com.

MORBARK
BUILDING EQUIPMENT THAT CREATES OPPORTUNITIES

Circle 19 on RS Card or visit www.tcia.org/Publications
When Reality ... Isn’t

Reality television has become very popular in recent years, and one subset of reality TV that follows workers in dangerous settings has just produced a new show on National Geographic Channel ... Big Bad Wood.

While this program isn’t the first to depict arborists in trees – and it is far from the worst example – it nonetheless offers another poor representation of safe, professional tree care.

Throughout the episodes aired so far, a lack of professionalism and multiple violations of OSHA and ANSI Z133 safety standards are depicted. For example:

- a company owner slugs one of his employees in a liquor store parking lot because the employee is drunk at 7 am and refuses to go home
- the crew runs chain saws one-handed during a takedown
- a large trunk is lowered on a parked car
- a pruned branch strikes an employee below
- a climber proceeds out onto a dead limb, which breaks so that he falls into the tree
- a climber ascends an obviously decayed and defective tree
- an entire crew leaves the PPE they had been wearing in the truck – back in the truck
- an aerial lift becomes disabled aloft in a backyard, so the bucket operator attempts to slide down the boom to the ground. Luckily, he installed a lanyard around the boom because midway he slips off
- a climber, now on the ground, makes the final cut without chaps and with a saddle still on
- in tight quarters, a crane operator is having difficulty maneuvering. An employee scoots up the pole with spikes to disconnect the phone line, or cable line, or both.

The root problem here isn’t the people or companies that star in this program, it’s the fact that reality TV pretends to show “reality,” but it actually distorts the truth to garner ratings.

We know the show is not reality because professional tree care is done in a safe and controlled manner that intentionally utilizes multiple safeguards to ensure worker safety. Filmed in real-time and without creative editing, real tree work could be considered boring by comparison.

In this show, the camera encourages unsafe behavior and its presence goads employees into taking risks for dramatic effect. As a result, the public may assume what they are watching is standard for the industry, when they are actually watching staged productions full of safety violations and inaccurate portrayals of professional tree work.

In fairness, some of the companies involved are trying to demonstrate professional behavior. And some of them actually show highly skilled examples of tree work. Yes, there are a few scenes that reflect reality on the jobsite in this reality show. And not all drama or near fatality should be criticized.

In one episode, a climber appears to be about to cut the top out of a tree while still tied into it. The ground crew catches it in time, at which point the climber explains that he was just testing them to see if they were paying attention. A decent safety message – and good TV.

Those positive scenes are too few and too far between, overwhelmed by near misses, clearly unsafe practices, and unprofessional conduct. Uninformed homeowners and those considering joining the industry may believe that what they are watching is accepted practice by “industry stars.” Being on TV has an implied level of technical proficiency. Big Bad Wood, however, paints an unrealistic and inappropriate portrait that is ultimately bad for our industry. Consumers who watch this program can’t be faulted for thinking, “I’ll never let a tree guy anywhere near my property.”

Mark Garvin
Publisher

TCI’s mission is to engage and enlighten readers with the latest industry news and information on regulations, standards, practices, safety, innovations, products and equipment. We strive to serve as the definitive resource for commercial, residential, municipal and utility arborists, as well as for others involved in the care and maintenance of trees. The official publication of the non-profit Tree Care Industry Association, we vow to sustain the same uncompromising standards of excellence as our members in the field, who adhere to the highest professional practices worldwide.
WORK SMARTER, NOT HARDER with
Tracked, Self Propelled Mini Lifts from 60’ to 120’ WH

Extremely reliable non-computerized, simple live hydraulic and electric-over-hydraulic operating system. Honda gas or “Green” Hybrid diesel/24V power. Extremely low ground pressure for over-turf driving. Units 31” & 44” wide. 40% slope driving and deployment ability.

1-866-543-8575
www.trackedlifets.com
Getting On-Track with Chippers and Grinders
By Rick Howland

The Challenge of Fertilizing Landscape Plants
By Richard Rathjens, Ph.D.

The Stewardship of Trees: A History of the Biltmore Forest School
By Joe Zentner

Outlook
By Mark Garvin
Big Bad Wood is not reality TV.

Cutting Edge
New products and services, and news in the tree care industry.

Industry Almanac
Important regional and national meetings.

Business of Tree Care
By Hal Becker
One simple concept can increase your sales 9 percent in 120 days.

Driving Safety
By Kevin Forgue
How long does it take to go from zero to 40?

Accreditation Profile
By Janet Aird
Almstead thrives by choosing good people.
UNSTUMPABLE

HEAVY DUTY TRACK UNDERCARRIAGE WITH 2-SPEED TRAVEL WIRELESS RADIO REMOTE CONTROL SCREENS CHANGE IN MINUTES PERFECT FOR GRINDING PALLETTS, WOOD CHIPS, AND GREENWASTE INFEE OPENING MEASURES 17” H X 54” W POWER OPTIONS UP TO 240HP TRANSPORTS EASILY TO SMALLER JOBSITE

SEE YOUR DEALER OR CALL 1-800-392.2686

Circle 21 on RS Card or visit www.tcia.org/Publications
Have you noticed lately increased chatter and numbers of ads concerning tracked equipment? Manufacturers are not pushing the tracked gear simply for profitability, though it’s more expensive to buy. It’s merely a response to a growing need.

The return on investment with tracked equipment is improved worksite access regardless of weather, terrain, and immovable objects such as buildings, rocks and trees. Tracks are designed to get your chipper, stump grinder and other tool carriers, such as a mini skid steer loaders, into places that previously were difficult or impossible to access.

In terms of machine technology, what you get in the tracked vehicle is pretty much the same as you might get in a towed or wheeled machine. Among the few differences might be additional controls, such as radio or tethered (wired) remotes, and some extra hydraulic capability, ostensibly to run the tracks.

The main driver of growth in tracked equipment market is the demand for increased equipment utilization. One major brand manufacturer summarized it by stating that one can get more out of a tracked unit than a wheeled one simply because one can get to more work, more efficiently.

The argument goes like this: a tracked chipper or grinder can climb awkward terrain in sloppy conditions, including snow, whereas a wheeled version may leave you, well, spinning your wheels.

The decision to buy and use tracked equipment should be predicated on the kind and amount of work you do now and plan to do.

For some tree care professionals it could be cheaper in the long run to pony up about 10 percent more (on average) for a tracked grinder or chipper and utilize one tool for all jobs. It may be worth the extra investment if you can get to more and different kinds of jobs.

Like their wheeled counterparts, the tracked machines’ narrow chassis allows them to pass through garden, patio or pool gates. They’ll get to most residential work.

Furthermore, the longer and wider footprint of a tracked machine actually has less ground pressure than wheeled versions. With a bit of practice, tracked machines easily turn using turf-friendly grousers (track cleats), which also minimize lawn damage.

Morbark makes a host of chipping and grinding equipment right up to the big units used for land clearing and biomass production. Product manager Jason Showers says, “We have tracked machines such as the Beever M12R Track Brush Chipper, which along with its new dedicated trailer was featured at TCI EXPO last month.”

“This is a residential chipper for a typical tree care company. It is designed in tracked and wheeled models,” he says. “If you’re working along an expressway, the Beever M12R Track Brush Chipper means workers do not have to be on the highway. They can be off-road and right in the work area clearing out vegetation more safely.”

According to Showers, the track propulsion makes these machines ideal for not only residential applications and ROW clearing contracts, such as utility work, but also for municipality and some land-clearing work. “These are powerful and compact models and very easy to maneuver,” he says.

“Residential tree care is really this machine’s intended use,” Showers explains. “Typically, a tree care company might have to have tracked for a specific job and another wheeled or tow-behind for others. To get utilization higher, we devel-
posed the Versatility Trailer. The Versatility Trailer for the tracked M12R allows you to drive on and off trailer with no fold-down ramps. You and your workers do not have to worry about bending over and lifting a heavy ramp. This is a self-loading trailer with a low profile that mimics the height, within a few inches, of a tow-behind unit.

Continuing, Showers says, “If guys have a residential job, they can drive the unit on its trailer to the jobsite, leave it onboard and work alongside the road. Or, they can unpin it from its dedicated trailer and go into a backyard.”

“Ground pressure is lower,” Showers explains. “For example, weight is distributed over two 72-inch by 9-inch tracks (1,300 square inches) versus four tires, each with a footprint of 8 to 10 inches wide by 6 to 8 inches long (192 to 320 square inches, total).”

Showers explains, “Tracked equipment is more expensive than wheeled because of the undercarriage and drive components. But tree service companies have found utilization actually goes up enough to make it cost effective.”

Showers also makes the point that greater versatility can bring in different and sometimes more lucrative jobs.

Morbark offers two tracked stump grinder models, the D76 and D86. Each features an expandable rubber track undercarriage. Despite the long boom technology allowing for 76-inch and 86-inch operating boom arc, respectively, regardless of cutter depth, the D76 presents only 3.8 PSI ground pressure and the D86 4.4 PSI. These are intended for large-volume residential businesses and land clearing as well as for terrain not conducive to wheeled units.

The aggressiveness of the track’s bite, together with the ground pressure rating, affects the level of ground disturbance. Showers says, “Our tracks are middle-of-the-road in aggressiveness, allowing multi-purpose applications. But, there are different levels of track you can buy,” he says, starting with low profile, quarter-inch cleats.

Showers also highlights the company’s three models of tracked “Boxer” compact utility loaders; Models 320 (20-hp gas), 322D (22-hp diesel), and 532DX (32-hp diesel). “The 5-series, 32-horsepower diesel features an expandable undercarriage that reduces from 43.5 to 35 inches to pass through a standard gate,” he says.

He maintains, “The compact utility loader and mini skid steer comprise the fastest growing market segment in tree care. There are 115 different attachments for the front of these machines, from log grapples to root rakes. Say you are a tree service company doing full take-downs. These can be fitted with a stump grinder and also have the capability to bring debris to the chipper, etc. You can do an entire job with one of these, especially given the accessibility/versatility afforded by the tracks.”

Bandit Industries offers a wide array of tracked equipment. To answer the demand for more compact units, Jason Morey, sales manager, says, “Bandit plans to offer a tracked grinder in the 27 horsepower class after the first of the year. The machine is now in the prototype stage.”

“There is a growing need for these machines, with increased maneuverability...
One advantage of a tracked unit, such as Rayco’s RG1635 Trac Jr Stump Cutter shown here with its plow tool, is the ability to counter-rotate tracks to gain swing right or left without backing up or going forward as with a wheeled unit, making it more efficient for the operator.

and turf friendliness probably being the reasons. Even on the bigger 100 horsepower Bandit 2900 tracked stump grinder, we saw production more than doubling in the first two quarters of this year.”

Morey maintains that when the chassis is fully retracted, even the larger units can get through a gate into back yards, then expand the track to 53 inches for stability. “They deliver plenty of horsepower to make fast work of smaller backyard stumps, yet they also can do lot and land clearing,” he says. “The reason is that you can get into awkward places and reposition tracked machines very quickly.”

Morey predicts the 27-horsepower machine will be very popular with tree care companies. Bandit has a 40-horsepower tracked stump grinder unit still in the design stage. Morey explains, “This will fill a need for those doing stump removal full-time. The 50-inch swing will minimize repositioning to get at roots.”

Morey offers that, “Demand for bigger land-clearing stump grinders has declined as construction dropped off in a weaker economy. But some of the bigger guys are showing renewed interest.”

“Our whole-tree chippers and Beast recyclers are popular in pipeline and ROW clearing because they easily follow along after the clearing crews,” he says. “Frankly, Bandit can put anything on tracks including hand-fed chippers, but we only do about 10 of those a year,” he says. He added that this illustrates demand and versatility for track propulsion for just about any application. “Tree guys doing even a little bit of land work will buy them. They are not intended for major lot and land clearing, although we do get a few guys in areas like Maine looking to take their chippers to where the trees are,” Morey says.

Most Bandit track units use remote controls, according to Morey, who adds that a tether is included with each machine as backup.

“All our tracks are Caterpillar-brand,” Morey adds, “which helps with Bandit’s delivery time and product support.”

Bandit offers a variety of “grouser” options. A grouser is a protrusion intended to increase traction. Some customers want single grousers on a heavy-duty track, but that can tear up the land a bit more. Others want triple grousers that are not as aggressive, Morey claims. “We’ll accommodate pretty much whatever the customer wants, but our standard tracks and grousers are sufficient to handle just about any terrain, plus snow and mud.”

Rayco’s vice president of sales and marketing, J. R. Bowling, agrees with the
WANT TO GET SOMETHING FOR YOUR CHIPS?
QUALITY IS THE KEY.

MODEL 1590XP
Drum-Style Hand-Fed Chipper

REDUCE OVERS WITH THE NEW BANDIT CARD BREAKER SYSTEM!

SEE BANDIT’S COMPLETE LINE IN ACTION:
WWW.YOUTUBE.COM/BANDITCHIPPERS

Bandit chippers are known for producing high-quality, dimensional chips. Developed for most of our hand-fed chippers, Bandit’s new Card Breaker System has raised the bar on chip quality to a new level. Units with the card breaker system produce high-end chips while reducing the production of end cuts and stringers. Without further processing, chips from this chipper can be sold for boiler fuel.

Bandit Industries, Inc.
Celebrating 30 Years

Circle 6 on RS Card or visit www.tcia.org/Publications
popularity assessment of tracked equipment. “Currently we offer one stump cutter on tracks but plan to introduce more products shortly. Our RG1635 Trac Jr is part of the Super Junior family of backyard, self-propelled stump cutters.” Rayco also offers two horizontal grinders, the RH1754 models 160 and 240, with optional towable or track capabilities.

“People began to migrate to the RG1635 Trac quickly because it is so versatile,” Bowling says. “We were able to incorporate characteristics to make the RG1635 unique; for example, shortening the length over similarly powered machines on tires to make it more compact.”

Bowling adds, “One of the things customers enjoy with our tracked stump grinders is that, if you run out of side-to-side swing, the track allows you to counter-rotate tracks (engage one forward and the other in reverse) to gain swing right or left without backing up or going forward as with a wheeled unit. The ability to quickly reposition makes it more efficient for the operator.”

Bowling notes, “On horizontal grinders, customers are migrating to self-propelled machines, largely tracked. We see the tracked option used a lot of times to make a machine mobile not only on jobsites but also to make windrows of material. In the yard, the mobility lets you sort material into piles, for example, grinding one wood type in one area then moving to another type to create another material pile.”

Bowling observes, “A tracked machine may allow the operator to extend their working season in spring and winter with slippery conditions. The track spreads traction without over-spinning as happens with wheels.”

“We try to keep Rayco’s track base long enough to lighten machine footprint or ground pressure, but short enough not to tear up delicate turf on a tight turn,” Bowling says.

“I think the biggest obvious advantage to tracks is certainly getting access to rough terrain, but think about the overall process,” says Sean O’Halloran, product marketing manager for Toro, which makes a line of walk-behind tracked stump grinders. “A contractor shows up at a site to cut a stump. They have to park the truck and trailer, unload the unit, and work to move the unit to where the stumps are. It is not only the access but the time to get into position, and time is money. Tracks overcome the terrain … quickly. That’s really the big deal with tracks.”

Toro currently offers tracked stump grinder models STX-26 and STX-38, the numbers reflecting horsepower. “These are not intended for major land clearing, but they are incredibly efficient and productive machines,” O’Halloran says.

According to O’Halloran, “One thing that is nice on the 38-horsepower model is the Inteli-Sweep feature, which automatically adjusts sweep speed based on the load on the cutting wheel to maintain optimal operation and help prevent stalling.”

O’Halloran says, “We do not offer different track options for our tracked stump grinder units. However, the tracks that do come with our units do add a lot to overall performance. Our STX-26 has an all-rubber, nylon-reinforced aggressive tread track that works well in many different ground conditions. Our STX-38 is similar to the above but has a tread design that is very turf friendly.”

He adds, “The STX-38 tracks are longer to account for the heavier weight of the machine, and the angled shape of the track in the rear makes curb jumping easier.”

“Essentially,” O’Halloran says, “our tracks travel easily over muddy areas, eliminate tire ruts and flat tires, provide a low center of gravity and add to overall stability – particularly on hills, provide improved ground engagement, have no corrosion issues inside the track (some track styles have forged metal cores that can corrode), have no metal-to-metal contact (less wear on parts), and have more flexibility for debris management when rocks and mud run through the track.”
Increases Bottom-Line Productivity

When it comes to “Big Power in All Places” the Boxer 532DX packs the punch you need to reduce hand labor while increasing your bottom-line productivity. Featuring best-in-class operating and tip capacities, the Boxer 532 DX compact utility loader offers an integrated track-widening system and an expansive range of attachments for digging, lifting, carrying and placing materials—wherever and whenever needed.

For more information about our complete line of Boxer mini-skid steers, call 800.831.0042 or visit us at www.boxerequipment.com.
O’Halloran adds, “We have a stump grinder attachment for our Tracked Dingo units (compact utility loaders). This allows operators to quickly get to and access the stumps that they need to grind, but it also provides the versatility of different attachments such as a bucket for picking up debris or a grapple fork for moving branches, stumps and other job-site debris.”

John Bird, vice president of sales for JP Carlton, says his company makes both stump grinders and chippers in tracked versions. “We were the pioneer in putting stump cutters on tracks in 1994. This was the first generation of rubber track undercarriages for these machines. We saw a need and have seen the market change more in that direction ever since,” he states.

According to Bird, right now the tracked machines account for about a third of his company’s production, and the percentage is growing. He says the company offers five stump cutter and 12 chipper models on tracks. The tracked stump cutters range from 35 to 250 horsepower and the tracked chippers, at 30 to 250 hp, are best described in the 6- to 20-inch capacity ranges, both disk and drum.

“The most popular is our SP7015TRX, 66-horsepower, wireless remote controlled, rubber-track stump grinder,” says Bird. “The tracks get this highly productive machine to hard-to-access areas and provide a stable work platform with a low center of gravity.” This is a diesel-powered machine with a 50-inch-wide track, capable of narrowing to 35 inches.

“One of the biggest fears for guys in the field is turf damage from the tracks versus wheels. But once they run one and get experience, they can get in and out of a space and do no more damage than a wheeled machine … but it goes lot of places a wheeled machine will not,” Bird concludes.

There’s an old saying that you can’t reinvent the wheel. Maybe so. But in tree care settings, when you’re trying to get a job done, with a tracked machine that’s a moot point.
Lewis Tree hires military officers to leadership ranks

Lewis Tree Service, a TCIA member based in West Henrietta, New York, has tapped into the leadership excellence taught in the U.S. military to complement its field management team by hiring five veteran officers.

“The United States military is second to none as a factory for producing some of the finest leaders that can be found anywhere,” says Tom Rogers, Lewis CEO and president. “At Lewis we consider skills such as discipline, organization, communication and safety as being mission critical to our work, and we find an abundance of the presence of these characteristics in the officers that we have been fortunate to bring into the company.”

Joining Lewis are: Captain David Boyd, division manager, Virginia/Coastal Carolina, who served 7 years as an Army officer, has a B.S. in Urban Studies from Georgia State University and an M.B.A. in Project Management from Columbia Southern University, and who participated in combat operations in Iraq and Afghanistan.

Captain Michael DeStefano, division manager, South Carolina, was part of the Army’s 30th Medical Brigade/421st Multifunctional Medical Battalion and deployed in 2009 in support of Operation Iraqi Freedom. He has a B.A. in Spanish from Marquette University.

Captain Douglas Patterson, division manager, New England, spent five years as an Army officer in 101st Airborne, participated in two deployments in Afghanistan as part of Operation Enduring Freedom, and has a B.A. from Nichols College.

1st Lieutenant Eric Scherer, division manager, New York, served seven years as an enlisted sailor in the Navy then four years as an Army officer, deploying internationally to Iraq, Africa and Germany. He has a B.A. in Economics from the University of South Florida.

1st Lieutenant Jonathan Snow, division manager, Maryland, a three-year U.S. Marine Corps officer, served with 8th Engineer Support Battalion, deployed to Afghanistan as part of Operation Enduring Freedom, and has a B.A. in History and Anthropology from Washington State University.

The new employees are currently involved in a formal training program.

Teupen lifts now available through SherrillTree

SherrillTree is now a sales agent for Teupen USA, Inc., and will distribute lifts specifically designed for arborists.

“Our product offering has always been about outfitting our customers with the safest and most innovative tools in the industry. The addition of track mounted lifts is the perfect companion to our already robust product line,” says Alma Hill, SherrillTree president/CEO.

“We are truly excited to have our proven brand represented by SherrillTree’s knowledgeable and established sales team,” says Scott Reynolds, Teupen president/CEO.
Go Green
With Ford Advanced Technology Engines.

A Green Alternative to Diesel from

YOUR Tier IV Solution

Reliable — Durable — Clean — Green.

Featuring a complete line of EPA and CARB Certified 1.6, 2.5, and 6.8 L LSI Engines ranging from 20 to 200 hp. Available in Gasoline, LPG, CNG, Natural Gas and Dual Fuel. Our engines are the solution to high priced Tier 4 Diesels. Secured Volumes, Longer Life Cycles, Dry Fuel and Flex Fuel Valve Trains – You Can Find It At EDI, Performance you can count on!

Contact One Of Our Distributors Today!

Our line of LSI industrialized Ford engines are serviced through a Global Dealer Network.

Anderson Industrial Engines Co.  
Omaha, NE 402-558-8700

Southwest Products Corp.  
Phoenix, AZ 877-779-3581

Diebold Power Equipment  
Chicago, IL 877-876-3732

Farmington, MO 800-876-3732

Engine Distributors Inc.  
Archdale, NC 800-220-7080

Blackwood, NJ 800-220-2700

Ft Lauderdale, FL 800-257-6605

Holliston, MA 800-220-2700

Jacksonville, FL 800-342-3575

Engines, Inc.  
Jonesboro, AR 800-562-8049

PowerTech Engines Inc.  
Fresno, CA (800) 750-1776

Fullerton, CA (800) 784-1776

Perkins Pacific  
Ridgeway, WA 877-877-3311

McDonald Equipment Co.  
Willoughby, OH 800-589-9025

Portland, MI 800-445-5273

M. G. Bryan Equipment Co.  
Grand Prairie, TX 972-623-4300

D A C Industrial Engines Inc.  
Dartmouth, NS, Canada 902-468-3765

Marindustrie  
Montréal, QC, Canada 514-342-2748

Oakville, ON, Canada 800-866-3831

Simson Maxwell  
Edmonton, AB, Canada 800-374-6766

Calgary, AB, Canada 800-374-6766

Port Coquitlam, BC, Canada 800-374-6766

Nanaimo, BC, Canada 800-374-6766

Prince George, BC, Canada 800-374-6766

All Marine Spares  
Mona Vale, N.S.W., Australia 61-2-99972788

Compagnia Tecnica Motori S.p.A.  
Milano, Italy +39 0245058238

Fornau Elim Sa  
Le Pre St Gervais, France 0113148450394

Power Torque Engineering Ltd  
Binley, Coventry, UK 011-44-247-663-5757

Sauer Motive Systems  
Sauer and Sohn KG  
Dieburg, Germany 011-49-607-120-6330

Engine Distributors Inc. • 400 University Court • Blackwood, NJ 08012  
Phone: (856) 228-7298 or (800) 220-2700 • www.edi-dist.com

Circle 13 on RS Card or visit www.tcia.org/Publications
New England Ropes’ new ropeBucket is designed to not only hold all of a climber’s gear but also allow for organizing it so that it is easily accessible. Fully customizable to suit individual needs, these bags contain perforations throughout in various sizes for fast and easy attachment of frequently used items. Available in four sizes – 25L, 30L, 50L and 80L, all sizes stand upright so gear is always easy to access. If the bags are purchased as a set they are stackable – fitting one inside the other, which reduces overall storage space when not in use. There’s also an option to install gear racks on the outside and the inside of each bag. (mbadurina@neropes.com; www.neropes.com)

Forestry Suppliers’ Log Hauler

The Log Hauler from Forestry Suppliers, Inc. can transport logs up to 12 feet long and 24 inches in diameter. By using a leverage arch in conjunction with a worm gear winch, the log hauler can transport logs over the roughest terrain without leaving a drag trail. The ability to hoist the log above the ground makes the log hauler ideal for applications in delicate environments. Attachment is a 2-inch ball receiver. Maximum weight is 1,500 pounds. (fsi@forestry-suppliers.com; 1-800-360-7788; www.forestry-suppliers.com)

Sterling’s Tendril climbing line

Sterling Rope’s new Tendril climbing line is designed from the ground up to meet the specific needs of arborists, and to perform consistently in wet and dry conditions with low elongation and balanced handling. Constructed with a softer feel, the 11.6mm Tendril is made to be easy to grip with or without gloves. It’s less stiff than traditional static ropes and runs smoothly with friction hitches or mechanical devices. Designed as a work-positioning line as well as an access line, the Tendril resists flattening or glazing even under heavy use. It has a minimum break strength (MBS) of 5,958 pounds (26.5kN). Spliceable, or available with a sewn eye termination, Tendril meets EN 1891 Type A and ANSI Z133 requirements. (arbor@sterlingrope.com; 1-800-788-7673; www.sterlingrope.com)

Tracked Lifts PB 22.10 mini lift

Tracked Lifts Inc.’s new Platform Basket PB 22.10 mini lift, also named “Arborist by Arborists,” was developed from a general use machine to the specific requirements of arborists. It features 72-foot working height, a 34-foot side reach, full outreach with full 440 pounds basket load, and 34.5-inch transport width to fit thru 3-foot gates. Additional features include an articulated boom with a movable jib and compact one-man basket; non-computerized, hard-wired operating system; Kubota power with 12-volt emergency lowering capacity, and variable spread tracks. (info@trackedlifts.com; www.trackedlifts.com)

Looking for products or services?

Visit TCIA’s Online Buyers Guide for a complete list of trusted suppliers! This go-to resource for tree care companies allows you to view distributors, service providers and manufacturers with just a few clicks! You can also pre-sort the results depending on what you’re looking for. Whether its brush cutters or outrigger pads, our Online Buyers Guide has what you need. Visit www.TCIA.org and click on the “Suppliers” tab in the bottom right to view our complete directory. Questions? Contact Sue Blanchette at (603) 314-5380 or sblanchette@tcia.org.
Loftness’ I Series industrial-duty snow blowers

Loftness’s new I Series snow blowers, part of its SnowLogix line, includes four models of industrial-duty, tractor-mounted units. They are available in 9- and 10-foot widths for efficiently moving large amounts of snow. Engineered for large tractors with tall tires, all models in the I Series offer a two-stage design with 16-inch-diameter augers and extra-large, 36-inch-diameter fans. Both 9- and 10-foot blowers are available with either two or three augers. Models with two augers measure 48 inches high, while those with three augers measure 66 inches high. Additionally, the I Series uses a proven, reliable chain drive, oversized gearbox, large bearings and thick steel construction for maximum durability. Maintenance is kept simple with easy-access shear bolts, extra-large skid shoes and a bolt-on cutting edge. Also standard is a hydraulically adjustable spout with a 14-inch diameter and 270 degrees of rotation. Truck-loading spout options are also available. Other options include hydraulic- and electric-actuated deflectors. I Series snow blower requirements include a Category II or III three-point hitch, 1,000-rpm PTO, and 140 to 200 PTO horsepower. (1-800-828-7624; info@loftness.com; www.loftness.com)

Circle 94 on RS Card or visit www.tcia.org/Publications

For more information on products featured here, circle the number on the Reader Service Card, or visit www.tcia.org/Publications.

Send Cutting Edge Product information to: editor@tcia.org

Circle 20 on RS Card or visit www.tcia.org/Publications
Events & Seminars

January 8, 2014
TCIA Webinar: Don’t Let an Injury Cripple Your Business: 3-4 pm EST
Contact: dlee@tcia.org; www.tcia.org

January 9, 2014
TCIA Webinar: Get to Page 1 on Google: 3-4 pm EST
Contact: dlee@tcia.org; www.tcia.org

January 14-15, 2014*
Certified Treecare Safety Professional/CTSP Workshop
Turf Valley Resort, Ellicott City, MD
Contact: 1-800-733-2622; peter@tcia.org

January 16, 2014*
Connecticut Tree Protective Assoc. Annual Meeting
Aqua Turf, Plantsville, CT
Contact: www.ctpa.org

January 21-24, 2014
Advanced Landscape Plant IPM PHC Short Course
University of Maryland, College Park, MD
Contact: (301) 405-3913; akeiman@umd.edu

January 26, 2014*
New York State Arborists Association Annual Meeting
Suffern, NY
Contact: www.nysarborists.com

January 26-28, 2014*
Wisconsin Arborists Association Annual Conference
Great Bay, WI
Contact: www.waa-isa.org

January 29-31, 2014*
Midwest Chapter ISA Annual Conference
Dubuque, IA
Contact: www.mwisa.org

February 2-6, 2014*
Winter Management Conference 2014
Atlantis Paradise Island, Bahamas
Contact: 1-800-733-2622; dmorgan@tcia.org; www.expo.tci.org

February 5-7, 2014*
New England Grows 2014
Boston Convention & Exhibition Center, Boston, MA
Contact: www.newenglandgrows.org

February 2-4, 2014*
Winter Management Conference 2014
Atlantis Paradise Island, Bahamas
Contact: 1-800-733-2622; dmorgan@tcia.org; www.expo.tci.org

February 5-7, 2014*
New England Grows 2014
Boston Convention & Exhibition Center, Boston, MA
Contact: www.newenglandgrows.org

February 11-12, 2014*
Certified Treecare Safety Professional/CTSP Workshop
Russo Power Equipment, Schiller Park (Chicago), IL
Contact: 1-800-733-2622; peter@tcia.org

February 15-18, 2014
Southern Chapter ISA Annual Conference
Myrtle Beach, SC
Contact: www.isasouthern.org

February 24-25, 2014*
2014 Shade Tree Symposium
Lancaster Convention Center, Lancaster, PA
Contact: www.penndelsisa.org

February 23-29, 2014*
Ohio Tree Care Conference
Sandusky, OH
Contact: www.ohiochapterisa.org

* Indicates that TCIA staff will be in attendance
DIRECT FROM THE FACTORY

CALL: 800.958.2555 EMAIL: sales@altec.com

MEETING ALL YOUR TREE CARE NEEDS, ALTEC ALSO OFFERS RENTALS, LEASING, STOCK
UNIT OPTIONS, SERVICE, SAFETY TRAINING, USED EQUIPMENT AND ACCEPTS TRADE-INS.

www.altec.com/treecare

Circle 3 on RS Card or visit www.tcia.org/Publications
Fertilizing is an important tool in the care of landscape plants. Supplying essential elements to trees, shrubs, lawns, ground covers and herbaceous plants can foster improvements in plant health, function and appearance. Government regulation of fertilizer practices, high fertilizer prices, defining the role of nutrient enhancement technologies and use of organic fertilizers are just a few of the challenges facing practitioners who fertilize landscape plants.

**Government regulation**

Regulation of landscape plant fertilization has escalated in the last five to seven years. Regulation of fertilization has been particularly active in the Middle Atlantic region of the United States including the states of New York, New Jersey, Maryland and Virginia (Table 1).

Within the types of landscape plants, regulation of turfgrass fertilization has been particularly vigorous. While 12 states have enacted requirements for turfgrass fertilization, only one state, Maryland, has statewide regulation of tree fertilization. The regulation of turfgrass fertilization at the state level generally falls into one of three types. The first is regarding the use of phosphorus (P). For most of the states that regulate the application of P, phosphorus cannot be applied unless a soil test recommends P is needed. Three exceptions are Florida, Maryland and Vermont, which permit the application of low amounts of P to turfgrasses. In these states, larger amounts of P may be applied if a soil test suggests additional P is needed by the plant.

The second type of regulation concerns fertilization with nitrogen (N). Four states regulate the solubility of the fertilizer used and the rate that N fertilizer can be applied. Depending on the state, the amount of soluble N fertilizer per application is limited. Likewise the total amount of N fertilizer that can be applied per application, regardless of solubility, is limited. Lastly several states regulate the time of application. Specifically the application of N fertilizer is not allowed when the ground is frozen (Table 1).

In addition, two states, Maryland and Virginia, require that applicators obtain permits or licenses to apply turfgrass fertilizers. Beginning in 2013, these same states also require fertilizer applicators to become certified. For details on complying with fertilizer regulations in these two states as well as others, visit the appropriate state’s department of agriculture website.

As stated previously, only Maryland has a statewide law regulating tree fertilization. Maryland requirements include conducting a soil test prior to fertilization, applying fertilizer according to the University of Maryland Cooperative Extension recommendations, and keeping records of fertilizer applications for three years following the treatment.¹

In addition to state regulation, local government entities, including municipalities, townships and counties, have also been active in the regulation of landscape fertilization. Frequently, local governments are more restrictive than state governments in regulating fertilizer applications. An example of this local regulation is the “Application of Fertilizer” ordinance adopted by the Township of West Milford, New Jersey. The ordinance prohibits the application of P in outdoor areas. An important exception is if a soil test demonstrates that P is needed. Other fertilizer practices that are prohibited include applying fertilizer when a “run-off” producing rainfall is occurring or predicted, and applying fertilizer greater than 15 days prior to the start or after the end of the growing season. The growing season is defined in the ordinance from March 1 through November 15. The ordinance also requires the licensing of commercial fertilizer applicators. (For a complete list of the practices prohibited as well as exceptions, visit the Township of West Milford, N.J., website www.westmilford.org)

A second example of the local regulation of landscape fertilization is the “Lawn and Landscape Maintenance and Content of Fertilizer” ordinance instituted by the city of Naples, Florida. The Naples statute prohibits the use of fertilizer during the rainy season (June 1-September 30). The regulation forbids the use of fertilizer containing more than 2-percent P and having no less than 50 percent slow-release fertilizer. The law limits the rate of fertilizer to turfgrass and landscape plants to no greater than 1 pound N per 1,000 square feet per application, and no more than 4 pounds of N per 1,000 square feet per year. The ordinance

---

¹State that allows a low amount of P to be applied without a soil test.
**Does not allow an application of P to frozen ground.
(2012 Summary of State Fertilizer Laws. The Fertilizer Institute, Washington, DC.)
restricts the number of fertilizer applications during any calendar year to four. The regulation also requires that lawn and landscape professionals be certified by the city by attending a best management practices course. (For a complete list of the practices prohibited, exceptions and requirements, visit the City of Naples, Florida, website www.naplesgov.com)

The township of West Milford and the city of Naples are just two examples of local ordinances that regulate fertilizer use. Hundreds of local ordinances that guide fertilizer use have been enacted throughout the United States.

Obviously landscape professionals who perform plant fertilization need to be aware of, and comply with, local and state laws that guide fertilizer use. However, the involvement of fertilizer applicators goes beyond just complying with regulations that are in effect. Facing the challenge of government regulation also requires educating interested parties about the benefits of fertilization as well as addressing environmental concerns.

Cost

Over the past decade the price of fertilizer, particularly nitrogen fertilizer, has generally increased. For example, U.S. farm prices for urea increased from $261 per ton in 2003 to $592 per ton in 2013 (Figure 1). These numbers represent an increase of 127 percent in the cost urea over the last decade.

The primary driver of fertilizer cost is America’s corn crop. When the value of corn rises the cost of fertilizer used to grow the corn also rises. Likewise when the price for a bushel of corn falls generally the cost of fertilizer also falls. If the world demand for corn continues, the price for fertilizer will remain high. The demand for fertilizer for growing corn “sets the price” for all uses of fertilizer, including landscape fertilization.

To help control costs, fertilizer applicators may seek a number of potential suppliers and shop for the best price. Likewise, in an attempt to hold down costs, landscape managers may search for fertilizer distributors who offer early order and/or early delivery discounts. However, raising prices or increasing the appropriation for fertilizer in budgets may be necessary, especially when fertilizer prices experience sudden increases.

Enhanced-efficiency fertilizers

A number of recent fertilizer product introductions are marketed as “enhanced-efficiency fertilizers.” “Enhanced efficiency describes fertilizer products with characteristics that allow increased plant uptake and reduce potential of nutrient losses to the environment …”(3) Enhanced-efficiency fertilizer includes formulations that control the rate of fertilizer release or alter chemical reactions that lead to nutrient losses.

The idea of controlling the rate of fertilizer release is not new to the landscape industry. Many landscape managers have used controlled-release (slow release) products such as ureaformaldehyde (UF), isobutylene diurea (IBDU), sulfur-coated urea (SCU) and polymer coated urea (PCU). Although more expensive than quickly-available sources, these fertilizers offer a steady release of nutrients that decrease leaching (movement of nutrients

![Figure 1. Average U.S. Farm Price of Urea Fertilizer 2003-2013](image_url)
with groundwater) and volatilization (loss of nutrients in a gaseous form) losses.

Although more commonly used in agriculture, there is renewed interest in the use of fertilizer additives with landscape fertilizers to reduce losses. This technology is generally applied to nitrogen fertilizers that are quickly available, such as urea. Materials such as nitrapyrin and maleic itaconic copolymer prevent nitrification from occurring. Nitrification is the conversion of N from the ammonium form to the nitrate form. Preventing this conversion, or keeping N in the ammonium form, prevents the leaching of N as nitrate because ammonium is held tightly by soil particles. N-butyl-thiophosphoric triamide (NBPT) blocks the action of urease enzyme that converts urea into ammonia. This prevents volatilization of ammonia when urea is placed above the soil surface.

With the goal of reducing fertilizer rates, The Davey Institute has researched several biostimulants. Biostimulants have been defined as non-nutritional products that may reduce fertilizer use and increase yield and resistance to water and temperature stress. Biostimulants include substances such as humic acids, kelp (seaweed), mycorrhizal fungi and vitamins.

One of our early screening studies included applications of humic acid (HA), kelp and amino acid (AA) in various combinations with fertilizer. The biostimulants were applied to the soil surface surrounding red maple (Acer rubrum) trees. Four months after treatment, plants were harvested and measured for total plant weight. Although all treatments increased plant weight, three of the applications that included AA resulted in the greatest increase in total plant growth (Figure 2).

In a second study, humic acid (HA), kelp and amino acid (AA) were either incorporated into the soil or applied to the soil surface of red maples. Six months after treatment the trees were harvested and measured for plant weight. The greatest growth, particularly root growth, occurred with either the soil incorporation or surface treatment of AA (Figure 3).

Subsequent tests with biostimulants were conducted to determine how much of a reduction in fertilizer use could be achieved. The research indicated that the addition of AA to the tree/shrub fertilizer allowed us reduce the amount of fertilizer by 25 percent.

Organics

Organic products have become part of American culture. Consumers have come to expect the availability of organically grown food, fiber and personal-care products. For example, it is not unusual to see a certified organic produce section in a grocery store (figure 4).

Many consumers prefer organic goods because they associate organic with products that are healthy. In addition, some Americans believe organic products have less of an environmental impact and support the local economy.

The appetite of American consumers for organic products continues to grow. During an 11-year period, from the year 2000 to 2010, purchase of organic food grew from 1.2 to 4.0 percent of all food sold in the U.S. (Figure 5).

As with food, clothing and personal care products, many consumers would prefer organic products be used to maintain landscapes.

An organic fertilizer is defined as a material containing carbon (C) and one or more elements other than hydrogen (H) and oxygen (O) essential for plant growth. In many consumers' minds, the word organic means it is derived from something that was once living, either a plant or an animal. However, urea, which is organic, is a man-made fertilizer that contains N along with the essential element N. Most consumers desire a natural organic fertilizer that is derived from either plant or animal products and contains one or
more elements essential for plant growth. Examples of natural organic fertilizers include manure, bone meal and cottonseed meal.

A number of plant-derived fertilizers have been evaluated by the Davey Institute including alfalfa, corn gluten, soybean extract and cottonseed. Field trials with these fertilizers indicated that there can be a number of obstacles in using them to fertilize landscape plants. Among the barriers are low nutrient content, high cost, and special storage requirements.

Urea is frequently applied to landscape plants and is a fairly concentrated fertilizer that has an analysis of 46-0-0. In contrast alfalfa and corn gluten have low nutrient contents with fertilizer analyses of 2-1-2 and 9-0-0 respectively. The large quantity of product needed to apply organic fertilizers generally requires greater application time, which can increase application cost (figure 6).

Compared to a traditional source of fertilizer such as urea, the cost of natural organics may be cost prohibitive. When equal rates of nutrients are compared, natural organics such as corn gluten and alfalfa can be 35 times more expensive than urea.

Some natural organic fertilizers may require special storage conditions. This is because many natural organics are also used as animal feed. In storage, rodents may gain access to the product and consume large quantities. Storage conditions that exclude rodents from natural organics may be necessary to preserve the fertilizer until time of use.

Summary

Gone are the days of grabbing a bag of fertilizer, filling the hopper, engaging the operating lever and fertilizing. Today’s landscape applicator is required to be knowledgeable in both the principles and practices of fertilization. In addition to accurately applying fertilizer, landscape practitioners must be compliant with government guidelines, seek ways to provide fertilization at reasonable cost, continue their education so as to understand new technology, and stay abreast of consumer trends. These, as well as many other issues, require a greater skill level on the part of landscape manager to meet the challenge of
fertilizing landscape plants.

**Literature cited**


Richard G. Rathjens, Ph.D., is an urban forester and senior agronomist with the Davey Institute, a division of The Davey Tree Expert Company in Kent, Ohio. This article was based on his presentation on the same subject at TCI EXPO 2012 in Baltimore. To hear the entire audio recording of that presentation, go to this page in the digital version of this issue of TCI Magazine online at www.tcia.org, under Publications, and click here.
POWER FACTS

275–770 hp
5, 6 and 8 cylinders
EU Stage IV. US Tier 4f

Ready for 2014. Here Today.

INTRODUCING THE CLEANEST INDUSTRIAL ENGINES EVER.

Power is money. So is time. So why wait for 2014? The Scania all-new engine platform is not only ready for Stage IV and Tier 4f. It also features compact dimensions and a common footprint which enhances flexibility, simplifies installation and shortens time-to-market. Last but not least: Proven reliability, outstanding operating economy and industry-leading fuel efficiency vouches for long-term profitability and satisfied customers.

In addition to that, without DPF!

Power at work. It’s here for you today.

For the closest dealer and more information, visit www.scaniausa.com

Circle 23 on RS Card or visit www.teia.org/Publications
T his is so simple and has so much common sense attached to this, but unfortunately most people or managers of a sales organization will say, “Hey, Hal is dead on here, and I know it will work, so I will start to do this when I have a little more time.”

Even when the time comes and you do implement this, in most cases after a couple of weeks, sales managers will gravitate to their “old way” of doing business.

So, let me get right to the point. If you practice this straight-forward and simple concept, and stay consistent – and, yes, I said consistent – in 120 days you will see at least a 9 percent increase in sales. That is guaranteed, and it will happen to you and your organization, regardless of what product or service your company might sell.

**WINTER MANAGEMENT CONFERENCE**

**WMC 2014**

**ATLANTIS, PARADISE ISLAND, BAHAMAS**

**FEBRUARY 2 - 6, 2014**

*TCI WMC 2014 Preview!*

Here is the first question I must ask you before we begin to explore an area of management that will change the way that you interact with your sales force. Are you a practice coach or a reactive manager? In other words, are you letting your day run you or are you in charge of your business day and the team?

From this moment on, remember that your job is to be a coach and that responsibility is very clear, which is to take the salespeople that work with you to higher levels of performance. You are not in the sales game any longer, which means that you are not selling any more or taking over sales calls to help save the day. You are the coach and the coach is on the sidelines watching the game and instructing, not jumping in and making plays ... period!

Let’s explore the two areas that you will focus on now — and then for the rest of your career as a sales manager or a leader of a team of salespeople.

**Habits**

This is where the action is, or as we say in the sales profession, “in the field.” The field can be a showroom at a car dealership or the many desks of a call center from a company that has inside salespeople. It can be the retail floor space at a furniture store or, more likely for the tree care industry, in the yard or on the campus of a tree care prospect. In other words, “the field” is where there is interaction with the customer.

This is where you work with the salesperson and observe his or her behavior, personality, selling skills (or lack thereof), and his or her product and competitive knowledge. The key word here is observe. You cannot talk and try to correct them in the field. This is where you get to provide necessary feedback to help them grow and develop proper selling habits.

The time observed can be as short as 15 minutes or as long as a couple of hours. You do not need to spend all day with each and every salesperson. In fact, the more times each month that you are with each salesperson, the more you will notice different skills in different situations with a variety of personality types.

**Numbers**

This goes hand in hand with “field time” and is why these two areas must connect with each other. By being in the field, you get to witness first-hand the different personality types and their individual skill levels; now you get to look at their performance.

This is accomplished by doing “one-on-ones.” These one-on-ones are to cover their individual numbers or sales quotas on what they are supposed to do each and every day.

The key difference here is not to just have a monthly sales meeting after the month is over, but to meet the salespeople during the month to monitor their sales targets.

The three areas you want to look at each and every week, is simple and very basic.

1. Their calendar for the week that just ended.
2. Their calendar for the upcoming week.
3. A list of their prospects.

As far as I am concerned, this is all that is important. I can see if they have been working by looking at their calendar and seeing what appointments they have had. I can also see what appointments they have coming up for the following week to monitor that they are continuing to work.

Lastly, by continually checking their prospect list, you can see what prospects have closed, what is still pending, and what new ones have been added.

This one-on-one time is not going to be once in a while or when sales are down. This must happen all the time, like a workout program or anything else you want to maintain. The minute you digress from this simple action plan, you will notice your sales slipping again, and the probable turnover of salespeople or your team.

So don’t forget to be a proactive coach rather than a reactive manager!

Hal Becker is a nationally known speaker on sales and customer service. He is the author of numerous business books including two national best sellers, Can I Have 5 Minutes of Your Time? and Lip Service. His latest book on sales is titled Ultimate Sales Book. This article is based in part on his talk, “It’s Time to Win the Fight Against Weak Sales,” which he will present at Winter Management Conference 2014, February 2-6, at Atlantis Paradise Island, Bahamas. For a complete WMC schedule or to register, visit www.tcia.org/events/wmc-2014 or call 1-800-733-2622.
Thank you,
FOR ANOTHER GREAT YEAR!

75 years in business is something to be proud of.
That's why Bandit Industries couldn't be happier to congratulate the
Tree Care Industry Association on 75 years of serving tree care professionals...

We at Bandit Industries are getting ready to turn the page on another record-breaking year, during which we celebrated our 30th Anniversary. While commemorating 30 years of service, we would like to celebrate our dedicated, hardworking employees, our customers who share our passion for quality, and our partners throughout the tree care industry.

Partners like TCIA. Its love of the industry is made clear by TCIA’s tireless effort to improve safety, provide a network of resources for members, and to advance professionalism. TCIA has been and continues to be a valuable association throughout the tree care industry.

Bandit is proud to stand among many in recognizing TCIA for its 75 years of success as we all work toward a brighter future for everyone.
Let us begin in the middle of things, with two men standing alone on a tract of eroded land in western North Carolina. The year is 1892. One man is young and healthy; he is a forester, hired to work on the land. The second man, also young, is enormously rich. Together, they inspect the land, then peer up at a house being built. An astonishing structure – only a very wealthy person would have the resources to construct it.

The rest of this story occurs within the set of circumstances just described. Two friends: one a forester, the other, a wealthy young man – inspecting first a large tract of land, then an astonishing limestone palace. The forester is Gifford Pinchot, the first American to be trained professionally as a forester. The fellow with him is George Washington Vanderbilt. As an elderly man, Pinchot wrote a description of Vanderbilt as he appeared to be when building of the mansion – called Biltmore – was in progress: “George was a lover of art and of the outdoors, a slim, rather shy young man. Biltmore was his heart’s delight.”

A partial inheritor of the vast wealth of his legendary grandfather, Commodore Cornelius Vanderbilt, George Vanderbilt first came to Asheville, North Carolina, in 1887. Enchanted by the area, he decided to build a home that showcased his two loves. He chose architect Richard Morris Hunt to construct for him what has been called “America’s Greatest Castle.”

Already famous as the first American to graduate from the École des Beaux-Arts in Paris, Hunt provided Vanderbilt, at enormous time and expense, with the grand chateau he desired. Built in the French Renaissance style, Biltmore was patterned after castles in France’s Loire valley.

Surrounding the castle was Biltmore Estate, which covered 7,000-plus acres of land on both sides of the French Broad River. Prior to its acquisition by Vanderbilt, the land had been mostly woods, used for fuel wood and fencing. Much of the land was in deplorable condition, due to human neglect.

To grasp the significance of this story, imagine the mountains of western North Carolina in the late 19th century. Heavily wooded slopes were interspersed with farms cut out of the forests. Immigrants seeking land to settle on had pushed deep into mountain coves, where fragile soils soon eroded under continual subsistence farming practices. Meanwhile railroads connecting Asheville to cities brought tourists, journalists, health-seekers and investors to the scenic mountains. Investors purchased huge tracts of land for timber cutting, some as large as 300,000 acres.

Our story then goes back to 1889, the
year Pinchot graduated from Yale University. Soon thereafter he sought advice about where to get forestry training from Bernhard Fernow, a forester of German extraction, who was chief of the U.S. Department of Agriculture’s Division of Forestry, predecessor to the U.S. Forest Service.

Fernow advised Pinchot to consider furthering his education in Europe, since no American college or university at the time offered a forestry curriculum of technical caliber. Pinchot left for Europe in October 1889. There he met the renowned German forester Sir Dietrich Brandis who, until 1883, had been inspector general of the Imperial Forest Service of India. At his suggestion, Pinchot enrolled in the National School of Forestry in Nancy, France.

The school was a logical choice, since Pinchot was of French ancestry and spoke the language. After a period of study at Nancy, Pinchot made a tour with Brandis through the forests of Germany and Switzerland. Not long after returning to America, Pinchot rejected an offer from Fernow to become his assistant in the Division of Forestry. Instead he chose to supervise the development of 5,000 acres of land to meet all of the wood needs on Vanderbilt’s estate. It was also America’s first experimental demonstration of practical forest management.

The idea had been suggested by Frederick Law Olmsted, the distinguished landscape architect Vanderbilt had hired to develop Biltmore into “the finest country estate in America.” Olmsted saw in the Biltmore project a chance to complete his “greatest work of art.” A social democrat who believed that land, if used harmoniously in an urban environment, could do much to relieve social ills brought about by over-crowding, Olmsted had designed some of America’s most magnificent parks, including Central Park in New York City.

A social democrat who believed that land, if used harmoniously in an urban environment, could do much to relieve social ills brought about by over-crowding, Olmsted had designed some of America’s most magnificent parks, including Central Park in New York City.

The primary problem facing urban land planners, Olmsted believed, was simple: how to ensure the wisest use of available land. Parks and landscapes should be designed in pastoral settings both natural and beautiful. The landscaping of the Biltmore Estate would be one of Olmsted’s lasting achievements. The estate would be safe from urban encroachment, protected by an approach road that helped prepare visitors visually and emotionally by exposing them to miles of carefully laid-out pastoral scenes. (One thing Gifford Pinchot learned early on was that in America, an effective forester must not blame farmers who unintentionally damage their land – or very rich young men who have their heart set on building elaborate palaces. He may have learned part of this lesson from Olmsted.)

An admirer of Olmsted’s ideas, Pinchot quickly accepted Vanderbilt’s offer. The salary was $2,500, plus travel expenses; in addition, the French-trained forester was provided a home and a horse. Pinchot arrived at Biltmore on Groundhog Day in 1892 and began his work with gusto. Following a thorough study of the large wooded estate, he set out to prove that scientific management of a forest could produce both a financial profit and a sustained yield of trees, without permanently damaging the land.

One of his most difficult tasks was convincing the resident lumbermen of the need to save those young trees that would furnish the next crop. On Pinchot’s orders, Vanderbilt’s forestland, contrary to prevailing practices of the time, was not stripped. Only trees marked by Pinchot were felled, and they were dropped in the direction that would do the least damage to young seedlings. Larger trees were saved at regularly spaced intervals, in part to provide seed for future crops.

At the end of his first year of managing the Biltmore forestry tract, Pinchot satisfied himself that the project was paying. According to his accounting, total expenditures added up to $10,103.63. The income was only $4,616.19, but the value of the cut wood on hand (most of which was used on the estate) was $6,708, showing a “Balance in our favor of $1,220.56.” Pinchot wasn’t completely honest – he could claim a profit because he didn’t include his salary in those figures. But his career was nevertheless off and running.

After two years as Vanderbilt’s forester, Pinchot began to tire at carrying out the
routine alone. In 1893, under an arrangement with Vanderbilt that allowed him to engage in outside consulting work, Pinchot opened an office in New York City. Having persuaded Vanderbilt of the need to employ a permanent resident forester, Pinchot sought the advice of his former mentor, Dietrich Brandis, concerning who that forester would be.

As Pinchot himself was the sole American with technical forestry training, it was necessary to look elsewhere for a suitable replacement. Sir Dietrich recommended Carl Alwin Schenck, to whom Vanderbilt offered the job in 1895.

Born in 1868 in Darmstadt, Germany, Schenck studied at German universities from 1886 to 1890; he then entered the German state forestry service. Schenck received a Ph.D. degree from the University of Glessen in 1894. His salary at Biltmore was to be $2,500; additionally, he was provided with a house and two saddle horses. He also was in charge of more than 125,000 acres.

In The Biltmore Story, Schenck’s memoir about his time in America, he tells of his successes and failures in attempting to practice profitable and sustainable forestry in North Carolina. As a Ph.D., an Army officer on reserve duty and a European of considerable energy, Schenck was perhaps fated to make mistakes in dealing with local mountaineers and others in America who stood between him and the attainment of his goals. Nonetheless, both Pinchot and Schenck made significant contributions in introducing scientific forestry to America.

The Biltmore Forest School

Seemingly by chance, an event occurred in 1895 that was to have interesting consequences. Twenty miles from Biltmore was another estate where a young college graduate named Overton Price resided. He, too, wanted to be a forester, but because there were no American schools of forestry, Price asked Schenck for permission to work for him as an unpaid apprentice. Schenck agreed. He later accepted a second apprentice named E.M. Griffith. Later, Price became second-in-command of the U.S. Forest Service under its first chief, Gifford Pinchot; Griffith eventually became state forester of Wisconsin.
“At Bautte Tree we’ve switched to TriTech for all our lanyards. These lanyards last about twice as long as previous products and because they will tolerate an occasional touch with a handsaw without suffering a nick due to the Technora/Dyneema construction. We’ve found that TriTech lanyards last longer and our guys love them!”

-Tierson Bautte, Owner

The UP Lanyard includes the following features:
- TriTech Flipline
- RIT 8mm Eye to Eye
- RIT 8mm Bound Loop Prusik
- Thimble Prusik
- Osprey Oval Twistlock carabiner
- Falcon with Talon Twistlock carabiner
- ISC Micro Pulley
- Your choice of Steel Snaphook or ISC Triple action snap option
- Meets ANSI Z133.1

Tired of ropes and prusiks that wear out too quickly?

Introducing Sterling’s Ultimate Positioning Lanyard™

Sterling Rope’s new UP Lanyard is a versatile system that offers an easy to position, durable, non-conductive rope alternative to wire-core line. The heart of our system is the TriTech™ Flipline. By combining an abrasion resistant Technora® sheath with a high-strength Dyneema® jacketed nylon core, our TriTech™ rope gives you a lightweight, rugged and durable option that will outlast other lanyards.

With over twenty years of experience making high-performance technically advanced ropes, cords and products for work at height, you can rely on Sterling Rope to deliver innovative solutions for all your arbor needs.
Schenck established a formal school in 1898 and a catalog was issued. Heretofore, instruction for caring for trees had been given those young men on an informal basis who assisted him in managing Biltmore Forest. But with an increase in the number of applicants for training, Schenck arranged the combined work and instruction into an organized curriculum. The Biltmore Forest School was the result.

Classroom courses in theoretical forestry subjects were supplemented by field instruction. The degree awarded was Bachelor of Forestry. A stern taskmaster, Schenck lectured his students in a classroom in the morning and trained them in the field all afternoon. Students learned to protect and preserve, as well as to harvest. They cut timber, planted seedlings and nurtured eroded lands. After sundown, students returned, exhausted, to scattered cabins and farmhouses in the area. The “campus” consisted of mountaineer cabins and farm homes that had been part of a small community in the Pink Beds valley.

Schenck’s students were, in effect, apprentice-foresters who performed such technical tree-related chores as surveying and making growth studies, and in general preparing themselves through practical experience for employment by the forest industry. During its existence, the Biltmore Forest School gave instruction to some 365 students. Among its instructors were Homer D. House, a botanist; Clifton D. Howe, later dean of the Faculty of Forestry at the University of Toronto; and numerous short-term visiting scientists who lectured on forest entomology, geology, forest pathology, wood utilization and other subjects related to forestry.

When in 1909 Vanderbilt dismissed Schenck, the forester took his school to new locations, including Sunburst, N.C., Cadillac, Michigan, and overseas in Germany. The school continued in existence four years longer without a fixed headquarters until it ceased operations in 1913. After each of the world wars Schenck toured and lectured across the United States. In 1952 North Carolina State College awarded him an honorary Doctor of Forest Science degree.

On July 11, 1968, President Lyndon Johnson approved an act of Congress that authorized creation of the Cradle of Forestry in America National Historic Site. Located in the Pisgah National Forest, 20 miles southwest of Asheville, is an area of 6,500 acres that includes the site of the Biltmore Forest School. Today, the site features a Forest Discovery Center complete with a film that describes how the Biltmore Forest School came into existence.

The exhibit area includes displays that trace a century of forest conservation practices. One involves a helicopter nose cone and cockpit where visitors sit, and by eavesdropping on recorded radio conversations, learn about modern firefighting techniques. Another display sports a giant tree model that people can climb under, into, and up to learn how various plants and animals use roots, limbs and holes in trunks to survive. Footpaths through the campus lead visitors to a vintage sawmill and forestry tools.

Some original structures remain, including one forest ranger’s house built in a sturdy, decorative style, which style had been imported from Germany’s Black Forest. Other structures have been re-created, including a commissary, blacksmith shop and student living quarters.

Joe Zentner is a retired professor and a freelance writer. He lives in Cary, North Carolina.
You work hard.
Your insurance should work hard for you.

ArborMAX

insurance for tree care companies

Includes expert Tree Care Industry-specific Loss Control provided by TCIAF

ArborMAX is the only insurance program endorsed by TCIA.

Coverages Available:
- Commercial General Liability
- Commercial Automobile
- Inland Marine
- Crime
- Property
- Umbrella

Workers’ Compensation
TCIA Accredited companies and companies that have a full-time CTSP are eligible for consideration.

Tree Care Specific Coverages:
- Arborist & Landscape Professional Services (Errors & Omissions)
- Pesticide & Herbicide Applicator
- Tools & Equipment
- Per Project Aggregate
- Blanket Additional Insureds (including Primary Wording)
- Plus numerous additional customized products

Call today and start saving!
1-877-602-7267

www.arbormax.net

Insurance program brought to you by General Agency Services, Inc., endorsed by Tree Care Industry Association

Circle 5 on RS Card or visit www.tcia.org/Publications
It’s seven in the morning and you have just pulled your truck from the parking location heading to the service station. After maneuvering through the morning’s rush hour traffic, you arrive to your work assignment in a small rural section just outside of town.

You and your co-worker have set up for traffic control, completed a worksite assessment, and proceeded with pruning several trees. About an hour into the job, your general foreperson pulls up to the work site and motions for you to come down.

After some small talk, your GF informs you a complaint was called in regarding a driving incident. The caller stated you pulled out in front of him forcing him to slam on his brakes to avoid rear-ending you. You insist this did not occur.

Replaying your route in your mind, you remember making a right-hand turn onto the state highway; however, approaching traffic was plenty far back.

Your GF then asks if you know how long it actually takes you to accelerate to 40 mph. You pause, and casually toss out 12 maybe 15 seconds. He smiles and then informs you of several driving facts such as:

- A vehicle travels about 60 feet per second at 40 mph.
- A car traveling 40 mph will cover 540 feet or about 1/10 of a mile in about nine seconds.

Then he pulls out a few diagrams to illustrate how it actually takes nearly 40 seconds to reach the posted 40-mph speed limit. The diagrams demonstrate that by the time you make a turn and drive 150 feet, the average vehicle will cover 1/10 of a mile, and this is if the vehicle was not speeding.

The GF reminds you how angry we all can get when someone pulls out in front of us, especially when we know if they had just waited five more seconds they could have pulled out and taken their time since no one was behind us!

After reviewing the diagrams, you begin to realize how far the vehicle traveled in the time it took to get your truck to just 10 mph. Even if the approaching vehicle is back as far as 1/10 of a mile, you still will only reach 20 mph before the vehicle is upon you – you can see why the caller was angry!

**Scenario 1:**
Driver begins right-hand turn. Approaching vehicle is approximately 1/10 of a mile from driver’s vantage point. It will take approaching vehicle 9 seconds to travel 1/10 mile. At this point, our truck and chipper will have only just completed the right-hand turn, forcing driver to swerve and slam on their brakes!

**Scenario 2:**
In this scenario, the approaching vehicle is approximately 2/10 of a mile from driver’s vantage point when driver begins to make the right-hand turn.
It will take approaching vehicle 18 seconds to travel 2/10 mile. At this point, our truck and chipper will have completed the right-hand turn but not had time to accelerate to 40 mph. Driver will still need to apply the brakes in order to maintain a safe following distance as truck continues accelerating to the 40 mph posted speed limit.
Scenario 3:
In this scenario, the approaching vehicle is located approximately 3/10 of a mile from driver’s vantage point when driver begins right-hand turn. It will take approaching vehicle 27 seconds to travel 3/10 mile. At this point, our truck and chipper will have had ample time to accelerate to 40 mph. Driver of approaching vehicle will not have to make any allowances for truck entering on to the roadway.

‘X’ marks approaching vehicle’s starting point at 3/10 mile back from driver’s vantage point.
By Janet Aird

Richard Almstead broke into the tree care business when he was 16 years old, doing tree work for his neighbors in New Rochelle, New York, in 1960.

“He did a short stint at a local tree care company when he was 18 years old,” says Ken, his oldest son. In 1964, when he was 20, Richard founded Almstead Tree and Shrub Care Company. He studied arboriculture at Cornell University and the New York Botanical Gardens.

Richard, the president of the company, has been joined by his two sons. Ken, the CEO, and younger brother Michael, VP of operations, grew up in the business and came on board full time when they graduated from university.

Almstead Tree and Shrub now has four regional offices. Ken heads the corporate office in New Rochelle, which serves Lower Westchester County, N.Y., and New York City. Michael oversees the branch managers in all four offices, which include New Rochelle; Hawthorne, serving Upper Westchester; Stamford, serving Southern Connecticut; and North Haledon, serving Northern New Jersey.

“We’re a fairly large company and still family owned, so we have both a professional and a personal touch,” Ken says.

In 2014, Almstead will celebrate its 50th anniversary. They’ll hold a variety of events throughout the year to give back to the communities that have kept them in business for so long.

“One of the things we’re looking to do to celebrate is to plant 50 trees throughout our service territory, in the parks of villages and towns,” Ken says. They’re also opening up their annual Christmas and summer parties to everyone who has ever worked for the company.

Approximately 70 percent of Almstead’s customers are residential. The rest are commercial and municipal, such as construction sites, school campuses, and golf courses and parks. Clients include New York’s Governor’s Island and Central Park Conservancy, which is responsible for the day-to-day maintenance and operation of Central Park.

Working in New York City presents logistical challenges, Ken says. Getting the large vehicles in and out of the city and coping with parking restrictions in the narrow, congested streets are only the beginning. They often work on fairly large trees in small spaces, such as penthouse gardens and courtyards behind block-long brownstones, which require special skills. And they have to transport not only their equipment, but also tree prunings and sometimes even trees they’ve removed, in service elevators and through the residences themselves.

Almstead’s focus is on organic tree care. Their laboratory analyzes soil for nutrient deficiencies and they custom blend soil amendments using their own mulch, compost and compost tea, which they brew fresh daily.

They use air spades to eliminate compaction. To manage insects and diseases, they use horticultural oils, systemic injections, and beneficial insects.

“We’re also very much into the structural pruning of young trees, which reduces
the chances of failure,” Ken says. “With all the storms coming through the Northeast, people are more in touch with risk.” They also do cabling and bracing, lightning protection, and cavity and wound repair to help preserve trees.

Their general tree services include specimen planting, transplanting, trimming and pruning, a plant health care program based on preventative care and early detection, organic plant health care monitoring programs, tree removals and stump grinding.

Their consultation work includes tree protection during construction, the preservation of mature trees, and tree value appraisals. They assess hazardous trees with tools such as digital Resistographs and densometers.

In 2007, the company opened The Almstead Nursery, where they’ve planted hundreds of trees, which they experiment on with their products, and where they make mulch and compost.

“We never want to feel stale,” Ken says. “We’re always trying to be on the cutting edge of arboriculture.”

The company has approximately 120 employees, with some 80 to 85 in the field. Twenty are ISA-certified arborists.

Richard is known for saying, “If I have one piece of advice to offer, it is: Choose good people.” The company still operates with this philosophy, Ken says, and once they’re hired, employees tend to stay long term.

“Our field employees help move the company forward,” he says. “They’re really the front line of the organization.” For example, the foremen help with safety, and crewmembers are encouraged to observe job applicants in the field and participate in deciding which ones to hire. The company also encourages continuing education for its employees and holds annual holiday parties.

Some 80 to 85 percent of their business is from repeat customers, some of them multiple generations, and referrals. “I’m proud to see that people regard us highly in the field and of the longevity of our business,” he says.

For marketing, they use their website, blog and Facebook account, as well as emails and newsletters to customers. They also give gifts for referrals to new clients.

On Arbor Day and Earth Day, every arborist sponsors an event, such as planting trees from their nursery in the community and presenting educational programs. The company also participates in the Norwalk-Wilton Tree Festival and special events at Wave Hill, a 28-acre public garden and cultural center in the Bronx.

All four of Almstead’s offices were accredited in 2013.

“For us it was easier to do all at once,” says Ken, who updated the business plan. Much of the work is standard across the branches, for example, the business and marketing plans, the documentation, the standard operating procedures, and the safety policies.

Michael took the lead, delegating work to the company controller, the branch managers, and the marketing and safety training departments, and regularly visiting each of the branches to get them up and

(Continued on page 42)
Man injured in fall from tree
A man pruning trees October 2, 2013, at the sports field in Camp Hill, Pennsylvania, was injured in a fall from a tree. The victim, whose identity and the extent of his injuries were not immediately known, was transported from the field by a medical helicopter, according to a report in The Patriot-News.

Climber seriously injured in fall
A 32-year-old tree climber suffered severe injuries October 2, 2013, in Cohasset, Massachusetts, when the harness he was wearing apparently failed and he fell 30 to 40 feet to the ground. The man, a tree company employee removing trees at the time of the incident, was treated at the scene and taken by ambulance to South Shore Hospital.

Police were not able to contact OSHA to respond to the work-related accident due to the partial shutdown of the federal government, so detectives took photographs and investigated on their own. Later in the day, police heard back from someone at OSHA, who said only 200 people were on duty nationwide so they were unable to respond and asked for a copy of the police report, according a the Cohasset Mariner article.

Homeowner dies cutting evergreen tree
A man injured while trying to cut down an evergreen tree in his backyard October 3, 2013, in Hooksett, New Hampshire, was taken to Elliot Hospital in Manchester, N.H., where he died from his injuries.

Eugene Fraser was found non-responsive, with what appeared to be head injuries, in the backyard of his residence. He was given CPR on the way to the hospital and was non-responsive when he arrived at the emergency room, according to the New Hampshire Union Leader.

Tree service owner dies after 50-foot fall
The owner of a tree service died October 4, 2013, in Holden, Maine, after a 50-foot fall that occurred while he was cutting down a large pine tree. Michael Campbell, 50, of Brewer, Maine, died at the worksite from blunt force trauma to his head and torso despite efforts to resuscitate him.

Campbell was cutting an 80-foot pine, had climbed about 50 feet and was in the process of cutting off the top 30 feet when a climbing line attached to him got tangled in the top section of the tree, taking him down with it when it fell to the ground.

The accident was reported by his three employees, one of whom was his son. Campbell had many years of experience and was wearing the necessary safety equipment when the accident happened.

Police efforts to contact representatives of OSHA were unsuccessful because of the federal government shutdown, according to a Bangor Daily News report.

Tree worker injured in fall from roof
A landscape company employee was badly hurt in a fall while trying to trim a tree from a garage roof October 4, 2013, in West Amwell Township, New Jersey.

Jorge Mario Poteo, 42, or Trenton, N.J., was standing on the garage roof of a two-story house, trimming some tree branches above it, when he fell about 15 feet to the ground. Poteo was initially unconscious, but was able to talk with responding rescue personnel, according to a Hunterdon County Democrat report.

Tree worker killed in fall
A contract climber died nine days after being struck by a limb and falling 44 feet to the ground in Baldwin County, Georgia.

Christopher Wheeler, 27, of Eatonton, Ga., often contracted his time to tree service companies. While working for a local tree company October 5, 2013, he was cutting off the top section of a tree when a severed piece fell on him, knocking him to the ground. He was rushed to the Medical Center of Central Georgia, where he died October 14, according to a report in The Eatonton Messenger.

Climber shocked by tree touching wire
A tree crew had just begun working on the trees at a home October 12, 2013, in Lunenburg, Massachusetts, when an employee was shocked.

Charles Miserendino, the tree company owner, and three employees were hired to take down a maple tree and trim two others. Mark Guisto, 44, of Ayer, had climbed up into the 30-foot maple that was to be
removed and was setting up when a strong wind suddenly came through, and an electrical wire that had been obscured by foliage made contact with the tree. Guisto cried out before going limp, leaving him hanging by his rope and lanyard system.

“I watched him literally dangle and convulse like someone was electrocuting him,” Miserendino told the Sentinel & Enterprise newspaper. “We could see the voltage going through his body. It’s not something I would want anybody ever, ever to witness. It was horrifying.”

At one point, Miserendino said, Guisto tried to get up and fell back again, his body spinning and his mouth foaming, and he began to cough. He said he and the other workers had to use a 20-foot pole saw to prop him up. Emergency responders found Guisto awake and able to communicate. A ladder truck with a bucket was called in to take Guisto down, but emergency crews were not able to remove him for 45 more minutes, until the power was shut off.

Once removed, Guisto was transported to UMass Memorial Medical Center in Worcester, where he was in stable condition, according to the Sentinel & Enterprise.

Man killed by felled tree
An 88-year-old man was killed October 12, 2013, when a tree fell on him as he helped thin trees on family property in Osnaburg, Township, Ohio. John Elmerick, 88, of Louisville, Ohio, was riding a mower as others were cutting a tree, but the tree fell the wrong way, striking him in the back. Elmerick apparently tried to get out of the way of the falling tree, but was not able to avoid it.

Elmerick was rushed to Mercy Medical Center, where he was pronounced dead from massive internal injuries a short time later, according to the Canton Repository.

Lift operator hurt when truck rolls
A tree service aerial lift truck being used for line clearance rolled from the roadway and into a ditch October 14, 2013, in Canaan, New York, while an employee was in the bucket, leaving the employee trapped underneath the bucket.

Rescue personnel from several departments worked to remove the victim, who was still conscious when rescuers loaded him into an ambulance. He was airlifted to Albany Medical Center with unknown injuries, according to a report in The Register-Star.

Tree service owner killed in struck-by
A private tree contractor working for the county was killed by a falling tree branch October 15, 2013, in Redding, Calif.

Delbert Johnson was trimming a black oak when a branch fell on his head. Johnson was transported to a local hospital where he succumbed to his injuries.

Johnson owned and operated his own stump removal company for more than 40 years, according to a KCRR TV report.

Man falls to death while trimming tree
A man died after a fall while cutting a tree limb October 16, 2013, in Seneca, South Carolina. Tyrome Harris, 49, died of blunt force head and chest trauma.

Harris was trimming tree limbs from a ladder with a chain saw at the company where he worked when the incident happened. Harris was trimming limbs with other employees when a limb about 20 inches thick snapped and apparently struck him. Harris fell from the ladder onto a concrete sidewalk, according to WHNS-TV.
working.

The company had been in the Accreditation pilot program and had almost completed it, says Ken. “We always wanted to get back to it. It took several months to get everything together and then it was a matter of revising because some of the requirements had changed.”

One adjustment they made was closing some small gaps in their record keeping. Having all the proper documentation will help protect the company. It also will help with their customer service and quality control.

From the safety standpoint, the process was a great refresher for the field staff. “Having a safe work culture, where people buy into it, is very important. You can’t be there all the time,” he says.

While Accreditation can benefit companies of all sizes, it’s especially useful for smaller organizations that are looking to expand. “It’s great tool for people who are wearing multiple hats and need a guideline on that.”

In the future, Ken says, Almstead will continue to have a great work environment and to expand in the tree care market as well as into lawn care, risk assessment, and consulting from a corporate standpoint.

“This is a great place to work,” he says. “The organization is the way it is because of the people working for us and because of the way it was established by my father. It’s great to have that foundation to build upon.”

Tree worker hurt in fall from tree

A tree worker was injured October 21, 2013, outside a home in Tupelo, Mississippi, when he fell about 30 feet while trying to cut down an 85-foot tree.

A tree service was hired to remove three trees, and while crews were trying to cut down the largest tree, it broke in the wrong direction and knocked the worker to the ground. The man was taken to the hospital, but his condition was not immediately known, according to WTVA television.

Trimmer electrocuted by power lines

A contractor was electrocuted October 22, 2013, while trimming trees in Amarillo, Texas. The Amarillo Fire Department responded to reports that a man was stuck in a tree. Fire officials found Emiliano Garcia, 46, a contractor, who had been trimming trees, cut one or more power lines and was electrocuted. He was pronounced dead at the scene, according to a NewsChannel 10 report. News video showed a pole saw, and it appeared the contact may have been with service drop wires.

Man injured in fall from tree

A man was injured October 22, 2013, in East Falmouth, Massachusetts, after falling about 20 feet while doing tree work.

The 52-year-old man suffered multiple traumas but was conscious and talking with rescue personnel at the scene. He was flown to hospital in Providence, Rhode Island, but his condition was not immediately known, according to a Cape Cod Times report.

Tree worker killed in fall

A man working with a trimming crew died October 25, 2013, in Benton, Louisiana, while working on a large partially dead oak tree. The man was 50 feet up when a limb broke. The man, believed to be from the Dallas, Texas, area, may have lost his footing and fell, becoming entangled in the safety harness rope system, according to a KSLA TV report, which also said the man likely died instantly.

Tree worker killed in fall from lift

A tree service employee died in a fall from an aerial lift October 29, 2013, in Newport News, Virginia. Edward John Downing, Jr., 39, and the brother of Joseph Normandeau, the tree service owner, was the foreman on the job site and had about 18 years of experience in the tree-cutting business. Downing fell about 30 feet to his death from the lift he was working on.

“We believe he had his safety harness on, but we believe that he didn’t strap it, rushing, and didn’t clamp it in,” Normandeau told WVEC Television. “He made an error today, and we all need to learn to slow down.”

Landscaper touches power line, dies

A landscaper was killed instantly when his pole trimmer came in contact with a 7,000-volt power line in Portland, Oregon, October 30, 2013. The man, in his 30s, was with a private landscaping company when his metal saw on a metal pole hit a residential distribution line. He died instantly.

Pacific Gas & Electric crews turned off power in the area so Portland Fire & Rescue crews could get to the victim’s body.

A PGE spokesperson said many homeowners will be trimming trees before winter, and cautioned that if branches are near power lines, to leave them to the experts, according to KOIN-TV Channel 6.

Tree worker dies in fall

A tree service owner died in fall from tree October 31, 2013, in Haddonfield, New Jersey. Cameron P. Lyon, 36, operator of Lyon & Son Tree Service in Barrington, N.J., was working on a tree on private property when he fell. The married father of four was taken by ambulance to Cooper University Hospital, where he was pronounced dead, according to a Philadelphia Inquirer report.

A report to TCIA staff indicated that Lyon was transitioning from a crane into the tree at the time of the fall.
TRUST YOUR EQUIPMENT TRAINING TO THE TEAM THAT BUILT IT.

Altec Sentry offers training on chippers, insulating and non-insulating aerials, digger derricks, and cranes.

At Altec Sentry, we have a healthy respect for the dangers of a typical job site. That’s why we go out of our way to prepare you and your crew for all the risks they may encounter. Our Sentry Training Program makes safety number one—for you, your company and your crew. Altec Sentry meets and often exceeds the stringent standards set forth by OSHA, ANSI, the NESC—and most of all, you.

CALL US FOR MORE INFORMATION ABOUT OUR TRAINING CLASSES.

Call 205.408.8260  | sentrypost@alteco.com  | www.altec.com/sentry

Circle 4 on RS Card or visit www.teia.org/Publications
HELP WANTED
Seeking professional crew leaders and profession-
al climbers

Crane-assisted Tree Removal, Southern NH
Climber, log truck operator & ground positions. Must have 3-5 years’ exp., CDL & arborist cert. a plus. Competitive wages. (603) 882-0686 or email info@mcguinnesstree.com.

Bartlett Tree Experts in Pasadena, CA is currently searching for 6-8 experienced climbers.
The ideal candidates will have 1+ yrs’ experience climbing with rope and saddle in the tree care industry. We are looking for candidates who are looking for a long-term career with a company. Performs all required ground, climbing, and aerial lift duties in support of specific job assignments, as directed by crew leader or designated supervisor. Responsible for carrying out other duties as assigned by the crew leader or designated supervisor, arborist representative, or local manager. Bartlett Tree Experts has been in business for over 100 years and can give the opportunity for upward mobility within the company. Great Benefits and competitive compensation. We will assist with relocation for the right candidates. EOE Employer. Having a CDL is a big plus. Email your resume to our ad posted at www.jobs.tcia.org.

Trim Field Supervisor, Arborist Foreman
Take Your Career a Mile High. With roots proudly planted in Colorado’s soil since 1947, we’ve grown into one of America’s most respected landscape care services. We’re searching for a Trim Field Supervisor to join our more than 200 passionate green-industry professionals in Denver. Swingle offers year-round employment in the sunny Colorado outdoors, plus top industry wages and benefits. If you are a results-orientated, motivated individual looking for a growing company recognized for safety and legendary service – we need to talk to you.
- 2-5 yrs’ climbing & pruning
- Supervising 5-15 treecare employees
- CDL (or ability to obtain in 90 days)
- ISA Certification, Degree & CTSP preferred
Visit our website at www.myswingle.com to learn more or to apply online or send a resume and cover letter to careers@swingletree.com. When it comes to your career…choose Swingle.

New Larger
11 ft. Dump Body from Southco Industries
Now
11 ft 6in. long x 66 in. high (14.5 cu. yd. capacity)

Chassis Cabs Available to complete the package
Production Manager/Safety Coordinator
Growing tree company in Denver, CO, is looking for a knowledgeable, energetic individual to manage our tree trimming department and give meaning to our tagline, Integrity in Action. Must have field experience, communication skills, a CDL, and be ISA certified. Duties include scheduling jobs, setting pruning standards, training new hires, conducting our safety program, and overseeing equipment maintenance. Email resume to rosstree@rosstree.net to join our team.

Managers & Climbers, Bay Area, CA
We offer job stability in addition to a competitive pay pkg. Includes promotion opportunities, health benefits, paid holidays & paid vacation. Previous tree care & management experience a must. Skills include computer competency and possess a clean MVR. Drug Screen required. Email resume & cover letter via http://jobs.tcia.org/jobseeker/job/10699001.

Immediate Openings for Tree Climber (Trainee, I, II, III, Foreman & Supervisor)
We are seeking experienced, knowledgeable, and professional climbers to perform pruning, removals, and general tree maintenance. Work year round at residential, commercial, and government facilities. RTEC is a leader in Tree Care, Plant Health Care and Environmental Solutions in the Washington DC area (VA, MD, DC). We serve thousands of high-end residential properties as well as federal and local government. We have received numerous awards for tree preservation and we were recognized with a Small Business Achievement Award by Department of Homeland Security. We are a drug-free, safety conscious and technologically driven organization. Visit our website to learn more about us: www.RTECtreecare.com.

Climbers/bucket truck operators, crane operators
Ping’s Tree Service, one of the largest tree services in central Indiana, is seeking climbers/bucket truck operators and crane operators. Must be experienced in residential and commercial tree care, including: crown reductions, thinning, pruning and working with cranes. Must have technical rigging skills of all facets of tree trimming and removal. Lic. drivers only. PHC techs and cert. arborists also needed. Join one of Indiana’s leading tree removal companies. Top wages and great benefits. Apply online without delay at pingstreeservice.com/employment.html.

Part-Time Regional Outreach Coordinator – Northern West Coast area
TCIA’s newly created outreach coordinator position will concentrate on creating groups of tree care business owners who meet and interact regularly (face-to-face and online) and facilitating increased participation in TCIA programs via regional workshops that address both owner and employee needs (EHAP, CTSP, etc.). A regional coordinator will live and work in their assigned region to organize member gatherings (breakfasts, after-hour’s gatherings, etc.) where current members interact respective members are invited to see what they are missing. Coordinator will work to strengthen the visibility of professional tree care through consumer awareness opportunities at events, via social media, and traditional press. Target area for coordinator based in Northern California, however other locations will be considered depending on strength of the candidate, local industry, location and TCIA strategic plans. For complete job description, requirements and application details, visit www.jobs.tcia.org. Resume and cover letter to: Bob Rouse, Rouse@tcia.org.

Arborist Representative
Bartlett continues to grow in the North, South, Mid Atlantic, Midwest & West with openings for experienced Sales Arborist Representatives, Foremen, IPM Techs & tree climbers. We have locations in Massachusetts, Connecticut, New Hampshire, Vermont, New York, New Jersey, Maryland, Pennsylvania, Virginia, North Carolina, South Carolina, Georgia, Florida, Tennessee, Texas, Illinois, Michigan, Minnesota, California, Washington, Arizona, Canada, UK & Ireland. Bartlett Tree Experts has been in business for over 104 years. We are the largest family-owned tree care company with over 80 offices in the USA. We pride ourselves in offering scientific tree care and have unmatched resources with the Bartlett Tree Research Laboratory. If you are someone who is looking for upward mobility and a long-term future with a great company, then send us your resume. No phone calls please. We offer excellent compensation and benefits. EEO Employer. Opportunity Grows on Trees. Email your resume to our jobs@bartlett.com.

Arbor Foreman, Des Moines, IA
Applicant must be able to train, manage and motivate others on your crew. Must be dependable, punctual and have a strong work ethic. Should be an ISA Certified Arborist; if not, you will be encouraged to obtain certification within first year of employment. Applicant is required to be able to safely and properly climb trees with ropes and saddle. Must be able to operate and maintain a bucket truck and tree chipper. Must have good communication skills and be able to complete daily paperwork. Must have a valid driver’s license with a class B or above endorsement with a good driving record; we will run a MVR. jobs@wrightoutdoorsolutions.com (515) 987-0800.

Climbers and Bucket Truck Operators
A fully accredited TCIA company. The largest tree care company in Baton Rouge, LA, and continuing to grow. We can’t keep up with the demand and are in need of bucket truck operators and climbers. Must be experienced, drug free and have a valid DL. Good attitude and fun personality is a must. We offer competitive pay, work during the winter months, modern equipment and a safe working environment. Send resume to contact@boftree.com or call (225) 755-8088. Check us out at www.bofingerstreeservice.com.

Tree Care Industry – December 2013
45
Experienced Bucket Truck operator/Climbers, Salem, OR
We provide high quality tree care for residential and commercial clients. We offer a 4-day work week (10 hrs), benefits and vacation. Email ftreei@proaxis.com Attn: Elwood

Certified Arborist/Tree Climber, Kailua-Kona, Hawaii
Immediate opening. Must have a valid CDL. Contact Tropical Tree Care, Inc. Email resume to: tropicaltreecare@gmail.com; phone: (808) 322-4722.

Climber/Foreman/Crew Leader
K.C. Arborist is looking for honest, professional, strong work-ethic employee with a great attitude and takes self-initiative on the job. Qualified candidates will have good communication skills, have a 2-5 years’ experience in pruning/removals, climbing, truck and equipment operation and possess problem solving skills. A clean driver’s license with CDL classification (or obtain CDL within 90 days) is required. ISA Certification, Degree & CTSP is preferred. Work year round servicing our residential, commercial, and municipal clients. K.C. Arborist offers health insurance, paid vacation, paid holidays, production bonuses, and an annual education budget. Visit our website to learn more about us and contact us! www.KCArborist.com

Certified Arborist/Sales
We are seeking a candidate with a selling style that will be: Authoritative in guiding the process toward your goals; Driven to keep the process moving along as quickly as possible; Willing to take risks such as cold-calling or experimenting with a new product idea; Flexible in working with the customer to close the deal in different, and possibly unique, ways; and, Outwardly focused on your customers, intuitively reading them and adjusting your style to meet their needs if it will help advance the process. RTEC provides: As much independence and flexibility in the activities as possible. Opportunities to learn and advance; for expression of, and action on, your own ideas and initiatives; variety and challenge in your responsibilities; opportunities to prove yourself, and recognition and reward for doing so. Must have: ISA Certified Arborist, or can acquire; horticultural degree or similar; computer proficiency; good driving record; must be able to communicate effectively and professionally. Forward thinking and able to multi-task. Visit our website to learn more about us: www.RTECtreecare.com.

TCIA Accredited growing Treecare/Landscape Company looking for a Super Foreman
Highly skilled in removals, pruning, technical rigging, training, safety standards, and climbing techniques. Drug free work place and advanced competitive benefit package: hourly rate between $25-$30 per hour, OT, health insurance, 401(k) with match. Relocation paid to the right candidate. We are looking for leaders, CDL, Certified Arborist+, must be willing to obtain. Email resumes info@kinnucan.com or fax (847) 234-3260.

Get a head start at SavATree
Are you looking for a career where you can take the lead? If you are happiest when pioneering new methods and technologies then SavATree is the place for you. Our green services, team spirit and latest science set us apart from the competition, and – with our advancement program – there’s no telling how far ahead of the pack you can be.

Are you ready to push your limits?

Arborist, Arboriculture, Climber, Foreman, IPM Tech, Plant Health Care
Performs all required ground, climbing, and aerial lift duties in support of specific job assignments, as directed by crew leader or designat-ed supervisor. Must have a valid driver’s license to be considered. Will pay for relocation for the right candidates, 2+ yrs experience climbing. Great Benefits and competitive compensation. EEO Employer. Opportunity Grows on Trees. See complete job description and email your resume to our ad posted at www.jobs.tcia.org.

Certified Arborist/Foreman/Crew Leader
K.C. Arborist is looking for honest, professional, strong work-ethic employee with a great attitude and takes self-initiative on the job. Qualified candidates will have good communication skills, have a 2-5 years’ experience in pruning/removals, climbing, truck and equipment operation and possess problem solving skills. A clean driver’s license with CDL classification (or obtain CDL within 90 days) is required. ISA Certification, Degree & CTSP is preferred. Work year round servicing our residential, commercial, and municipal clients. K.C. Arborist offers health insurance, paid vacation, paid holidays, production bonuses, and an annual education budget. Visit our website to learn more about us and contact us! www.KCArborist.com
Inspired by Passion
Committed to Professionalism

Why you should hire an ISA Credential Holder:

The increase in public awareness about hiring a knowledgeable and highly skilled tree care professional can guide decision-making when choosing an arborist. Employing an ISA credential holder as part of your staff can create many new opportunities for increasing the services you offer, promoting your business, and improving the overall quality of the work you perform. Certified employees can also bring new ideas to the team, create a learning environment for all of your staff, and help set your business apart from the rest.

Benefits

- Staff with thorough knowledge of best tree care practices
- Incentive for employees to continue their professional development
- Use of latest techniques and practices as a result of continuing education requirements to maintain ISA credentials
- Ability to bid on contracts that require a Certified Arborist
- Increased competitive edge in today’s economy
- Opportunity to promote credentials to influence both public and private sectors in making informed decisions about the selection of services
- Code of Ethics that provides assurance of quality work and professionalism when hiring an ISA Certified Arborist or Board Certified Master Arborist

Grow your staff, one ISA credential holder at a time.

Circle 16 on RS Card or visit www.tcia.org/Publications

ISA
International Society of Arboriculture
www.isa-arbor.com • p. +1 217.355.9411 • isa@isa-arbor.com
Dodge Tree Service is growing again

One of the oldest tree services on Boston's north shore is hiring an experienced climber, bucket truck operator & ground person. Climber should be a Cert. arborist, must have CDL. Great pay & benefits. Call (978) 468-1711.

Experienced climber/crew chief, NE Georgia

Must have: valid/clean DL, pruning/climbing skill, strong work ethic, & good customer service/people skills. We are well established and willing to help with relocation costs for the right candidate. Benefits available. Fax resume to (706) 783-2644 or email: ogletree4175@yahoo.com.

EQUIPMENT FOR SALE

Opdyke Inc.


AlturnaMATS, Inc.

Your Single Source for Ground Protection! Mats are available 2’x4’ up to 4’x8’ and feature a Limited Lifetime Warranty! Built Tough Guaranteed! 1-888-544-6287, sales@alturnamats.com; www.alturnamats.com.

Safety Tech Outrigger Pads


PRODUCTS & SERVICES

ArborGold Software

Complete job management! Tree Management Systems, Inc. delivers cutting edge software specifically designed to help tree care companies close more sales, create repeat business, reduce cost and monitor crew productivity, works with QuickBooks. Visit our website www.ArborGold.com for a FREE in-depth video demo or call 1-800-933-1955 today for more information.

BUSINESS FOR SALE

Tree Business in Scotch Plains, NJ

Gross over $1M per year, turnkey operation, 56-year tradition. Owner retiring, available immediately. For sale: property, name, clientele and equipment. For serious inquires call (908) 482-8855. Owner available w/transition.

Dyed Mulch Plant, Norcross, GA

30-yards-per/hr capacity. Currently produces 25,000 yards per/yr. Being upgraded. Includes Steparator Inclined screen, Amerimulch midi-mite colorizer, Allatoona radial stacking conveyor; $55,000 firm. Call (678) 361-8187.

Mild Northwest Climate in Seattle, WA

Owner retiring after 26 years of building a quality, sustainable tree service. Comm & residential: removal, pruning, stump grinding, & consulting. Equip available. Gross sales $400(k). seattletreeserviceforsale@gmail.com

Tree Service in Southern NH

Great customer base, residential and commercial. Work with buyer to transition. Customer base, phone number, bucket, log truck, and chipper included. $250,000. Partial owner financing possible. jorley02@aol.com (603) 321-9268.

MISCELLANEOUS

Advanced Landscape Plant IPM PHC Short Course

January 21-24, 2014. For registration information contact: Avis Koeiman, Department of Entomology, 4112 Plant Sciences Building, University of Maryland, College Park, MD 20742. Tel: (301) 405-3913; Email: akeoeiman@umd.edu.

Looking for products or services? Visit TCIA’s Online Buyers Guide for a complete list of trusted suppliers! Go to www.tcia.org and click on “Suppliers” tab for a complete directory.
Invest in innovation.
Donate to the TREE Fund today.

Cultivating Knowledge
Knowledge is the tool you reach for every day. At the TREE Fund we’re working to make sure that the tree care industry goes to work each day equipped to take on tree care’s toughest challenges safely and effectively. That takes more than a sharp chain saw. It takes knowledge.

Cultivating Discovery
We’re advancing the future of arboriculture with funding for:
• Research grants to provide scientifically proven answers to arboriculture’s critical questions.
• Scholarships to support and inspire tomorrow’s tree care workforce.
• Arboriculture education grants to engage the next generation.

Cultivating Innovation
Innovation will shape the future of tree care, and innovation is what we do. You can count on us to deliver. Can we count on you to help?

Visit www.treefund.org to learn more about our research, scholarship and education programs.

How To Donate:
Online: www.treefund.org
By phone: 630-369-8300

By mail: TREE Fund
552 S. Washington St. Ste. 109
Naperville, IL 60540

Circle 30 on RS Card or visit www.tcia.org/Publications

Your donation to the TREE Fund is tax deductible within the limits of the law.
Don’t Let Another Year Go By Without Progress, Growth and Improvement

By Steve McClatchy

How did you do this year with your New Year’s resolutions? Are you celebrating with jubilation from accomplishing all of them? Did you follow through on your promises to yourself to improve your life, your relationships, your wealth, health and happiness? No? Well, don’t be too hard on yourself; lots of people will make the same resolutions this year that they made last year, and the year before.

It usually goes something like this, you resolve to lose weight, write a book, get a new job, go to graduate school, et cetera; you might even write it down on your to-do list, but by the time the Girls Scouts show up to sell their cookies in February, the resolution is forgotten.

So why do so many fail and so few succeed at achieving their goals and resolutions? The key to your success or failure is found in a little difference between your to-do list and your calendar. The most successful people don’t let their planning stop with their to-do list. They take out their calendar and they make sure they have their most important priorities scheduled and defended.

If someone were to ask if you were available this Thursday for a meeting, the first thing you would have to do is check your calendar. If your calendar says you’re busy on Thursday, you would decline the invitation and steer your meeting toward another day. Notice that you did not check your to-do list for Thursday, you checked your calendar. This little difference in the way you treat tasks and appointments can be vitally important to your success or failure in achieving your goals and resolutions.

These two tools that most people use to help their brain manage daily life, the to-do list and the calendar, do not serve the same purpose. Your to-do list contains a list of tasks that are time flexible, to which you have not assigned specific times to complete. Your calendar, on the other hand, contains a list of tasks that are time specific, to which you have assigned specific times to complete. As a result of these time-specific commitments, you have given yourself a lot more work to do.

Each time something comes up, you will now have to reference these commitments to make sure you don’t double book yourself. You will have to defend them against other tasks or appointments that want the same time slot. You will now have to work everything else around completing this specific task at this specific time. This appointment will influence what you can do, where you can be and who you can be with before it and after it. Do you see all the extra work that is involved in putting an appointment on your calendar? Because of the extra work involved in scheduling them, working around them and defending them repeatedly, we reserve appointments on the calendar for what is most important. If you are going to go through all of this, it better be important!

Since things on the calendar are respected, defended and treated with such great importance, if something is important to you, you should get it on your calendar! This is the key to success with your New Year’s resolutions, your goals in your business, your personal life, and anything that you want to accomplish. What in your life is worth planning, scheduling and defending? What step can you take today to make your life better, reduce your stress, move your business forward, or improve your important relationships? Is it exercise, creating a budget, finding a mentor, scheduling a date night, benchmarking the competition, fixing a broken system at work, networking, or enrolling in a training class?

If these things are not scheduled and defended, they will never happen.

There are some things you remember for a year, five years, a decade or even a lifetime. Goals and resolutions fall into this category. How long will you remember getting a degree or advanced degree, learning a new musical instrument, documenting your family tree, getting a new job, presenting at a big industry convention or writing an article that gets published? A lot longer than your commute to work, paying your bills, taking out the trash, picking up your dry cleaning or submitting your expenses, monthly report or timesheet.

When you look at the results that come from moving things forward, achieving your goals, learning new things or gaining more experience, you will see that these things are worth defending. They are worth all the trouble and extra work that comes from placing them on your calendar.

When you see how goals contribute to your self-esteem, confidence and your outlook on life, you’ll see that these things are worth defending and not leaving to chance. Make a list of your loftiest goals for life or what you want to change for tomorrow. Then take one small piece off your to-do list and put it on your calendar today so you can defend it and make it happen.

Goals and resolutions are possible and a lot of people are successful each year. Each year in the United States there are more than 100,000 people who graduate with an MBA degree, more than 300,000 books are published, more than 500,000 people run marathons, more than 21 million home owners.

(Continued on page 53)
Leading indicators can be used to help prevent an incident, but little research exists on which ones are actually effective, concludes a new report from the Institute for Work & Health, of Toronto, Canada.

Traditionally, employers have assessed how well safety efforts are working by monitoring the rate of workplace incidents, the rate of serious injuries and the amount of work time lost as a result of injury. The preceding are examples of “lagging” or “trailing” indicators because they follow the programs, policies and practices that affect injury rates either positively or negatively.

Fortunately, many workplaces (and especially small employers) have too few injuries to be able to distinguish real trends from isolated incidents. Also, it is very likely that not all injuries are reported.

In contrast to lagging indicators such as injury rates, leading indicators precede an incident. The IWH report states that some commonly used leading indicators – such as safety culture – are supported by inconclusive evidence. Defined as an organization’s shared values about safety, safety culture is hard to quantify, and therefore hard to use as a predictor of safety performance.

Results for safety climate – as measured by employees’ perceptions of safety – also were mixed. However, more evidence exists for the link between safety committees and safety performance, according to the report.

To address the “knowledge gap,” IWH will be working with four health and safety agencies to develop scientifically proven leading indicators and a model for benchmark data.

Many occupational health and safety professionals are looking for “leading indicators,” those organizational warning lights predicting a higher risk of work injury, so that preventive steps can be taken to prevent the accident. The IWH report contends that leading indicators are characteristics of workplaces – not of individual workers – that precede occupational health and safety outcomes.

We don’t necessarily disagree with the IWH position, but wish to stress that the tree company safety manager should also be on the lookout for what we will call “leading indicator behaviors” among employees.

When we find leading indicator behaviors – and we will find them – then we must question what factors in our work environment or our company culture allow that “accident-waiting-to-happen” in. Are we simply putting up with it, are we condoning it, or are we even nurturing it in some way?

Even if leading indicators (either the organizational or individual behavioral type) may be difficult to quantify, they are relatively easy to spot and they are more prevalent or plentiful than the incidents they predict. In other words, we all have leading indicators in our midst even if we have no accidents.

Here’s a relatively simple idea for using the leading indicator concept in incident prevention: implement a policy of random and regular crew/worksite inspections, and select five criteria that can be measured and graded. Use items that can be readily observed such as PPE use, work site set-up, wheel chocks, proper lifting techniques, or accepted safe work practices for the type of work being performed. Over a period of time, recognize the good behavior, coach and train against the bad behavior, and use the results to do some introspection on the “good and bad” of your culture.

We are confident that strong links between organizational leading indicators and accidents (or lack thereof) will be found. As evidence of that, we go back to when TCIA’s Certified Treecare Safety Professional (CTSP) was in its second full year of operation. We measured accident rates among the “early adopters” to this new program and compared the rate to that of “non-adopter” companies. Something about the early adopters’ culture caused them to have 10 times fewer accidents than their non-adopter counterparts.

Accidents don’t just happen. They have causes and they can be predicted. We must work to perfect our ability to predict – and prevent – accidents through the use of leading indicators.

Peter Gerstenberger is senior advisor for safety, compliance & standards for TCIA.
Kudos for help on fighting bleeding cankers on beech

Thank you for printing “Bleeding Cankers on European Beech: Cause and Consequence” (TCI, September 2013). Dr. Hudler did a great job looking into the genetics of Phytophthora, and reviewing his important 2005 research on suppressing symptoms by drenching bark with minerals. Bleeding cankers are a growing problem across the country, and we are grateful for any guidance on treatments.

Diseases of Trees and Shrubs (second edition by Sinclair and Lyons), sold by TCIA, comes from the same Cornell campus as Dr. Hudler. On pages 354-366, Dr. Sinclair describes many treatments for Phytophthora:

1. Fracturing subsoil to allow deep drainage, as without free water the disease cannot spread.
2. Amending soil to improve structure.
3. Inoculating with microbes to outcompete or directly attack the pathogen.
4. Applying calcium fertilizers or soil amendment with gypsum. “… calcium compounds interfere with sporangium formation and zoospore function and thus suppress infection.”
5. Drenching with “Phytophthora-suppressive fungicides to limit damage.”
6. Drenching with “… resistance-inducing chemicals such as potassium phosphate.”
7. Surgery to remove inoculum. “(Phytophthora sp.) derives nourishment from recently killed as well as living tissues, and it reproduces in the dead tissues.”
8. Applying heat to kill pathogens and promote closure.
9. Injecting minerals or fungicides.

The A300 Tree Care Standard Part 2, Soil Management covers many of these treatments for soilborne pathogens. The first step in Soil Modification is 14.4, Evaluating site soil condition practices. IPM guides, “emphasize environmentally safe, less-toxic IPM methods.” Injection services are straightforward for arborists to package, market and perform.

That’s all well and good, but the dirty work of fixing the site and the soil has to come first. While it supports and promotes injection services, we hope TCIA will continue to cover effective and profitable soil management strategies, the tools in the top of the bag. Bleeding canker diseases are tough to manage. We have to fight them from the ground up, with every weapon we have.

Guy Meilleur
Historic Tree Care
Apex, North Carolina

Belated cover credit

Due to an editing error, we failed to provide proper credit to freelance photographer Ron Randle (www.Loveshutter.com) for the cover photo on the November issue of TCI. Apologies to Ron.
ers own their home free and clear and over six million people a year take piano lessons.
You can search these statistics online very quickly and they are very inspirational.

Don’t just set goals, place them on your to-do list and leave them to chance. Take the final step needed to make them a reality. Use your calendar as a weapon to move your life forward. Make this your year for progress, growth, improvement and happiness. Make this your year for results!

Steve McClatchy, president of Alleer Training & Consulting, provides training, consulting and speaking services in the areas of consultative selling, leadership and time management. His new book, Decide, will release in January 2014 from Wiley Publishing. This article is based in part on the presentation he will make on “Building Trust & Great Relationships” at Winter Management Conference 2014, February 2-6, Atlantis Paradise Island, Bahamas. For a complete WMC schedule or to register, visit www.tcia.org/events/wmc-2014 or call 1-800-733-2622.

Our WEB STORE is now open for business!
Visit www.westerntree.biz

We carry a full line of equipment, tools, and supplies for professional arborists in the tree care industry.

Place your first order online and receive a 10% discount.
Type in the promotional code # TCIA0901

1-800-94-ARBOR 24hr Fax (916) 852-5800
e-mail info@westerntree.biz

We accept AX, MC, Visa, and Discover Credit Cards

WESTERN TREE EQUIPMENT & REPAIRS

We ship UPS Hours - M-F
7am-4pm PST

Please tell these advertisers where you saw their ad. They appreciate your patronage.

Resolutions
(Continued from page 50)
From the Field

The Saga of the Red Oak

By Candice Mauney

On April 5, 2011
I was roused out of bed
Long before 7:00
By police and firemen
Knocking on my door.
There was a tree on the house
And they wanted to know more.
From the front of the house
You could see the top of the tree,
But when we walked around back
I just about fell to my knees.
The tree was a giant, a healthy red oak.
To fathom its size was hard.
It stretched across the house and driveway
For yards, and yards, and yards, and yards.
Straight-line winds were the culprit, they said,
But I didn’t hear a thing, asleep in my bed
On the other side of the house, it was quiet,
But the falling tree caused quite a riot.
The back window was broken out in Mama’s car,
And tree limbs were hanging and strewn near and far.
The top of the tree was resting on the roof,
To cut it off the house we couldn’t risk any goofs,
But the tree man, Sam Goodson, knew who to call,
A certified arborist, the best of them all.
Joe Robertson came and said, “What a mess.”
Taking down this tree really put him to the test.
He made a lot of cuts here and several more there,
Limb by limb, it was really a bear
To figure out where to cut first and then what would happen.
Everyone had to be on their toes, they couldn’t be caught nappin’.
It was dangerous work,
Truth to tell,
But they did an excellent job
And handled it well.
It took several days,
This tree was a giant,
But when it was all gone
I was a satisfied client.

The job feedback above was received by Joe Robertson and Paul Robertson, Joe’s father, operators of new TCIA member Skye Tree Service in Denver, North Carolina. The poet is Candice Mauney, Skye Tree’s apparently satisfied client.

TCI will pay $100 for published “From the Field” 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. Send to: Tree Care Industry, 136 Harvey Road, Suite 101, Londonderry, NH 03053, or editor@tcia.org.
MANEUVERABILITY IS EVERYTHING WITH A BANDIT.

INTRODUCING THE MODEL 3000 TRACK CARRIER!

Our track carriers are built to move. Powered by dependable Cat® tracks and inspired by real-life field applications, these track carriers offer better turning and speed capabilities than the competition. When you buy a Bandit track carrier, you can be sure that the power and performance are everything you've come to expect from a Bandit machine.

THE MODEL 3000T FEATURES:
- A 142-Horsepower Engine
- CAT® 307 Steel Track Undercarriage
- 72” Wide Mower Head

What can thirty years of product innovation do for you?
More than you can imagine. As we celebrate this milestone all year long, we invite you to see for yourself why Bandit has become the industry standard. From heavy-duty construction that will keep its value over time, to the custom features and options that truly make your machine your own, we’re committed to providing you with the solutions to your tree care projects.

SEE BANDIT’S COMPLETE LINE IN ACTION:
WWW.YOUTUBE.COM/BANDITCHIPPERS

Circle 8 on RS Card or visit www.tcia.org/Publications
When the US Army needed a dependable, versatile, go-anywhere lift for the tree dept at a military base, they chose the only lift that made the cut:

**THE NEW RUGGEDIZED CRAWLER 78SCS**

Get the skinny on the specs of the CRAWLER 78 at: crawlerlifts.com

ALLACCESSEquipment.com | info@ALLACCESSEquipment.com | (978) 712-4950

**HYDRAULIC LONG REACH CHAINSAW** now at a reduced price of $895.00 when purchased with the Crawler 78 SCS!

Circle 2 on RS Card or visit www.tcia.org/Publications