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As I write this in mid-December, I’m in that strange place where you’re wrapping up all of the year-end work, recapping the accomplishments for the year for the Board, and yet pushing hard with my team for next year. We’ve set the broad goals for the year with the Board, which is evidenced through our budget, and identified where we’re going to focus our resources for change and improvement for the industry. We’ve set the individual goals for each team member tied into the Transformation of the Industry and our resources. We’ve got the right people on the bus, and we’re doing many things in the last two months of the year that are going to position us for success in multiple areas.

As you’re reading this in January, the previous paragraph outlining activities is now the past. In these few transition weeks between an old year and a new year, I often feel like I’m teetering between two eras. There is the knowledge that a tremendous amount has been accomplished for the tree care industry and a desire to celebrate with the team and our members. There is also the knowledge that we’re never satisfied on your behalf and we are planning so much more with you. Then, there is that nagging feeling of whether or not you have done enough to position everything for future success. It’s that sense of not knowing for sure, I have learned, that is a key to future success. You can lay all the best plans in the world, but it’s those moments of not wanting to fail that push us to open the new doors, to find the new partners, to push the team that little bit farther. I’ve written before about not becoming complacent, but this is far more than that. This feeling is the energy creator. It’s that little bit of adrenaline that gets you revved up and helps you think, “Well what if we could just exceed our members’ (customers’) expectations that little bit more? What if we got rid of that nagging little process we make people (our clients) go through for no good reason other than we’ve always done it that way? What if we found a way to do something extra without increasing the costs (for our customers)? What if we delivered better service than they can get anywhere else and notched up the loyalty factor, because it’s fun and pleasant to be part of TCIA (to do business with our company)?”

It’s time for you to be asking yourself these questions, too, about your tree care business.

I think about each of your businesses and know that you must feel like it can’t possibly be time to start gearing up and putting the pieces in place for another season. News flash – it sure is. So what key questions have you asked yourself to kick off the year and take your business to that next level? By the time you read this, we’ll be past teetering between the old and the new ...

It’s a New Year!

Cynthia Mills, CAE
Publisher
JANUARY

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Rayco offers a full line of hydraulically fed brush chippers from the RC 6D, 6" capacity, to the RC 20", 20" capacity. A maintenance-free hydraulic clutch, which never needs adjusting, is a standard feature on all 12" to 20" models along with Rayco's patented PULSE down pressure system, which ensures top-notch performance on any type of material. Let the power of a Rayco brush chipper change your future. For more information about our full line of equipment, call 800.392.2686 or visit www.raycomfg.com.
JANUARY

Management Exchange
By Bill Butterworth
When it comes to motivating your workforce, the tree care industry has a lot in common with the NFL.

Washington in Review
What is the government doing about all the invasive pests that affect arboriculture?

Branch Office
By Michael McKinley
Here are some basic tools for simplifying your business in an increasingly complicated world.

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Safety and training products, news, commentary and benefits of membership with the Tree Care Industry Association.

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From the Field
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What do you get when you combine a passion for trees and motorcycles? Tree theme bikes!

TCI EXPO ’06 in pictures

Tree theme bikes
Please circle 33 on Reader Service Card
The wine connoisseur, the antique collector and the horticulturist alike have unending quests for perfection. Fermented fruit juice is whirled and sniffed until the senses are satisfied. Antique shops and garage sales are scoured for beveled glass armoires and inlaid wood pieces from times past. And, in a like manner, the plant collector seeks out the rare and unusual to add to his or her collection.

Being involved in the green industry for more than 40 years as a nurseryman, arborist, landscape designer and garden writer, I must say that I was bit by the collecting bug many years ago. Called plant junkies by many, the fix received by finding a new species to add to one’s collection is indeed intoxicating.

My plant addiction started years ago, when I managed a large wholesale/retail nursery. When ordering plants from our suppliers, if something on the availability list looked interesting and different, I would order one just to check it out. When my order was delivered, I was usually the first out the door to see what in fact awaited me at the loading dock.

Another educational source for tree collecting is the plant museum or arboretum. Testament to our love of trees, one only needs to stroll the grounds of a botanical garden to understand the diversity of tree species, and to realize that our local nursery selection needs to improve.

The following photo feature highlights some of my favorite rare and unusual trees from around the world.
1. Botanical gardens and arboretums such as this one in New Zealand are living collections dedicated to “Our love for trees.” Technically, there is a difference between a botanic garden and arboretum. Both are places for cultivation of rare species, but an arboretum includes cultivation for scientific and educational research purposes. The mature foreground tree pictured is *Fagus sylvatica ‘purpurea*’, known as the copper or purple beech, a commonly planted specimen Down Under.

2. *Cornus controversa ‘Variegata’,* the variegated form of the giant dogwood, is without a doubt one of the most beautiful trees on the planet. Known as the wedding cake tree because of its layered structural horizontal habit and leaves edged with creamy white, it always tops the collectors’ list of must-haves. As shown in the photo, in full glory at specimen size at Buschart Gardens, Victoria, British Columbia, it is nestled under larger trees, the perfect environment for this tree – which is often taunted as slow and hard to grow. More diminutive in size than the species, this clone has been awarded the Royal Horticultural Society’s prestigious Award of Garden Merit (AGM).

3. *Cryptomeria japonica ‘Elegans’* is one of more than 200 named cultivars of the Japanese cedar. Totally unlike its large growing parent (180-foot-tall forest tree native to rainforests in Japan and Southern China), this slower growing variety was named ‘Elegans’ due to the elegant form and soft foliage. The common name of this cultivar is plum cedar, but I have also seen it called plum cedar, because it has the characteristic of turning a beautiful plum color during the cold of winter. As the warmth of spring returns, so does the soft green color. Note that the photo of the green ‘Elegans’ was snapped at Stribling Arboretum in San Francisco, while the other (in its characteristic winter color) was taken in Monterey, California – evidence that mild winters still produce the winter plum color.

4. *Dacridium cupressinum,* or Rimu, is a large growing evergreen conifer endemic to the forests of New Zealand, with graceful pendulous branchlets that resemble a flowing waterfall. In my opinion, it is the most beautiful weeping specimen tree to be found, and also a good example of the fact that often the things we most desire we cannot have. Unfortunately, this one is only hardy to zone 9, doesn’t take heat, abhors cold winds, requires excellent drainage and requires warm humid summers and mild humid winters. So, unless you’re an avid gardener with the perfect climate, you may want to simply enjoy this one in picture books and on visits to the arboretum. Historically, the resinous heartwood was used by native New Zealanders for torches, and the fruit can be processed into an alcoholic beverage resembling spruce beer.
5. *Davida involucrata* is a tree of many common names. Though known as the dove tree and ghost tree, perhaps its outstanding feature is best described by the name handkerchief tree. Known for its spectacular creamy white flower bracts, which hang in long rows beneath the lateral branches, on the slightest breeze the flower bracts flutter in the wind and resemble white doves – hence the name dove tree. In the tupelo family, *Davida* was named in honor of the French Jesuit missionary and naturalist Armand David, who was the first westerner to describe the tree when he found a specimen in Szechwan, China, in 1869. Best in zones 6-9, this beauty is best in a sheltered location, with protection from strong winds, and moist well-draining soil. Note that dove tree grows at a moderate rate to 65 feet and may take 10 to 15 years to bloom, so get yours planted soon.
6. *Eucalyptus deglupta* is best described by the name rainbow eucalyptus due to peeling bark that sheds to reveal myriad linear colors in lime and dark green, red, orange, burgundy and brown. Native to the Philippine rainforests – and also known as the mindanao gum – this frost sensitive eucalyptus won’t dispel the arborists view of all eucalyptus as “weed trees,” but the collector living in the appropriate climate will put this one on their “must get list.” *Eucalyptus deglupta*, when plantation grown, is used for mill-stock, posts and poles, pulp and paper products and woodchips. I have personally seen this tree growing in Fiji and Hawaii, and it is reported to grow well in Florida, Southern California and perhaps Southern Texas.

7. *Glyptostrobus pensilis* is also known as the Chinese swamp cypress and the Canton water pine. Native to subtropical China this Taxodium relative will thrive in wet sites, including shallow ponds and will produce “cypress knees” when growing in water. Like other deciduous conifers, (*Metasequoia*, *Taxodium*) *Glyptostrobus* is usually planted by tree lovers as the general public often mistake fall leaf discolor and subsequent leaf drop as a sign of death or disease. Unfortunately I have heard local stories of huge *Metasequoia* (dawn redwood) that have been removed due to uninformed new home owners thinking the trees have died. The collector is drawn to *Glyptostrobus* and other deciduous conifers for their usefulness in site specific planting (matching tree to site, based on environmental conditions – soil, moisture and available light) and for their undeniable beauty. Fall color of *Glyptostrobus* is a blending of pinks and orange depending on cold temperature. Hardy to zone 8, it prefers hot summer climates and is adaptable to any soil as long as it is kept wet.

8. *Robinia pseudoacacia ‘Frisia’*, commonly known as the golden black locust, is the most beautiful cultivar of the fast growing native deciduous locust. Sporting compound leaves bearing up to 23 oval leaflets, this tree is a garden standout due to its illuminating chartreuse yellow glow, like sunshine. Unique leaf color alone justifies inclusion of this clone to any garden collection, however an added surprise arrives in late spring when 4- to 8-inch clusters of wisteria-like flowers fill the air with a beautiful sweet fragrance. Hardy in zones 4 thru 8 and extremely adaptable to soil and environmental conditions, this specimen should not be planted close to concrete as roots may be invasive and cause subsequent damage. My personal observation of this tree is that areas of high summer heat will cause leaves to lose much of the brilliant chartreuse coloration, becoming similar to *Gleditsia* (golden honey locust) for the balance of the season. Photo taken at Buschart Gardens, Victoria, British Columbia.
Taiwania cryptomerioides or coffin tree is an incredible weeping woodland specimen that should be included in every temperate climate collection. Native to Taiwan, China and Vietnam, this endangered tree is the tallest growing tree in Asia, reaching 250 feet and reported to live up to 2,000 years. Like the ginkgo, Metasequoia and Sequoiadendron, Taiwania is a “living fossil” from the tertiary period of the Cenozoic era. Called the coffin tree due to the harvested wood’s durability and light weight, the spicy scented wood was used to build temples and, as a result, the decimated population of Taiwania cryptomerioides now has legal protection. Hardy to zone 8, with reported success in zone 7 in protected areas, the awl-shaped leaves are spiny to the touch. Taiwania cryptomerioides should not be planted where it will crowd walkways and need to have its lower branches removed or cut back, as this destroys the beautiful swept branch conical form. This image was snapped at Berkeley Botanical Garden in Berkeley, California.
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10. *Araucaria araucana* is known commonly as the monkey puzzle tree and the Chilean pine. I have included this tree because of its bizarre structural silhouette, which often draws collectors who like garden oddities. Native to Chile and Argentina, the common name of monkey puzzle tree was coined by an Englishman in the 1800s who pondered the difficulty a monkey might have climbing this tree, because of the sharp-pointed scale-like leaves that cover reptilian looking branches. Some have likened it to a prehistoric cycad-like plant where dinosaurs would be right at home. Plant this one with caution as this eventual huge grower sports cones that can weigh between 10 and 17 pounds – in other words, never nap under this one. On a garden thread, one homeowner had to put up barrier tape to keep pedestrians out of the “danger zone” when the “cone bombing” starts. They said they love their unique tree, but their yard looks like a scene out of CSI. This tree is very cold hardy, but prefers excellent drainage.

11. *Sequoiadendron giganteum ‘Pendulum’* is the bizarre genetic mutation of the California giant redwood, and is one of the most popular plants of the garden collector who likes the unusual. No two trees look alike because as geotropism affects growth, the trunk and pendulous branches bob and weave with no predictable fashion, each tree is a unique piece of live-art. Sometimes a new leader will branch off and head off on its own merry way, producing a plant that looks like a caricature from a Dr. Seuss story. This cold hardy “freak of nature” is fairly fast growing, as it is grafted onto root stock of the full size *Sequoiadendron giganteum*, which super-charges the less bulky scion graft material. A grouping of three to seven, or more, creates an unforgettable landscape setting, especially when large boulders are used as accent elements. Like most conifers, they appreciate interior cleaning of old dead needles by simply hosing them down with a garden hose fitted with a brass nozzle.
In closing, the trees highlighted here are only a few of the thousands of varieties of desirable collectable trees out there. They represent a few of my personal favorites. If you have been bitten by the “collecting bug” and are looking for rare and unusual arboretum material, my two favorite mail order nurseries are Stanley and Son’s Nursery (www.stanleyandsons.com) and Forest Farm Nursery (www.forestfarm.com).

Rod Whitlow is an ISA Western Chapter Certified Arborist, California Certified Nurseryman, and licensed landscape contractor. Whitlow operates a landscape design firm and is a garden writer and photographer. He can be reached via his Web site, www.rodwhitlowdesign.com.

12. *Acer palmatum*, or the Japanese maple species, is by itself not a rare or unusual tree, but many of its 650 named varieties are. Those collectors who live in a temperate enough climate to grow this “caviar of the plant kingdom” can spend their lifetime adding to their collection, as new varieties are constantly being found and introduced into the trade. Perhaps no other tree has exhibited such genetic diversity, providing the collector with varieties of growth habit, leaf shape, and myriad leaf and bark coloration. In this photo, taken at Vandusen Gardens in Vancouver, Canada, with the exception of the large evergreen in the background, all are named varieties of Japanese maples.
Fecon, Inc. introduces new Bull Hog excavator mulcher

Weighing in at 2,850 pounds with a flow of 30-35gpm, Fecon’s new BH74EXC Bull Hog Mulcher was designed for lighter, smaller weight excavators with a low ground pressure. The BH74EXC offers the same versatility and performance as other Bull Hog models and has 30 carbide tipped tools, one 63 cc motor and a maximum cutting width of 60 inches. Applications include land clearing, R.O.W, trail and park maintenance, forest and prairie restoration, fuel load reduction, orchard pruning and removal of invasive species. Contact Fecon at 1-800-528-3113, or via www.fecon.com.

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Boxer’s largest mini-skid

Boxer recently unveiled the newest entry to its mini-skid product line, the 530X, an update of the previous Boxer TL-224-34. The 530X sports a powerful, yet fuel efficient 30 hp Kohler Command Pro air-cooled gas engine and a two-pump 3,000 psi, 14.5 gpm hydraulic system to drive the machine’s auxiliary and propulsion systems. Together, the engine and hydraulic systems provide the 530X with more muscle than other mini-skids on the market, more than enough to handle full-size attachments such as a 36-inch auger or 48-inch trencher. The Boxer 530X, along with the Boxer 526DX (diesel unit) are the only mini-skids on the market that offer an integrated track system that retracts from a fully extended 43.5 inches to a width of 35 inches and is easily controlled by a joystick lever on the control panel. The variable track design makes it simple for the operator to maneuver the 530X through tight areas such as gates and sidewalks. The 9-inch-wide tracks also provide only 3.3 psi of ground pressure to reduce damage to existing lawns or landscapes. Some of the modifications to the 530X are: Updated operator controls for safer and easier operation; tip capacity increased to 1,650 pounds; improved operating capacity of 825 pounds at 50 percent (578 pounds at 35 percent tip load); higher hinge pin, and dumping heights of 76 inches and 60 inches respectively; faster ground speed of 3.7 mph; greater reach of 34 inches. Boxer’s standard quick-attach system enables the user to quickly and easily switch from bucket to forks to other tools. Contact Boxer Equipment via www.boxerequipment.com or at 1-800-476-9673.

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Red Wing Direct Attach work boot

Red Wing Shoe’s new Direct Attach work boot goes directly from the box to foot without discomfort. Direct Attach refers to the type of construction. Direct Attach is a process that creates a super bond between shoe and sole, building a stronger, lighter and more comfortable product. The new work boots are available in 6-inch-high or 8-inch-high. They feature a full-grain leather upper, a nylon lining and come in two widths: D sizes 7-15 and EE sizes 7-14. Built with a new TPU Cascade II oil- and slip-resistant sole, a nylon covered polyurethane footbed and TPU shank offer additional comfort features. Receiving excellent ratings in oil/gas, chemicals, abrasions, traction and comfort on concrete, the Direct Attach line is truly an adaptable footwear option. Contact Red Wing via www.redwingshoe.com.

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Woodsman Model 730Xtreme chipper

Woodsman’s Model 730Xtreme is a compact, drum-style brush chipper. The 18-inch wide by 13-inch high in-feed opening allows material with multiple limbs and branches to be processed with less trimming. The drum is 24 inches in diameter by 18 inches wide and offers two full knife pockets with two knives per pocket. This design produces a smaller, more consistent chip, which effectively helps to compact the material in your trailer. The Model 730Xtreme weighs approximately 4,500 pounds, which makes it easy to tow and an excellent unit for landscapers, arborists, rental and municipal applications. Contact Woodsman at 1-800-953-5532 or via www.woodsmanchippers.com.

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Bandit Beast Recyclers going places with new AutoWalk System

Bandit’s Beast Recyclers are on the move with the newly introduced AutoWalk System. This remote-controlled feature allows the machine to move back and forth on a front-powered wheel, traveling along a pile or windrow. The AutoWalk System eliminates the need for a towing vehicle and reduces the distance that the loader needs to travel to feed the Beast. AutoWalk is especially popular in composting yards and other recycling yards with hard surfaces on which the AutoWalk can smoothly maneuver. The AutoWalk System is available as a retrofit, and as an option on new Model 3680 Beast Recyclers. The patented Beast cuttermills cut and split versus the beating action of traditional grinders. The Beast breaks down big material faster, consuming less energy and fuel, and produces a multitude of recycled products that command top dollar. Contact Bandit via www.banditchippers.com.

Pelican Glow-in-the-Dark braided rope and webbing

Pelican Rope Works’ new Glow-in-the-Dark braided rope or webbing is a one-of-a-kind phosphorescent nylon product that emits a glow at night or in any dark location (caves, underwater, etc.). When charged by any kind of light, the ropes will glow up to eight hours, diminishing as time passes. It is not a coating, so it will not rub off. It can be produced in diameters of ⅛ of an inch to 1 inch in double braided, Kernmantle and 12-strand rope constructions, or flat braid webbing up to ¾ of an inch wide. Possible tree care applications include emergency work at night and nighttime rescues. Contact Pelican Rope Works at 1-800-464-ROPE (7673) or via www.pelicanrope.com.

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Donald Botkin joins Bayer Environmental Science

Donald Botkin has joined Bayer Environmental Science as a senior field sales representative in Ohio and Michigan. Botkin will be responsible for selling the full portfolio of Bayer products to the lawn and landscape market. For the past eight years, Botkin was territory manager for Lebanon Seaboard Corporation. While with the company, Botkin managed direct sales to regional distributors.

Botkin holds a bachelor’s degree in speech communications from West Chester University, and has had over 15 years of sales experience. He currently resides in Marysville, Ohio.

ASCA announces 2007 Board of Directors

The American Society of Consulting Arborists 2007 Board of Directors are: Jud Scott, president; Tom Mugridge, president-elect; Steve Geist, immediate past president; James Allen: David Hucker; Alan Jones; Mike LaMana; Gordon Mann; Ed Milhous, and; Dennis Panu.

RedMax makes Wilson service/compliance manager

Matthew Wilson has been promoted to service and compliance manager at RedMax/Komatsu Zenoah America Inc. In the newly created position, Wilson will be responsible for the company’s service, warranty and emissions compliance.

Stay Green receives PLANET safety award

Stay Green Inc. was recently awarded the Overall Safety Achievement Award from the Professional Landcare Network (PLANET) at the recent Green Industry Conference awards banquet in Columbus, Ohio.

The award, a part of PLANET’s annual Safety Recognition Awards Program, and sponsored by CNA and Ariens/Gravely/Stens, honors those companies with thorough, high-performing safety programs that create and maintain safe work environments in the green industry. It is designed to reward green industry professionals who consistently demonstrate their commitment to safety.

Stay Green Inc. was evaluated on number of accidents, number of days that employees were away from work, and number of employee injuries and illnesses. Additionally, a checklist was used to rate the company’s complete safety program.

“It’s how we feel outside of work with our family and friends that makes work so satisfying,” says Chris Angelo, financial controller. “That is why in our type of business working smarter and safer is the most rewarding habit. We will always continue to emphasize safe work habits so that each employee can work safe for the family.”

Stay Green provides all facets of tree care, plant health care and landscape maintenance throughout Southern California.
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<td>Double Edge 10&quot; x 5-1/2&quot; x 5/8&quot;</td>
<td>$41.50</td>
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<table>
<thead>
<tr>
<th>Model Number</th>
<th>Part No.</th>
<th>Knife Description &amp; Size</th>
<th>SALE Price</th>
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</thead>
<tbody>
<tr>
<td>12&quot; Drum</td>
<td>KCH30001</td>
<td>Single Edge 12&quot; x 3&quot; x 3/8&quot;</td>
<td>$19.50</td>
</tr>
<tr>
<td>16&quot; Drum</td>
<td>KCH30002</td>
<td>Single Edge 16&quot; x 3&quot; x 3/8&quot;</td>
<td>$21.50</td>
</tr>
</tbody>
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### Events & Seminars

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<tr>
<th>Date</th>
<th>Event Description</th>
<th>Location</th>
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<tbody>
<tr>
<td>January 30, 2007</td>
<td>Soil Compaction and its Impact on the Health of Trees &amp; Writing A300 Compliant Pruning Contracts Bingham Farms, MI</td>
<td>Contact: MGIA (248) 646-4992</td>
<td></td>
</tr>
<tr>
<td>January 31-Feb. 1, 2007</td>
<td>Connecticut Turf &amp; Landscape Conference</td>
<td>Connecticut Convention Center, Hartford, CT</td>
<td>Contact: (203) 699-9912; <a href="mailto:rlc@snf.net">rlc@snf.net</a></td>
</tr>
<tr>
<td>February 1, 2007</td>
<td>MGIA's 4th Annual Job Fair</td>
<td>Southfield, MI</td>
<td>Contact: MGIA (248) 646-4992</td>
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<tr>
<td>February 4-6, 2007</td>
<td>42nd Annual Shade Tree Symposium</td>
<td>Penn-Del Chapter ISA, Lancaster, PA</td>
<td>Contact: E.Wertz (215) 795-0411; <a href="http://www.penndelisa.org">www.penndelisa.org</a></td>
</tr>
<tr>
<td>February 6-8, 2007</td>
<td>New England Growers</td>
<td>Boston Convention &amp; Exhibition Center, Boston, MA</td>
<td>Contact: <a href="http://www.negrows.org">www.negrows.org</a></td>
</tr>
<tr>
<td>February 8, 2007</td>
<td>Connect With Living Process: Tree Biology &amp; Treatment Targets, Bingham Farms, MI</td>
<td>Contact: MGIA (248) 646-4992</td>
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</tr>
<tr>
<td>February 10, 2007</td>
<td>Long Island Arboricultural Assoc. Annual Tree Conf.</td>
<td>Farmingdale State University</td>
<td>Contact: LIAA; (516) 454-6550; <a href="http://www.liatrees.org">www.liatrees.org</a></td>
</tr>
<tr>
<td>February 11-15, 2007</td>
<td>Winter Management Conference 2007</td>
<td>Tree Care Industry Association</td>
<td>Contact: <a href="mailto:debby@treecareindustry.org">debby@treecareindustry.org</a>; or <a href="http://www.tcia.org">www.tcia.org</a></td>
</tr>
<tr>
<td>February 14-18, 2007</td>
<td>19th Annual Northwest Flower &amp; Garden Show</td>
<td>Washington State Convention Center, Seattle, WA</td>
<td>Contact: 1-800-569-2832; <a href="http://www.gardenshow.com">www.gardenshow.com</a></td>
</tr>
<tr>
<td>February 19, 2007</td>
<td>(Spring) Hazardous Tree Identification</td>
<td>Rutgers Univ. Cont. Prof. Educ., NJAES</td>
<td>Contact: (732) 932-9271 x625; <a href="http://www.cookce.rutgers.edu">www.cookce.rutgers.edu</a></td>
</tr>
<tr>
<td>February 20-21, 2007</td>
<td>ANSI A-300 Standards</td>
<td>Rutgers Univ. Cont. Prof. Educ., New Brunswick, NJ</td>
<td>Contact: (732) 932-9271 x625; <a href="http://www.cookce.rutgers.edu">www.cookce.rutgers.edu</a></td>
</tr>
<tr>
<td>February 22 &amp; March 21, 2007</td>
<td>(2-day class) Arborists: Innovations, Techniques and Solutions</td>
<td>Rutgers Univ. Cont. Prof. Educ., NJAES</td>
<td>Contact: (732) 932-9271 x625; <a href="http://www.cookce.rutgers.edu">www.cookce.rutgers.edu</a></td>
</tr>
<tr>
<td>February 27, 2007</td>
<td>Ecosystem Service Markets, Texas Forest Service</td>
<td>Westin Galleria Hotel, Houston, TX</td>
<td>Contact: Jan Davis (979) 458-6630, <a href="mailto:jdvais@tfs.tamu.edu">jdvais@tfs.tamu.edu</a>; Dr. Neal Wilkins (979) 845-7726, <a href="mailto:nwilkins@tamu.edu">nwilkins@tamu.edu</a></td>
</tr>
<tr>
<td>February 27, 2007</td>
<td>Chicago Botanic Garden Woody Plant Symposium</td>
<td>Chicago Botanic Garden, Chicago, IL</td>
<td>Contact: (301) 947-0453; <a href="http://www.chicagobotanic.org/continuinged">www.chicagobotanic.org/continuinged</a></td>
</tr>
<tr>
<td>February 27, 2007</td>
<td>Woody Ornamental Update: Review 06, Anticipate ’07</td>
<td>Bingham Farms, MI</td>
<td>Contact: MGIA (248) 646-4992</td>
</tr>
<tr>
<td>February 28-March 2, 2007</td>
<td>Midwesterner Chapter ISA Shade Tree Conference</td>
<td>Topeka Holidome, Topeka, KS</td>
<td>Contact: Iva Katzer <a href="mailto:iva_katzer@hotmail.com">iva_katzer@hotmail.com</a>; (816) 765-4241</td>
</tr>
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Providence, RI
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March 7-9, 2007
Work Truck Show 2007
Indianapolis, Indiana
Contact: www.ntea.com

March 14-15, 2007
Certified Treecare Safety Professional (CTSP) Workshop
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Countryside, IL (close to Midway Airport)
Contact: (603) 314-5380 peter@tcia.org

March 20-21, 2007
Certified Treecare Safety Professional (CTSP) Workshop
New Brunswick, NJ
Contact: (603) 314-5380 peter@tcia.org

March 20-22, 2007
Certified Pesticide Applicator or Registered Technician (CARTS) training
Farmington Hills, MI
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March 21-24, 2007
ISA Southern Chapter Conference
Little Rock, AR
Contact: (336) 789-4747

March 21-25, 2007
22nd Annual San Francisco Flower & Garden Show
Cow Palace, Daly City, CA
Contact: 1-800-563-2832; www.gardenshow.com

March 25-26, 2007
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Contact: www.njarborsitsisa.com

March 27-28, 2007
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April 16-18, 2007
Trees & Utilities National Conference
National Arbor Day Foundation
Tuscany Suites, Las Vegas, NV
Contact: www.arborday.org/TLconference 1-888-448-7337

May 1-2, 2007
Trees, People & the Law Symposium
National Arbor Day Foundation
Seattle, WA
Contact: www.arborday.org/TPL; 1-888-448-7337

May 1-3, 2007
TOCA Annual Conference
Savannah, GA
Contact: www.toca.org

May 1, 2007
Oak Wilt Workshop
Dallas/Ft. Worth area (TBA), TX
Contact: Texas ISA, www.isatexas.com

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Hazard Trees/Tree Planting & Establishment
National Arbor Day Foundation
Indianapolis, IN
Contact: www.arborday.org/conferences; 1-888-448-7337

May 18-19, 2007
SAWLEX Sawmill & Logging Expo
Columbia, SC
Contact: (207) 799–1356; www.sawlex.com

May 21-22, 2007
Storms Over the Urban Forest, National Conference
National Arbor Day Foundation
Atlanta, GA
Contact: www.arborday.org/conferences; 1-888-448-7337

June 5-7, 2007
National Oak Wilt Symposium - Texas Chapter ISA
Austin Hilton, Austin, Texas
Contact: Mike Walterscheidt, (512) 587-7515, mbwalter@totalacess.net; www.trees-isa.org/events; www.isatexas.com

June 9-12, 2007
Trees Florida 2007
Innissbrook Resort, Palm Harbor, FL
Contact: floridaisa.org

June 18-19, 2007
Urban Wildlife Management National Conference
National Arbor Day Foundation
Portland, OR
Contact: www.arborday.org/conferences; 1-888-448-7337

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Sometimes it’s the simple and obvious things that make life a little better. And so it is with the addition and growing popularity of winches and grapple arms for hand-fed chippers. These labor- and money-saving devices may seem so obvious now, but they’re relatively new on the scene, and legend has it a customer got everything moving—literally. Both devices are designed to be physically attached to a specific chipper. They have some similarities in that they bring material to the working machine.

Winches can cost a few thousand dollars; a lift assist can run $20,000 or more, pushing a larger, hand-fed chipper over the $70,000 barrier.

The jobs they have in common are twofold: they eliminate multiple cuts, allowing material to be reduced to chips in one motion, and they minimize wear, tear and safety concerns on the labor side.

A winch using either rope (the more favored cable) or steel is intended to haul large trees or brush piles from a distance of 100 feet or more to the business end of the chipper. Generally, the winch action will also slightly lift the material into the feed area. The grapple or lift assist works within 15 to 20 feet of the machine.

Chris Nichols, national sales manager for Vermeer Manufacturing, says his company offers both winches and loading or lift-assist devices (similar to grapples) for its chippers. Unlike a winch, “the loader arm is for use in a limited area close to the machine where it can pick up material and feed it directly into the rollers,” he says. “It’s designed to eliminate, as much as possible, hands-on manual material handling.”

Most grapples can pick up heavy logs and material of 500 to 1,000 pounds, or more.

Once work is introduced to the chipper, feed rollers will do most of pulling regard-

less of which accessory you prefer.

Nichols notes his grapple loaders can “stow over the top and out of the way while traveling, all within legal transport heights.”

The loader assist, he says, comes with two “joystick controls” that handle all functions. An operator doesn’t have to move his or her hands from one lever to another to get the whole job done. While similar rigs in the market can be found mounted on various places on a chipper, a touted feature offered in the Vermeer controls is the swing-out control station that is stowed for transport. Located at the rear infeed area of the machine, the Vermeer operator stands on the ground where the action can be observed.

From Nichols’ experience, “Loaders are ideal for site prep and land development or
for clearing job sites, when the material is already close to the chipper.”

A winch, he says, can work sometimes in conjunction with a lift assist device, but is likely to be used alone. He explained that a winch line has a long reach, typically over 150 feet. When it comes to rope over steel cable, there is virtually no sacrifice of strength when using rope.

Nichols points out that rope is often favored over cable for a variety of reasons. First, while rope has the same or greater capacity as a steel cable of the same size, it is less prone to fraying, especially revealing sharp edges. And second, rope has no “memory” as does steel cable that will “remember” how it was loaded or twisted incorrectly, which can damage the steel cable and make it difficult to work with.

You can find winches in either electronic or hydraulic models. Hydraulic is said to deliver more power, more staying power especially, as it leverages the machine’s hydraulics. Nichols says to look for machines with lockout devices that prevent the winch and feed rollers from operating simultaneously.

“One thing we tout is that the winch doesn’t just bring the material to the table. The actual geometry of the winch will lift the log onto the table as it winds up. Once resting on the feed table, the cable can be repositioned on the log to pull and lift the log to the feed roller.”

Winches are more popular than the loaders, Nichols says, because “They offer tremendous job site efficiencies once you get to know how to use them.”

Over at Rayco, they offer one universal winch size at a 3,000-pound pull capacity to fit all of its hand-fed chippers of 12 inches and up, reports Kevin Covert, sales and marketing manager. The Rayco application is at the top of the feed chute, above the feed control bar.

“Buyers of our larger machines will most likely order the winch,” he says. “In the 12-inch machine class, it’s about 50/50.”

Rope is the Rayco customer’s line of choice. Standard length is 100 feet, but more can be put on the cable if on-site needs require it.

“When using a winch, keep safety in the forefront. However remote,” Covert says, “there is always a chance that a tight rope with a kink can snap and shoot back like the crack of a whip, and there’s always the potential for a log to roll while it’s being winched.”

Bandit President Jerry Morey offers winches on chippers down to 9-inches. “Because of the growing popularity, we put a winch mount on all machines. That way, a customer can always simply add one later by bolting it on.”

“We sell a lot of winches. On machines of 12 inches and above, we probably put winches on 40 percent of our machines,” Morey says.

“Another thing we’ve done to make it easier and safer to use a winch is to offer a radio remote operating system,” says Morey. “I believe we were first to offer that. An operator can walk along side the log or tree instead of having to go back to the chipper. It’s a matter not only of convenience but also of safety... keeping the operator away from moving parts. It’s also set up so the winch and chipper can’t operate at the same time and pull the cable into the chipper.”

He explained that some customers prefer rope over cable to gain greater pulling distance. “Some of these guys have taken winching to an art form, setting up piles of brush into bundles onto the line to be hauled back to the chipper – not hand carry them.”

Bandit offers loaders on larger hand-fed chippers of 15 inches and up, which means whole trees can be managed with a hand-fed machine.

“You can get a lot going with both a winch to bring the material to the chipper and a loader to more easily feed it into the chipper,” Morey says.

Depending on how you set up your chipper, you can actually eliminate a couple of pieces of equipment or make better use of them, for example a skid steer. You can eliminate entirely or use it to “stage equipment to be grappled into position.” Ultimately, Morey says, it’s all about efficiency – being able to pull a whole tree into position rather than cut it into 20 or 30 pieces.

Morey also believes Bandit was first to install a winch on a chipper, thanks to an enterprising customer. “We had one customer who said something like, ‘this may sound like a silly idea, but if you will price me a chipper with a winch, I’ll buy it.’ The customer called about four days after delivery and said he had paid for the winch in one job.” As the story goes, had it not been for the winch, the customer would have...
had to hand carry a hemlock tree over a stone wall. Instead of a one to two day job, it took just 20 minutes.

Tom Gross, owner of Dynamic Manufacturing Corp., explains that his company does not make or supply grapples because they have limited range of operating capability. “So many people are finding skid steers and cranes a lot more versatile. A grapple mounted on a chipper is not needed on every job but, if supplied with one, it goes on every job – needed or not. Plus, they require extra horsepower and are restricted to a 15 to 20-foot semicircle. Besides, most tree care pros have a grapple on other tool carriers,” he notes.

“But when it comes to winches, I maintain you can get the work of three men done for one payment of $3,000.” Gross says. “Winches come to work every day, they don’t have sore backs, don’t need workers’ comp packages and can outwork many men.”

Dynamic provides different size winches for its different capacity chippers, essentially matching the winch to the machine, he explains, adding that most of his customers also prefer rope.

Rob Faber at Morbark says the company offers winches on 12-inch units and up (both disk and drum style) rated by duty, with heavier duty versions on the larger machines. While Morbark buys the “guts” of its winches, the company custom fits each to match its hydraulic
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systems and to include custom mounting and its own enclosure.

"We do make a loader machine arm for the 18-inch machine capable of lifting 2,000 pounds with the boom out 10 feet," Faber says. The loader can be purchased with a ground operation station or operator's platform.

He added that winches are a great alternative when you don't have the manpower to handle larger diameter material, agreeing that they save wear and tear on labor and provide a lot of operator safety. "The only option is steel versus rope cable. It's an individual preference, but, believe it or not, rope tends to last longer."

Faber concedes that winches take time to get used to. "Once you do, it's hard to live without them. They'll save at least one to two people on a job."

Woodsman chippers offer grapples on both its 18X and 20X machines, and each is sized according to the machine, says Bob Campbell, sales manager.

"The chief benefit is for a grapple to feed material from the curb (nearby to the machine)," he says. The 18X has a 16-foot reach and a 3,000-pound lift capacity. The 20X hoists 4,000 pounds at 18 feet. The one winch offered allows an operator to pull material to the feed end from a distance of 110 feet using either steel or rope.

It is important to note, Campbell says, that the lift onto the machine is determined by how far out the line is attached. Pulling capacity is rated at 12,000 pounds, Campbell says. Two features to look at are the "free spooling" capability, which allows the operator to grab the winch line in neutral and deliver the line to the material to be hauled in, and the high and low...
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“We see more tree service companies putting winches and grapples on. Grapples are more popular on the East Coast due to the density of population. They’re both effective in reducing the number of crew needed for large take-downs, and that saves time, money and manpower,” he says. Approximate cost is $14,000 to $18,000 for the Woodsman grapple option and $2,000 for the winch, he adds.

According to Jim Cornelius, president of US Praxis, known as a stump grinder manufacturer, among other things, the company plans to introduce chippers in the 12- to 15-inch class in the fall of ’07. He says they’ll include winching capability.

Sal Rizzo, president of Salsco, says his company has been providing winches on its chippers since ’79, and offers them on the 10-, 13- and 18-inch chipper models. Winches all are hydraulic with 9,000-pound capacity. Salsco designs and builds its own winches.

The Salsco option bolts onto the machine with a backing plate after the chipper is built. Extra hydraulics are added to the machine to accommodate the winch.

According to Rizzo, “The winch adds about $2,000 to the cost of each machine, and they are very popular. They’re such a timesaver — you can drag whole tree and chip it all at once,” he says. Right now, about 30 percent of Salsco’s chippers are shipped with hydraulic winches, and the number continues to grow, he says.

Manufacturers seem to agree that, in the not-to-distant future as tree care companies continue to seek ways to run leaner and meaner — reducing labor costs and increasing productivity — half or more of their chippers will be shipped with either the more popular winch, or the lift-assist — or both. The only challenge for company owners is to crunch the numbers and decide when the savings will outweigh the extra investment.
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The largest TCI EXPO ever, which just might make it the biggest gathering of arborists in history, descended on Baltimore the second week of November. This seventeenth EXPO had more booths than any other show, and more attendees (3,130) than ever before. And what a show these attendees experienced!

Pre-conference workshops were filled to overflow capacity as arborists flocked to the two-day Certified Treecare Safety Professional (CTSP) program, which is designed to help safety professionals develop a culture of safe work practices in their companies. The full-day Electrical Hazards Awareness Program (EHAP), offered in English and Spanish, addressed a prevalent cause of fatalities in the industry. Business owners had a 4-hour treat with Marty Grunder’s “Million Dollar Sales and Marketing Ideas.”

EXPO officially kicked off with a video and musical tribute to Dr. Alex Shigo, who played such a great part in what has become the modern profession of arboriculture. Once the doors to the convention center opened, arborists stood in awe of the world’s largest tree care trade show, featuring more than 850 booths of equipment, supplies and services. And the action never stopped on the floor, with prizes, giveaways and auctions seemingly every half hour. A silent auction of a Bandit chipper for the TREE Fund to benefit the Robert Felix memorial Scholarship Fund netted more than $36,000. At the demo tree at the center of the show, a dozen topics (and lots of CEUs) were presented by climbing and rigging experts Mark Adams, Tom Dunlap, Ken Palmer, Rip Tompkins, Mark Bridge, Chris Cowell, and Todd Kramer.

In the classrooms the hardest part was deciding which of the six concurrent sessions to attend. Presentations from John Ball, Peter Sortwell, Mauricio Velasquez and others spoke directly to business owners on...
0 of historic proportions!

sales, profits, employees and new business lines. The safety track featured experts in the field among TCIA member companies, such as Joe Engberg, Dane Buell, Vic Bernadini, Alice Carter, Andreas Detter, and Mark Adams, as well as safety professionals from outside the industry. And, of course, the arboriculture track looked at the questions facing the industry in the field, with Michael Raupp, Kim Coder, Tom Smiley, Mike Amaricus, Bruce Fraedrich, Nelda Methany, and Anand Persad providing perspectives and information on trees and insects, construction damage, soil management, and pruning advances.

This year’s EXPO also featured four free sessions, including the latest on the emerald ash borer’s arrival in Maryland and a special keynote presentation from Ed Foulke, administrator of OSHA for the nation.

Away from the convention center additional events kept attendees busy. Thursday night’s opening reception packed in hundreds, and later the Voice for Trees political action committee held a casino night fundraiser. Friday night offered the opportunity for informal networking at an invitation-only reception for Accredited companies, CTSP candidates and students. As for the students, Student Career Days bounced college and vocational students from their outdoor climbing competition to their exclusive career fair to the show itself, where all students and professors were given full and free access to TCI EXPO.

By the end of four days, exhibitors and attendees had been a part of something truly historic. Never before had so many arborists gathered to learn, shop, and develop a sense of who we are as a community and as professionals. As everyone packed up on Saturday to head to trucks or planes, cries of “See you next year in Hartford!” could be heard across the convention center.
One of many after-hours receptions

Student award winners at the Demo area

Career Days, climbing competition

Future arborist

Student Job Fair

CTSP certificate recipients
On the cover: Tim Back, owner of Back Tree Service in Cincinnati, Ohio, poses far right, next to his wife, Tracy, and in front of Bob Rouse, TCIA Accreditation director) with his team in front of the Accreditation Tree in TCIA’s booth on the EXPO show floor. Back had the tree chunk carved and painted after his company received TCIA Accreditation. He loaned the tree to TCIA for the show, where it certainly garnered attention for the Accreditation program. The Accreditation logo was the inspiration for the tree.

The tree is a chunk of a silver maple that is approximately 175 years old. It was 60-inches DBH, and the bottom of this piece was 10 feet off the ground. Back Tree Service was hired to prune the huge old tree. When the crew foreman elevated himself into the previously topped tree, he found there was too much decay to save the tree and it was declared a hazard. Little did they know it would end up in Baltimore.

The old trunk sat next to Back’s fire pit for many months. Tim Back knew it would make a good “something.”

Back has used Bill Shippen, a sculpture artist from Newark, Ohio, since 1997. Shippen’s carvings can be seen on Back’s Web site at www.backtree.com.

Back hauled this 5,000- to 6,000-pound piece from Brookville, Indiana, to Newark, Ohio, for Shippen to spend his weekends carving. He picked it up just in time for TCI EXPO.

“It was great sharing something that I’m proud of,” says Back, “and it will be proudly displayed at the Cincinnati Convention Center for our fourteenth year in the Cincinnati Home & Garden Show coming up in March.”
New regulations that began this month in Georgia were making life more stressful for the state’s tree care professionals and landscapers as 2006 came to a close.

The regulations, which were amended into law in 2004 and took effect at midnight on Dec. 31, 2006, require those who would conduct any “land disturbing activity” to pass tests in erosion and sedimentation control in order to become certified. The law requires at least one Level 1A certified employee on such a job site at any given time, and the Georgia Soil & Water Conservation Commission recommends two.

With the threat of enforcement and some cities and counties not issuing permits to crews without certification, construction, landscape and tree care companies were sending more and more employees into training programs and for testing as the year drew to a close. Trainers in the many certification programs noted that enrollment had increased significantly in the final few months of the year.

“‘This (law) slipped past everybody,’” says Kevin Caldwell, president of Caldwell Tree Care in Roswell, Ga., adding that the new regulations will impact “anybody who uses a shovel for money.”

Caldwell doesn’t object to the aim of the new law, but as the year came to a close he and many other business people feared that they’d find the devil to be in the details.

“I don’t think any legitimate contractor is concerned with the law or would have any objection to performing work to avoid erosion and sedimentation,” says Caldwell.

“But at one point, we figured there were 60,000 metro-Atlanta green industry workers. I think now it’s closer to 80,000. Every time we turn up a hunk of soil, there needs to be someone on the site who is certified.”

That’s not true in all cases, or at least not in cases where the crew is working on a one-acre parcel or smaller. But for larger projects, at least one member of the crew working on the project must be certified. If not, the project could be shut down by inspectors from the local issuing authority (municipalities or the county) or by those from the Environmental Protection Division of the state’s Department of Natural Resources.

One concern for Caldwell is that while testing and teaching stepped up in the final third of the calendar year, there is a 60-day waiting period for the test results. That will leave those who passed the test in December without certification until February.

“My company for sure is going to have issues starting Jan. 1,” Caldwell says. The fear in the industry was that the Environmental Protection Division will “make a few examples out of people, and get a lot of publicity off that, and then slack off.”

“We don’t know if that’s going to be little guys like me, or big guys, or a combination thereof,” worries Caldwell, whose company employs 21.

“If someone were to drive around in metro Atlanta that first or second week of January, they could probably fill up a courtroom for a month in one day,” Caldwell says. “It [training] is a wonderful thing and something we should have been doing all along,” but it should have includ-
“If we go to the site and there is land-disturbing activity going on and there isn’t somebody on site who is properly certified, the work has got to stop ... The economic impact of having work stopped will get people’s attention”

Jim Sommerville

ed a better plan for implementation.

Jim Sommerville, a spokesman for the Environmental Protection Division, the state branch of the federal Environmental Protection Agency, counters that businesses have had adequate notice of the requirements, and the division plans to have inspectors out early in January.

“If we go to the site and there is land-disturbing activity going on and there isn’t somebody on site who is properly certified, the work has got to stop,” he says. There will also be fines, which will vary in severity based on several factors. “The economic impact of having work stopped will get people’s attention,” Sommerville predicts.

Many states have erosion and sedimentation control regulations aimed at lessening the environmental impact of rapid development by instituting “best management practices.” Parts of Georgia are being developed particularly rapidly, and construction sites are being identified as a major factor in non-point source pollution. As erosion sweeps soil away from the cleared land, there are no natural buffers to absorb dirty water before it gets into supplies of freshwater.

“We also have a big water issue here in Georgia,” Caldwell notes. “We really truly only have one lake as a reservoir for the entire city.”

John Biggers, an instructor for the Georgia Erosion and Sedimentation Training Institute, says that in the eight-hour course that precedes the test, trainers cover a wide variety of practices including (but not limited to) the impact of erosion on the environment, legal issues, stream buffer requirements, vegetative practices for erosion control, best management practices, and field maintenance and other issues relating to stopping erosion.

“The goal is to stop erosion and, once that has occurred, stop sedimentation,” Biggers says. “That’s the No. 1 non-point source pollutant in the United States. A lot of people don’t know that, but it’s a fact.”

Lauren Zdunczyk, administrative director for certification at the Georgia Soil & Water Conservation Commission, noted one study found that sediment carried by storm water runoff from construction sites was the top non-point source polluter of rivers in the state. The certification, she says, will create a “common theme” of best management practices for all of those who work on areas such as new developments.

“They want to get everyone on the same page, to understand the implications of what happens when you start building and start construction, from the beginning all the way down to the end product,” she says. The common theme is to teach the law and the best practices that can be put in place to reduce and control harmful erosion.

The classes teach about structural best management practices, such as building silt fences on site to trap the silt from running off, and vegetative best management practices that would include laying in temporary ground cover such as mulch that absorbs or catches soil and keeps it on site. A third practice would be building a sediment basin, which brings the sediment that does run to a central location and keeps it on site.

Biggers admits that there has been some difficulty in communicating the change in law to all of those who might be impacted, particularly the more rural areas. He and Zdunczyk note that the state made a big communications push in the fall of 2006. By the time this article went to press in mid December, about 20,000 people had been certified.
Zdunczyk says that part of the increase in participation was the result of word-of-mouth. Plus, she says, “With the deadline looming, I think the local issuing authorities may be stepping up, letting people know that it is going to be coming and there’s going to be enforcement.”

Even with more people lined up to take the test, however, there are concerns about a portion of the population whose needs were not adequately addressed. In Caldwell’s view, because of both language and literacy issues, the test might be particularly difficult for the many Hispanic employees that work in the tree care and landscaping industries in Georgia.

“A huge percentage of people who are on-site moving soil are Hispanic,” Caldwell says. “There originally was no provision for a Spanish test, and until recently it was only administered as a written test.”

Caldwell notes many of the Hispanic employees working in the industry do not have strong reading skills, even in their native language. Three of his Hispanic employees requested an oral exam, Caldwell says, and “somehow or other, state authorities convinced them to take it as a written exam.” He was still awaiting the results at press time.

Zdunczyk says that anyone can have the exam presented to them orally.

While her agency did have some Hispanic trainers, Zdunczyk says, she has found that demand has not matched expectations. The three classes offered in Spanish had drawn a total of less than 300 participants.

“We’re hearing there’s a demand, but in terms of registration numbers, it’s not as large as the other ones, which is surprising,” she says.

Over the winter, Caldwell plans to have the rest of his employees – both English and Spanish speaking – take the test to become certified. He’s not sure how difficult that will be.

“It’s not an easy test,” Caldwell says. “You don’t just take the test and pass it.”

Rather than a test of time, it should be quickly apparent in the new year how prepared Georgia’s tree care companies were for this new regulation.
We don’t like to brag, our accredited tree care companies do that for us.

“Accreditation taught us how to work as a team. As a small company, everyone pulled together to help us get accredited.”
August Hoppe, Owner, Hoppe Tree Service

“Our employees were absolutely pumped about being recognized as working for a leading company by their local newspaper. Their friends and family saw the article and told them things like, ‘I didn’t realize you worked for such a great company!’”
Rolf Briggs, Owner, Tree Specialists

Begin the journey today. 1-800-733-2622 www.tcia.org
Motivating Your Workforce: The Power of Support

By Bill Butterworth

As a professional speaker, I get to meet some of the most wonderful people on the planet. That’s why I am very excited about the opportunity to address the TCIA Winter Management Conference in Cancun, Mexico. We will be talking about making every moment count, specifically how that relates to motivating a workforce, so I thought a little glimpse into the world of teamwork might be appropriate.

Of all the speaking assignments I’ve had, I can tell you without hesitation my personal favorites. I have loved the opportunity to speak to 26 of the 32 teams of the National Football League. I have the athletic ability of tile grout, but I am a huge fan. Hanging out with the team at their hotel for a couple of hours on game day still excites me.

The coaches will bring in an outside speaker on that day to provide some motivation and inspiration to the team from a source other than themselves. I work very diligently to give an inspiring, humorous and thought-provoking presentation in 20 to 25 minutes. (Former head coach Don Shula once told me to speak as long as I wanted, but in a half-hour the team will get up and walk out!) But I also know of an incentive that makes brief remarks even more rewarding – if the team likes your presentation, you are invited to join them at the pre-game meal!

The door closed, the elevator labored for a few seconds before it came to an unscheduled stop between floors.

To my amazement all eight of these guys turned and glared at me. They started screaming, “Why did you get on this elevator?” They were convinced that I was the reason the elevator was too heavy. Of course, I knew that this was the only time in my adult life where I could be considered petite.

Judging by the panicked look on their faces, I realized I needed to divert their attention from the crisis. (I’ve never been able to ascertain if they were more afraid of missing the game or missing the meal). I decided to ask them a question I had always wanted to ask a room full of offensive lineman. I didn’t have a room, so an elevator would have to do.

“Doesn’t it ever bother you guys that you never get mentioned in the newspaper? Or let me rephrase it. Doesn’t it bother you that you only get mentioned in the newspaper if you do something wrong? You know, miss a block, hike the ball over the kicker’s head, stuff like that?”

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In this particular occasion, however, the meeting rooms were in the basement and the serving tables were up on the first floor.

“I spoke to the team, shook some hands, talked briefly with some of the players and coaches, and then headed down the hall to catch the elevator. “Hold that elevator!” I yelled, as the doors were partially closed. It opened up enough for me to jump in. It was at that point I discovered I had jumped on an elevator already filled - with eight offensive lineman.

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My question not only effectively distracted them from death by elevator, but it also provided deep insight into teamwork.

“You don’t understand, man,” one lineman replied. “Our job is not to get into the paper. Our job is to support the team so that the quarterback or the running back or the wide receiver gets into the paper. Our job is not about the glory. It’s about helping the team win.”

A great trait of an effective team is support.
When talking about teamwork, one thinks of the concept of support because of its many dimensions. Look up the word support in the dictionary and you will see the wide variety of definitions. One talks about "carrying the weight of, or to keep from falling or slipping." It can also mean "to give courage, faith or confidence to, help, comfort, strengthen." Another meaning is "to show or tend to show to be true, help prove, vindicate, or corroborate."

An effective team is like a well-put-together sports organization. Each person understands his or her job, and it's done to the best of their ability, while looking to help their teammates in any way possible. We know it best as the word support. It is born out of integrity in your position and relationships with the others on your team.

**Integrity in Your Box**

Integrity in your own position is knowing your job and doing it well. It builds off the traits of respect and diversity which we will look at in more detail during our time together in Cancun.

Andy Reid, head coach of the Philadelphia Eagles, knows the value of this principle. In an interview with The *Los Angeles Times*, he credited much of his team's success to that very notion.

"Myself, I take an offensive lineman's approach. I told the team, as an offensive lineman, you are outmanned physically every week." (Defensive linemen are usually faster and stronger than their offensive counterparts.) "You are playing a better athlete every week. You know that."

"So what you do is, you take that little 3-by-3 box that you're in and you master that box."

"So each guy doesn't have to be an all-star, they just have to be able to master their little box on the field. Then you can master that big box which is the actual football field. You take that approach to it, you'll be okay."
What's your 3-by-3 box on the team? Can you describe it in one sentence?

How close are you to “mastering your little box?” Give yourself a grade, A+ being best, all the way down to a failing grade of F.

How can you improve the mastery of your box? List at least three practical strategies, one of which can be immediately implemented.

**Works well with others**

I am one of the many admirers of the former coach of the Dallas Cowboys, Tom Landry. Several years ago I was helping Bill Bates, one of the Cowboy players, write his autobiography. Bill allowed me unlimited access to his life, including offering to set up interviews for me with his parents, his high school and college coaches, former and current teammates and front office personnel. I gave him my list of interview requests, with a two-hour visit with Tom Landry on the top.

Several weeks later I walked into Coach Landry’s office and was met with a big surprise. Having only viewed him on TV as he paced the sidelines, I always thought of him as fairly quiet, reserved and stoic. That may have worked on the sidelines, but in his office I found him to be kind, warm, articulate and quite funny.

We talked about Bill and the book for awhile. He gave me some great information that would be an important chapter in the book. When we finished, I noticed on my watch that we still had time left in my two-hour appointment. So the two of us just sat back in a couple of his office chairs and swapped stories. We discovered some friends we had in common and talked about them for a bit. He complimented me immensely by asking questions and being interested in my work. Eventually I asked him about his coaching style.

“’I know I’m the coach who was known for the X’s and O’s. I worked hard preparing each week’s game plan. I wasn’t the back-slapping motivator like many of my peers. But that didn’t mean I didn’t understand the value of relationships. My players were very important to me.”

Coach gave me some valuable insight on the importance of personal connection with our teammates, no matter what our personality may be. Many of us identify more with a Jimmy Johnson-type of head coach, who built a coaching career around the connection he had with his players. But Coach Landry’s lesson is clear. Whether you are by nature outgoing and demonstrative or more quiet and reserved, it is vital that you connect with those around you that make up your team - you must invest in your employees!

In his book about success, Denver Bronco head coach Mike Shanahan talks...
about the value of relationships to the team's ultimate achievement of its goals. Teams matter more than individuals, he says. It is important to value each member, share both victories and defeats, accept criticism and keep the boss (the coach) well informed. That's what support looks like on an effective team.

- Name the three folks you would call your closest co-workers on your team.
- How would you describe your relationship with these three people?
- List two or three things you can do in the next two weeks to create a more personal connection with each of these co-workers you listed.

The NFL, not the PGA

Recently I was invited to give a presentation on teamwork to the Walt Disney Company. I used all my analogies for teamwork; Carnegie Hall, the family, the human body, and an athletic team. When the speech concluded my friend and host, Mark Zoradi, president of Disney's Buena Vista Distribution, put the capstone on the event.

"Of all the analogies Bill used today, I was most taken by the athletic team. That's exactly what we are here in the Disney family. Sure, we are a family, but we are more than that - we are a great athletic team. We are not competing against each other in a sport of individuals, but we compete with each other for the good of the team.

So, to sum up my view of Bill's presentation, the bottom line is this: Don't think golf. Think football."

Whether you are the franchise player, or the third string lineman, or the equipment manager, or the head coach, the same message applies - support one another.

- List three or four ways your team is like an athletic team.
- What position do you play on the team?
- Can you think of three ways to create an atmosphere of support on your team?

Bill Butterworth will speak on "Motivation for the Workforce" February 8, 2007, at Winter Management Conference in Cancun, Mexico. A highly sought after speaker, he taught at the college level for 13 years and was a counselor for six years. He was awarded The Hal Holbrook Award by the International Platform Association, whose past and present members include Mark Twain, Theodore Roosevelt, Bob Hope, and Elizabeth Dole. They consider him one of the select few to be named a Top Rated Speaker.

For more information or to register, go to www.tcia.org.
The Africanized honeybee, Asian long-horned beetle, emerald ash borer, European gypsy moth, Formosan subterranean termite, hemlock woolly adelgid, red imported fire ant, sudden oak death, West Nile virus, kudzu, saltcedar and tree-of-heaven. What do all these organisms have in common?

These, along with many other plants, animals and microbes, represent a rapidly growing number of invasive species in the U.S. It just so happens that these are all pests that affect arboriculture, at some level, in different parts of the country.

Any arborist who has worked in an outbreak area with any of the aforementioned invasive species can attest that the problems they create are profound. The real question is, what is our federal government doing about the problem? TCIA directs our readers to two good resources on the subject: the National Invasive Species Council (NISC) and the Invasive Species Advisory Committee (ISAC).

The NISC is an inter-Departmental council that helps to coordinate and ensure complementary, cost-efficient and effective Federal activities regarding invasive species. The NISC was established February 3, 1999.

NISC has three co-chairs: the secretaries of Agriculture, Commerce, and Interior. Other members include the secretaries of State, Defense, Homeland Security, Treasury, Transportation, Health and Human Services, as well as the administrators of the Environmental Protection Agency, the U.S. Agency for International Development, the U.S Trade Representative, and the National Aeronautics and Space Administration. NISC staff helps to support all Council activities.

In January 2001, the NISC released the National Invasive Species Management Plan. The plan deals broadly with the topics of leadership and coordination, prevention, early detection and rapid response, control and management, restoration, international cooperation, research, information management and education and public awareness. NISC set up task teams and subcommittees to implement the action items of the plan.

The NISC actively works with ISAC. The ISAC advises the federal government on invasive species and acts as a representative to many stakeholders. The ISAC is composed of approximately 30 representative from state organizations, industry, conservation groups, scientists, academia and other interests. Members serve two-year terms.

One way for interested parties to have input on or keep abreast of what is happening with invasive species is through correspondence with members of ISAC. Further information can be found at the following link:

http://www.invasivespeciesinfo.gov/council/advisory.shtml

A good site for general information is the USDA’s “National Invasive Species Information Center”:

http://www.invasivespeciesinfo.gov/index.shtml

Peter Gerstenberger is senior advisor for safety, compliance & standards for the Tree Care Industry Association.
Maybe you read the title and said, “No, this job of mine is complicated, this business is complicated, and it’s getting worse!” Maybe you’ve even thought about going off on your own and becoming a “one-person show.”

Many of the businesses I patronize forget about the simple basics. I have a friend who describes business by saying, “Take care of your customers, take care of your people, count your money.” Too simplistic? Maybe. But let’s take a look at where we’ve come from in business.

There has always been competition. Competition comes from places where people can choose to spend their money. When I was president of a manufacturing company that made mattresses and furniture, we were always in competition, not only with other furniture stores, but also with other big-ticket items. If there were a lot of appliances being bought, then maybe people wouldn’t have enough available cash to spend on our products. The same was true for car sales. If people bought an automobile, they tended to “put off” furniture purchases for a while.

The competition continues today for valued customers who choose what they want to buy, where they want to do business, and ultimately, whether they want to purchase anything at all. In today’s marketplace, the competition is fierce because we have so many options. In our community alone, we have literally hundreds of places where we can buy groceries, dine out, or buy gasoline.

Back in my grandparents’ time, those options weren’t there, and they probably bought all the above-mentioned products from the same place of business. So maybe business has become more complex. Yet with that complexity, there needs to be much more emphasis on the basics of business.

Here are some basics that I’ve noticed over the years:

- Hire the right (best) people.
  Business should always be in a hiring mode. Having the right people in the right place doing the right thing is the challenge for any business.

- Enforce high standards of appearance and professionalism.
  Constant reminders need to be given to our people as to how they look, sound and respond to our customers. Leadership within the business must have a clear understanding and agreement as to what those standards are.

- Reinforce and recognize employees and provide meaningful feedback to them.
  People like being praised and professionally corrected for their attitude and behavior. The evaluation process of people in business needs to be fair and firm.

- Demonstrate “the-customer-is-always-right” attitudes and behaviors.
  Making customers feel special is a way to make sure that those customers will want to come back and will tell others that they should do business with you.

- Reinforce the high quality of services you provide.
  Businesses can get lazy as they perform their everyday activities. There must be constant monitoring of processes in order to deliver goods and services beyond customers’ expectations.

- Instill a sense of urgency about customer service.
  No one likes to wait. We’re all in a hurry. Today’s customers will no longer be patient. If you don’t sell me quick and deliver quicker, I’ll go someplace where I can find quickness.

- Develop a team-oriented work environment.
  Together we’re even better. The structure of teamwork adjusts for different businesses. The basics of this cooperative partnership remain the same: trust, honesty, communication, investigation and care.

- Maintain “partnerships” with customers and suppliers.
  Working “on the same side of the desk” is a must for both our suppliers and our
customers. Having an adversarial relationship with either one will eventually doom a business. People do business with people they like doing business with. When there is "transaction trouble," these relationships need to be strong and responsive.

- Establish positive community relations.

  How are you viewed by people outside your business? Do you give back to the community from which you take? Are you helping your industry grow by sharing your strengths and weaknesses and by learning from others?

- Live your mission; keep your promises.

  Why are you in business? Does every decision you make have some tie-in to your values and to why you are in business? If your mother did business with you, would she be a happy customer?

Given today’s challenges to find dependable workers, hiring the help you need for your busy tree care business should be viewed as a year-round quest. If you’re not viewing the job market in that way, you’re probably among the group of employers who wonder what is happening to the quality of our labor force.

Where Do You Find the Right People?

A few years ago, I spoke with a group of people who manage golf courses. One of the consultants to their industry suggested advertising for positions in church bulletins rather than in the general want-ads section. On average, he found that people coming from a church background often ensured possession of more of the qualities we all look for in employees: trustworthiness, honesty, integrity, diligence. Never mind if you agree or disagree with the religious tenets - across the board this consultant found employees hired out of church bulletins were a better gamble than those secured through generic want ads.

And don’t overlook the related programs in your state’s universities and technical colleges. Many students seek employment and are flexible to go where the jobs are. This is especially true if you can structure the job in such a way to provide students with an array of experiences over the season. Most university programs now have Web sites, and you can easily access a webmaster to help you figure out how to post a job listing that students would see. Most of the time, these listings are either free or available for minimal cost.

How Do You Keep the Right People?

Good pay is just one of 10 reasons your people show up for work. Notice that I said "good pay," not "great pay." Providing your workers with the highest pay in the industry is no guarantee they will be top-notch employees. Combine fair and reasonable
pay with these other nine factors:

- Work that keeps them interested
- Tactful discipline
- A appreciation of their efforts
- A positive work environment
- Promotion possibilities
- Good working conditions
- A feeling of being "in" on things
- Year-round loyalty
- Help with personal problems

The mistake that many of us make is twofold: (1) We think about hiring people when it’s too late to find the best people, and (2) We think we can fix the problem by throwing more money at the situation. Put some of the nine bulleted items listed above into action, combined with always being ready to hire the right people, and you've turned the panicked task of hiring people into a year-round job – but an easy one at that.

Making sure that all of the participants in the business understand that the foundation of their existence is not only important, it's mandatory. Buildings provide locations, while people provide the heartbeat of any business.

Are you, as a player in your business, still enthusiastic about coming to work, or has it become a daily grind? Business excels when those in leadership understand their role and are constantly upgrading the "basics" to build staff expertise in order to serve customers in unexpected ways.

To me, business is exciting. It has been since I started my own garbage hauling business when I was 15. Every business I’ve been in since then has had surprises, problems, stress, change and fears.

I’m sure your business has all the same qualities. I learned early from my parents that you make business, it doesn’t make you. If business isn’t engaged in a proactive focus while remaining reactive in its response to trends and customer needs, then there is no business.

That’s about as basic as it gets.
HELP WANTED

Foreman/Manager needed in Denver, CO, with quality tree/lawn care co.
Must be dedicated, knowledgeable in arboriculture, able to lead & train, capable of overseeing all operations as nec., open to work all services provided. Valid driver’s lic. required, CDL & Cert. Arborist is a plus. Benefits avail. Fax info & desired pay to American Arbor Care (303) 753-2369

If you have the experience, we have a job for you
Look no further. Need Cert. ISA Arborist for top level foreman/climber. Bilingual a must. $39,000. Call (214) 544-8734.

Tree Work Climber, Crew-Leader/Supervisor
Live/work year round at the beach, Wilmington, NC. Immediate opening. Requirements: 7 years residential tree work, 5 years as climber, and 3 years as crew leader. ISA certified arborist a plus. Valid DL, CDL a plus. Require expertise in modern climbing/rigging, bucket operation, proper pruning, and ability to manage crews to be highly productive. Salary+ commission $55-60K+ medical/dental vacation and more. Fax resume to (910) 792-1000.

Arborist/Salesperson in SE PA
Small but rapidly growing full-service landscape and tree service company seeks motivated and ambitious salesperson. Must have basic knowledge of tree care, degree in arboriculture a plus; be ISA certified and display great communication & leadership qualities. Please fax resume & references to (215) 535-2654 or call (267) 784-8560.

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East coast tree company searching for experienced Residential Crew Leaders, Climbers and Plant Healthcare Specialists in Maine and South Carolina. Requires: Min 3 years experience and a valid driver’s license. (CDL preferred). We offer year round employment with competitive pay and a comprehensive benefits package. Lucas Tree Experts, PO Box 958, Portland, ME 04104, Fax: (207) 797-0752, e-mail: employment@lucastree.com. Visit us on the Web: www.lucastree.com “Growing naturally…since 1926”

Climber/Foreman
Long Island, NY-based co with year-round work seeking experienced climber/foreman. Boom operator experience a must, CDL preferred. We are dedicated to safety, training & most importantly, customer satisfaction. Top pay based on experience. Relocation assistance for right candidate. Call (631) 474-8084.
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Continues to grow in the Western US & Canada. Immediate openings for Experienced Foremen, Tree Climbers, IPM Monitors & Arborist Reps in San Francisco Bay area, Phoenix, Tucson and British Columbia, Canada, offices. Paid vacation, holidays, medical, dental, 401K, training and continuing education. Applicant must be safe, reliable, customer-service & career oriented. CDL & ISA certifications are a plus. Fax or e-mail your resume to (415) 472-8651 or pandreucci@bartlett.com.

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Dennis Tourangeau, Director of Operations, Arborguard, P.O. Box 477, Avondale Estates, GA 30002, or send fax to (404) 294-0090, or e-mail dtourangeau@arborguard.com.

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We value integrity, quality and the desire to make a difference. If these are also your values, we’d love to talk to you. Contact Dave Scharfenberger or Paul Markworth, Wachtel Tree Science & Service, Inc., PO Box 716, Merton, WI 53056, (262) 538-1900, pmarkworth@wachteltree.com, www.healthytrees.com

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We offer an excellent starting salary and an outstanding benefits package. Please mail your resume with salary requirements to: Longwood Gardens, Inc., Human Resources, P.O. Box 501, Kennett Square, PA 19348. Fax (610) 388-2079, or e-mail: jobs@longwoodgardens.org. To find out more about job opportunities at Longwood Gardens, please refer to our Web site, www.longwoodgardens.org. EOE.

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Local tree and lawn care co. seeking individual to sell tree care services & PHC. Certified Arborist helpful. Full co benefits including transportation, retirement, vacation, top salary & commission for right person. Sales experience preferred. All replies strictly confidential. E-mail Roger@antietamtree.com or fax (301) 791 3756.

Arboriculture/Urban Forestry Instructors, Oregon & Illinois
ACRT, Inc. teaches urban forestry classes at several Job Corps centers throughout the U.S. Job Corp is the nation’s largest & most comprehensive residential, educational, & job training program for disadvantaged youth. Instructors provide vocational training to students in the fundamentals of urban forestry & arboriculture as well as life & employment skills. This position requires an individual that possess leadership abilities, strong customer relations and interpersonal skills. We offer an excellent salary, benefits including the supervision of field personnel. Pay commensurate with experience. Benefits include medical, dental, vision. Must be hardworking & drug free. Owner is a hands-on, ISA certified arborist, the company is growing, the equipment is new and Hawaii is paradise. Send resume to: Tropical Tree Care Inc., PO Box 1257, Kailua-Kona, HI 96745, Fax (808) 331-4650.

Hawaii Needs Arborist
Foreman must have a minimum of 5 yrs climbing experience, be a certified tree worker (certified arborist preferred), & have a current driver’s license. Pay commensurate with experience. Benefits include medical, dental, vision. Must be hardworking & drug free. Owner is a hands-on, ISA certified arborist, the company is growing, the equipment is new and Hawaii is paradise. Send resume to: Tropical Tree Care Inc., PO Box 1257, Kailua-Kona, HI 96745, Fax (808) 331-8228.

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Branches Include: Livermore, Sacramento, Santa Ana, Gardenia, Ventura, San Fernando, San Jose, CA; Phoenix, AZ; Tampa, Sarasota, Venice, Orlando, FL; Atlanta, GA. For consideration, e-mail resumes to: treecarejobs@valleycrest.com or fax to (818) 225-6895.

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For consideration, please email resumes to: treecarejobs@valleycrest.com or fax to (818) 225/6895

Bartlett Tree Experts

Continues to grow in the south with immediate openings for experienced tree climbers in the Savannah, Atlanta, Hilton Head, Tallahassee, Charlotte, Raleigh and Charleston offices. Benefits include paid vacation, holidays, medical, dental, 401(k), training and continuing education. Applicant must be reliable, customer-service and career oriented. CDL a plus. Fax or e-mail your resume to (770) 414-9762; sjohnston@bartlett.com; www.bartlett.com

WARM SOUTH CAROLINA

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CONFERENCE HIGHLIGHTS*

Friday, July 27
• ISA President's Reception

Saturday, July 28
• ITCC Preliminary Events
• Field Day – Fun Climb, outdoor trade show
• ITCC Reception
• ITCC Awards Ceremony

Sunday, July 29
• Field Day – Fun Climb, outdoor trade show
• ITCC Head-to-Head Footlock, and Masters’ Challenge
• Tree Academy Workshops
• Opening Ceremony
• Welcoming Reception

Monday, July 30
• Opening General Session
• Indoor Trade Show
• Educational General Session

Tuesday, July 31
• General Session
• Indoor Trade Show
• Educational Sessions

Wednesday, August 1
• Educational Sessions and Professional Affiliation Business Meetings
• ISA Closing Reception

* For a more detailed schedule of events and additional information visit the conference Web site for updates. www.isa-arbor.com/conference.

SPECIAL GUEST:
Commissioner Marc Spitzer
Federal Energy Regulatory Commission (FERC)

KEYNOTE SPEAKER:
Dr. Joe R. McBride
Professor of Urban Forestry - Department of Landscape Architecture, University of California-Berkeley
Research expert on urban forestry around the world.

NEW:
Methods of Assessing Urban Forest Structure
IUFRO Urban Forestry Working Group Session
The International Union of Forest Research Organization will hold a special session presenting assessments of urban forest structure. Session will include an open discussion of the presentations.

REGISTRATION AND HOUSING INFORMATION
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Man dies in fall after limb breaks

A New Milford, Connecticut, man died August 29, 2006, after he fell from a tree he was trimming. Ward Stumpf Jr., 49, who had worked around wood for more than 20 years, was a carpenter and often did tree work for friends and neighbors. Last summer he decided to start his own business and called it Merryall Tree Works. While working in a heavy morning rain on a job in Sherman, Conn., Stumpf fell 30 feet from a tree he was helping to trim at a house. Connecticut police said Stumpf fell after a limb he was working on suddenly snapped. He was pronounced dead at the scene.

The article went on to explain that dead palm fronds that often appear to be attached to the tree are sometimes attached only to other fronds. When the dead fronds are pulled loose, the whole weave collapses, as it did on Rodriguez.

Gardener suffocates trimming palm tree fronds

Gerardo Rodriguez, 19, a Los Angeles gardener with his own truck, tools and a small gardening route, died in April 2006 after being pinned by palm fronds from a tree he was trimming, according to a Los Angeles Times article. Rodriguez was learning to prune palm trees. On an April afternoon in East Los Angeles, as he yanked away dead fronds halfway up a 50-foot palm, a thick ring of fronds came loose, landing on top of him and pinning him back against the belt that held him in the tree. A coroner’s report determined that he was asphyxiated.

The article went on to explain that dead palm fronds that often appear to be attached to the tree are sometimes attached only to other fronds. When the dead fronds are pulled loose, the whole weave collapses, as it did on Rodriguez.

Tree worker dies after fall from bucket

A 23-year-old Douglass Township, Pennsylvania, man working for a tree service was fatally injured November 2, 2006, when he fell from a bucket truck in Amity Township.

Justin D. Kelly was working in the bucket truck behind a house when he apparently leaned over the side of the bucket and fell out, according to a Reading Eagle news report. He was flown to a nearby hospital, where he was pronounced dead a short time later. He died of head injuries suffered in the fall, officials said.

Oregon man killed in tree trimming fall

A former Beaverton, Oregon, teacher was killed Nov. 1, 2006, when he fell from a dead cottonwood tree he was trimming in West Linn, Ore., according to a report in The Oregonian newspaper.

Eric Martin Metzler, 46, of Beaverton, who formerly taught at the Beaverton Arts & Communication Magnet Academy, was cutting the top branches off a tree shortly before 11 a.m. when he fell an estimated 70 feet to the pavement below. Metzler was using a safety belt, but the tree trunk snapped off below him.

Metzler taught Japanese and English as a second language from August 2003 until this past June, when he resigned to return to school while operating a private tree-trimming service.

If you see tree care-related accident news, please share with us — we can all learn from other’s mistakes!

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Please circle 36 on Reader Service Card
Following Assistant Secretary Ed Foulke’s keynote address at EXPO, TCIA renewed its Alliance with the Occupational Safety and Health Administration (OSHA) to further safety and health for employees in the tree care industry. The Alliance, signed Nov. 10 at TCI EXPO in Baltimore, will focus on providing TCIA members and others in the industry with information, guidance and access to training resources with a particular focus on preventing exposure to tree removal, electrical, falls, and struck-by hazards.

“Employees in the tree care industry are often exposed to very dangerous hazards,” said OSHA Administrator Ed Foulke. “By working with industry leaders, we believe we can make positive strides in ensuring that employees in this important industry are armed with the tools they need to stay safe and at work.”

Added Cynthia Mills, TCIA president & CEO, “The Tree Care Industry Association strives to keep safety at the forefront of all our efforts, and our Alliance with OSHA reinforces that mission. We are committed to lowering the accident and fatality rate and TCIA is proud to form this relationship with OSHA.”

Through the Alliance, OSHA and TCIA will work together to develop information on the recognition and prevention of workplace hazards and communicate that information throughout the industry. Information will be shared among OSHA personnel and industry safety and health professionals regarding TCIA’s best practices or effective approaches, and then publicized through OSHA- or TCIA-developed materials, training programs, workshops, seminars and lectures.

The Alliance also provides opportunities for OSHA and TCIA professionals to speak, exhibit or appear at various conferences or other events, including TCI EXPO, Certified Treecare Safety Professional Workshops, Student Career Days and the Winter Management Conference. Both organizations will also develop and disseminate case studies illustrating the business value of safety and health.

Employers are responsible for providing a safe and healthful workplace for their employees. OSHA’s role is to assure the safety and health of America’s workers by setting and enforcing standards; providing training, outreach, and education; establishing partnerships; and encouraging continual process improvement in workplace safety and health. For more information, visit www.osha.gov.
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So many changes (for the better) over the years

By Tom Golon

While walking around the recent TCI Expo in Baltimore a few weeks ago, looking at the exhibits, talking to old and new friends, I couldn’t help but think about how far our industry and our association have come. Our company, Wonderland Tree Care, joined TCIA (NAA) in the early ’80s and the growth I have seen in the association over these many years is gratifying. Not only has our membership increased, but the caliber of our members as dedicated professionals has contributed greatly to foster the reputation of the tree care industry.

It has been a privilege to serve as Chairman of this association. I have to give a word of thanks to Jon Hickey of Lehman Plant Care in Hicksville, N.Y. While looking around to see what’s new. Here, there are self-propelled log grapples that you wheel into a backyard and grapples that you wheel into a backyard and changing to tree climbing equipment where manufacturers have thought about every potential safety hazard. There are new computer systems that give companies so many opportunities to organize and market their business. We have seen changes to chippers and stump grinders that are making our work safer and more productive. We have seen changes to chippers and stump grinders that are making our work safer and more productive.

At Expo, one of the things I enjoy is looking around to see what’s new. Here, change is dramatic. Small devices are now available to make work safer and more productive. There are self-propelled log grapples that you wheel into a backyard and changes to tree climbing equipment where manufacturers have thought about every potential safety hazard. There are new computer systems that give companies so many opportunities to organize and market their business. We have seen changes to chippers and stump grinders that are making our work environment safer and more productive.

Our attitudes toward safety and regulations have changed, too. In the past, a presentation from an OSHA official might not have generated much interest. This has changed. In Baltimore, I was very impressed with the attendance at a session featuring Edwin G. Foulke, Jr., Assistant Secretary of Labor for OSHA. Foulke and others at OSHA have been instrumental in giving TCIA the opportunity to work with them, rather than just sitting on the sidelines, to protect employees. In his talk, Foulke spoke to the association about OSHA and thanked us for the partnership we have developed in creating a safer environment in the tree care industry.

Another welcome change that I noticed at the Baltimore Expo was the large number of multi-cultural attendees and the several seminars geared toward working with these attendees, as well as a seminar to assist them in succeeding in an American culture. TCIA is at the forefront of providing training to ALL of your employees.

When I first became involved with TCIA, I hesitated to participate on committees and the board because of the time commitment. However, my involvement worked to my advantage in meeting so many people and making so many friendships. Every board meeting and every member interaction was personally gratifying in that they helped me become more efficient and gave me the ability to grow my business. If anyone wants to grow their business and prosper, becoming active in task forces on the board is a great step in the right direction. I encourage everyone to become more involved in TCIA.

I am grateful for the many, many people I have met and become friends with through my membership in TCIA. Knowing that these friends are available as sounding boards for ideas and problems is invaluable. Many of these business acquaintances have turned into lifelong personal friends. I’d be remiss if I didn’t mention a few people in particular – Tim Harris from Wisconsin and Mark Tobin from Boston have become friends to me, my family and my business. Tim is always available to answer a question of mine or just listen to me ramble – one sign of a real friend. He was a great partner on the TCIA Board. I can say with confidence that because of Tim’s sage advice and dedication to TCIA, the association is in a better place. He wants every member to be completely satisfied with their membership - no matter the size of their company. This made Tim extremely effective as Chairman of the Board.

Mark Tobin is an incredible person who works extremely hard at bringing out the best in people, whether at work or on the golf course. Many people don’t know how much personal time Mark put into the association when we were minus an executive director back in the ’90s. He made weekly visits to the NAA office, worked hard with the staff and helped the association through some tough times. I would like to thank the Association for creating experiences like TCI Expo and the Winter management Conference that bring people together to make great friends, as I did with Tim, Mark and so many other people.

The industry owes a great deal to Greg Daniels, too, president of Bartlett Tree Expert Company. While serving with Greg I found him to be very focused on TCIA and sincerely generous with his advice and in sharing what the Bartlett company has learned at their lab with the rest of the industry.

A relatively new friendship that I have been fortunate to make is with Cynthia Mills. I owe Cynthia a debt of gratitude for her leadership in the transformation of our industry, and for the help she has given me and the rest of the board. She is always generous with her praise of both the staff and the Board, and always gives
Your Voice in Washington

The "Advancing Arboriculture Award" is given to a governmental agency, institution or green industry partner that has worked to advance legislation, regulation or practices favorable to the tree care industry.

Our 2006 honoree works in one of the most significant issues for the tree care industry at this time: immigration reform. John Meredith is Vice President of Government Relations for The Federation of Employers and Workers of America (FEWA), a non-profit association created to assist employers and workers in service industries such as tree care, landscaping, construction and hospitality.

In 2004-2005, he led the H-2B Workforce Coalition, of which TCIA was a member, in its successful effort to enact legislation that provided temporary relief to small business employers. The relief was needed after an unannounced shutdown of that program by the Department of Homeland Security early in 2005. John is also the former director of legislative relations for American Nursery and Landscape Association (ANLA), an organization which TCIA partnered with as we launched our first Legislative Conference in Washington, D.C., last July. John was very responsive and helpful to TCIA during this time. He is a well respected advocate for the green industry who, for the last six months, has been working closely and cooperatively on labor issues with TCIA's lobbyist, Josh Ulman. He is currently working with TCIA on a long-term solution for the H-2B program.
My love for motorcycles and trees has helped the "White Oak" custom Harley motorcycle go from a dream to a theme to reality. It has leaves for spokes and acorns, oak leaves, trees, rope, chain saw chain and climbing hands airbrushed throughout the pearl white painted background. You don't easily see the graphics unless you look for them.

I built the custom cycle from the ground up and designed and painted it like no other bike you've seen. For a year, I tossed around ideas and collected research for the tree theme bike as I watched programs such as Orange County Chopper and Biker Build-Off. I felt if I didn't build it now, I probably never would. It was six months from the day I brought the frame home until the day I fired it up.

The white oak tree is ghost painted onto the pearl white gas tank along with the words, "Climb it."

The taillights are oak leaves and the turn signals are acorns inset into the fender.

With lots of help from my "master mechanic" Bob "Rebel" Repp, the motorcycle started to take shape. Local help was found. A&P Tool cut out the unique white oak leaves that are reverse cut-outs of billet aluminum. The leaves and acorns floating throughout are ghost painted onto the pearl white background. A rope design is running down the frame and detailed climbing hands in front of the tank were wire cut to resemble climbing a rope. On the gas tank is a tree with the words, "Climb it."

On the breather is a line from my favorite band, "Widespread Panic." It says, "Tree Top (my nickname), I’m higher than you’ll ever be."

The taillights are oak leaves and the turn signals are acorns inset into the fender. On the 1981 shovel-head Harley-Davidson engine, the acorn nuts have been gold plated. Of course, I had to go with an old-school Springer front end with gold detail.

Beach cruising handlebars were used to keep it low and flow. It has an open 3-inch belt primary drive along with an old-school chain drive and 250 rear tire.

White Oak has has leaves for spokes. The leaves and acorns floating throughout are ghost painted onto the pearl white background. A rope design is running down the frame and detailed climbing hands in front of the tank were wire cut to resemble climbing a rope.

Next year, Jenny Collins says she's designing a red oak for her own ride.

Chuck Collins, of Bryan, Ohio, is an ISA certified arborist who has owned his own tree care service for 20 years. His wife, Jenny Collins, is a certified arborist and the Bryan City municipal arborist.
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