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TCI to eliminate this possibility. To be taken advantage of during these times. Part of our job is to communicate well as companies and stand prioritization of damage when their damage is what’s on their minds. It’s so easy for consumers to be patients with tree work on their own; of hiring TCIA member companies; of making sure that the consumers relations advocates on everyone’s behalf.

We saw utility tree care company members’ trucks rolling into the state and had members calling TCIA and other tree care companies asking if they needed back-up to help with the volume. We even had members from across the country checking on the TCIA staff. Now that’s the TCIA family we all count on – Thank you!

Our staff members come from two hours north of Manchester in the mountains; west from small towns; east toward the coast; and south into Massachusetts and the Massachusetts coast. Many of them did not have power for days, and TCIA became a warming station for some. We’re sorry that we weren’t able to serve you on Friday, December 12, but the TCIA office was totally down.

Our crisis management plan came in handy. It’s something you might want to take a look at for your own businesses. While we have back-ups off site, plans to handle fires, messages to put on phones for staff and members when bad weather hits, etc., when all data, phone and power go down, it’s pretty hard to communicate or function.

Fortunately, we also have a cell phone tree. All staff members provide their cell numbers, which everyone has a printed copy of – an important point. If everything is on computers, and you can’t get to your information, it’s hard to execute a crisis plan. Written plans are important and having them easily accessible is critical. I call the management team and they fan out with calls to all of their team members. We not only communicate whether or not the office is open, but we also check up to see that everyone is OK and offer help to each other.

Clearly, our industry is a key component of crisis management plans throughout our nation when storms of all types hit, and our members are often at their best during these particularly dangerous times. We saw utility tree care company members represented on television – and doing so very well.

Residents/commercial members were interviewed by reporters for local papers, and again, were good will ambassadors calling TCIA and other tree care companies asking if they needed back-up to help with the volume.

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While no one wants to take advantage of a difficult time for many people, these events do get the attention of the broader community of consumers. It’s our opportunity to talk about avoiding the dangers of doing tree work on your own; of hiring TCIA member companies; of making sure that the companies provide documented insurance coverage; and of talking about how important safety is when removing trees from clients’ property. Home owners are stressed out at times like these, patience runs low, and they want the trees off their houses and their yards cleaned up. It’s hard for customers to understand prioritization of damage when their damage is what’s on their minds. It’s so easy for consumers to be taken advantage of during these times. Part of our job is to communicate well as companies and TCIA to eliminate this possibility.

While it will be weeks before everything is cleaned up here, TCIA is very grateful for the expertise you are using to help everyone here in the state in which your trade association’s services originate. Thank you for being a good example to consumers for quality and safe tree work and for the long days that your crews have been putting in.

Our personal experience with your good work just makes us want to work for you that much harder in this New Year!

Cynthia Mills, CAE, CMC Publisher

TCI’s mission is to engage and enlighten readers with the latest industry news and information on regulations, standards, practices, safety, innovations, products and equipment. We strive to serve as the definitive resource for commercial, residential, municipal and utility arborists, as well as for others involved in the care and maintenance of trees. The official publication of the non-profit Tree Care Industry Association, we vow to sustain the same uncompromising standards of excellence as our members in the field, who adhere to the highest professional practices worldwide.
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ON THE COVER: Judges keeping their eyes out for arborist skills at the Student Career Days skills competition at Mitchell Park Horticultural Conservatory, “The Domes,” during TCI EXPO in Milwaukee were, from left, Joseph Bones, Bartlett Tree Experts; Marty Pingel, Wright Tree Service; and Jim Lorrigan, also with Wright. All three judges are CTSPs.
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The practice of arboriculture, unfortunately, remains one of the most treacherous occupations you can engage in today. On television there are popular shows that glorify dangerous and deadly occupations such as commercial fishing, logging and tree work. They are admittedly entertaining, but take away the dramatic music and manufactured storylines and it boils down to this – people’s lives are at risk doing these jobs.

Accidents are going to happen in this line of work, but the experienced arborist possesses an impressive skill set and has the ability to improve the odds in avoiding injury or death by promoting safe work practices. Dennis Ryan, Ph.D., chair of the Accredited Standards Committee (ASC) on Safety in Tree Trimming Operations Z133, warns that we should be especially vigilant in this economy.

“Few states have licensing or regulations in place that require people engaged in tree work to have more than a chain saw, aluminum ladder and a pickup truck. Landscapers who primarily focus on mowing lawns and shrub pruning will be asked by customers to do some tree work, and they usually agree to do it without knowing all the risks,” says Ryan.

Many of us have been to training sessions filled with impressively bloody stories where an unsuspecting arborist was dealt death, many times avoidable. All the committee members who were interviewed for this article agreed that the number of people doing tree work who are unaware of the ANSI Z 133.1-2006 standards is shocking, “and that’s where it hits the fan,” says Ryan. He goes on to say that, “insurance and workers’ compensation rates are a key factor. Insurance providers should, and in fact already do, take a serious look at requiring training for companies performing tree work.”

The resources are already available to enact the necessary change. Do we lack the ambition to implement change or does the system work against the industry? Safety, ultimately, starts with the company owners and CEOs. Ryan, states that “the responsibility starts at the top, leading by example.”

Developing a culture of safety industry wide requires everyone from the newest ground worker to the most seasoned production climbers at large tree care operations to follow that example. We all share the responsibility for understanding the issues, participating in the process, and giving all of us a better chance of returning home each night safe and sound. This is where the ASC Z133 committee and your participation can make a difference now.

The ASC is responsible for developing and submitting the standards for our industry, the Z 133.1, to the American National Standard Institute (ANSI) for approval. The “ANSI Z 133.1-2006, American National Standard for Tree Care Operations–Safety Requirements” is published by the International Society of Arboriculture, who serves as Secretariat for the ASC Z 133.1. The proceeds that are made from the sale of the Z goes directly to paying publishing costs, providing meeting rooms and lunch for the committee, staff time related to the Z 133.1, and the dues and audit fees, which are paid annually to ANSI.

Committee members are selected from a broad spectrum of groups affected by the standard, such as utilities, commercial and residential tree care companies, trade associations, equipment manufacturers and academics. Some of the organizations you may not be aware of that serve are government agencies, insurance carriers and labor groups. There are also concerned individuals and non-voting liaisons that either serve on the committee or contribute regularly to the process. All of these people serve on a volunteer basis, pay their own expenses for travel and lodging at meetings, and donate countless hours to our industry.

The question remains, why is there such a lack of interest from arborists in being involved with developing the safety standards in the industry?

Making changes
ANSI recently audited the ASC Z 133, as they do every five years, and looked at the way they conduct meetings and how committees are formed. The ASC also looked at itself for ways to increase productivity, balance the membership and bring arborists with new ideas into the fold.
Overcoming misconceptions

There is a common misconception that the Z 133.1 has the potential to retard innovation and make us less productive arborists. Peter Gerstenberger, senior advisor for safety, compliance and standards for TCIA, eloquently stated that, “the Z does not retard innovation, it tempers it.”

When asked his opinion, Tom Dunlap, who serves as an individual member of the ASC with voting rights, spoke about the checks and balances that are in place to accept and review innovative equipment and techniques thoroughly before they are put into the standard. “The committee has many knowledgeable people on board now from a diverse base and wants our industry into the standard. “The committee has many knowledgeable people on board now from a diverse base and wants our industry to get involved with the committee.

Another fallacy is that the committee is composed of a bunch of grey haired men who haven’t put on a saddle in decades. Not true. There are a number of committee members who are production climbers and more who climb or chip brush regularly. Steve Chisholm is an active arborist who serves on the ASC and knows the value of allowing arborists to have the flexibility to make judgment calls based on sound decisions and experience: “There is no way to figure out a rule for every situation, that is where professionalism and experience comes in to the picture,” he says.

The Internet provides a rapid delivery system for research data worldwide. Arborists today have more resources now than ever before for quickly sharing new ideas and techniques, from a multitude of forums dedicated to arboriculture to sharing videos instantly. But, can the ASC act and react fast enough to keep pace with all of the new climbing systems and techniques evolving now? Gerstenberger says, “We do an admirable job, but need to establish a broader web of participation.”

A note on insurance

Many insurance companies now quote lower insurance premiums, including workers’ compensation, for TCIA accredited companies. This is because Accreditation requires them to have a formal, documented training program for employees. These insurance companies recognize that accredited tree care companies have better loss experiences.
tions were available online and advertised in several industry publications. Sharon Lily, director of educational goods and services at ISA, set some great goals for the ASC: to get in compliance with ANSI, to make the committee open, diverse and fair, and to get participation from more people. “They expected to be inundated with applications and actually received very few,” Lilly says, adding, “I have received no recommendations to the ASC for changes or amendments since taking on the role of Secretariat, and the only time that comments really come in are just after the draft standards come out.”

The form for submitting comments is located on the last page of the Standard and is easy to fill out. Dennis Ryan encourages arborists to “…write a letter. Every single letter is viewed and responded to. The appropriate Task Group receives the letter and drafts a response that is voted on by the entire committee. You will receive a response from the ASC after its next scheduled meeting, which happen twice a year.”

A major advantage the Z has over any OSHA document is that it is revised every five years by people active in the field. ...

It is critical for individual arborists to step forward and play an important role in the development of the standards.

An individual can be on a Task Group without being on the formal committee. You can also become an “interested party” or non-voting member by contacting the ISA or the committee. You will receive e-mails to keep you current with issues the committee is addressing.

Peter Gerstenberger, who serves on the ASC as the designated alternate for TCIA and has been affiliated with the committee for 23 years, says, “There is a need for more input from the commercial arborist sector.” This was echoed many times during interviews with various ASC members.

Ryan mentioned the Aerial Lift Task Group as an example: “Joe Tommasi (CTSP and safety manager with Davey Tree Expert Company) has three members of the committee in his Task Group. I know there are a lot of companies out there using bucket trucks who are familiar with the issues associated with their operations and the Z, and who could be a valuable asset to the group.”

According to Ryan and Lilly, the committee has appointed the Task Group chairs, who have been charged with looking at their areas and filling the groups with people who have expertise in those areas to participate in the process. Historically these sub groups were made up primarily of the formal committee members. If arborists answer the new call for participa-
tion from the field, the knowledge base and ability of the groups to make informed decisions should broaden. Arborists can contact the committee or individual Task Group chairs to express their interest in joining the process.

Why should we act now? OSHA has announced an Advanced Notice of Proposed Rulemaking. This is the beginning of creating a standard specific to our industry, a very important issue for arborists. The entire process may take five to 10 years, and during that time OSHA will be researching our industry, gathering data and reviewing ways to include the Z133.1 into their standard. As you are aware, when OSHA authors a standard, it is carved in stone and difficult to make changes. Dr. Ryan’s goal is “to incorporate as much OSHA wording as we can live with into the Z for 2011.”

You can be a part of this process by finding a way to participate on the ASC. Another way to do that is become familiar with the Z and sharing those 54 pages with someone who hasn’t been exposed to them.

A major advantage the Z has over any OSHA document is that it is revised every five years by people active in the field. During this time, it is critical for individual arborists to step forward and play an important role in the development of the standards. You may be asked to participate in this process by answering questionnaires or assisting in other ways. Don’t miss the opportunity to help shape our industry for generations to come.

For more information on getting involved with the Accredited Standards Committee (ASC) on Safety in Tree Trimming Operations Z133, contact any of the committee members listed in the box on page 10, call TCIA at 1-800-733-2622, or visit www.tcia.org.

Keith Pancake is an ISA certified arborist, utility specialist and tree worker with Broad Oak Tree and Shrub Care in Peterborough, N.H., a TCIA accredited tree care company.
Safety is not something management does to or for employees. Management commitment to safety is necessary, but true safety excellence requires engagement from personnel throughout the organization, especially the hourly employees. Such engagement in safety benefits the employees as well as the organization. In fact, studies recognize that by focusing organizational effort to cultivate a culture of involvement and participation, zero injuries is achievable. However, safety must become a cooperative process where everyone participates to make the workplace safer. Every worker has something meaningful to contribute, and people will contribute if the climate is right.

Leadership Support

The day-to-day activities and behaviors of organizational leaders form the foundation of an organization’s safety culture. Managers at all levels of the organization need to exemplify a shared vision of safety excellence and demonstrate the leadership styles and practices needed to drive the desired culture change, including fostering a sense of employee ownership of safety.

The importance of management support and leadership to the overall safety culture cannot be over emphasized. Leaders must believe employee safety is a corporate value, one that should never be compromised. They must consistently demonstrate this value through their own practices, as well as through their formal decisions. When employees believe safety is indeed a shared organizational value, they contribute extra effort to safety improvement initiatives, and they are less likely to succumb to the natural and imposed pressure to circumvent safe work practices.

To increase the visibility of management support among the hourly employees, organizations should continue to emphasize their traditional initiatives, taking special care to ensure the efforts are communicated and understood by the employees. These may include providing quick follow-up and/or feedback to environmental hazards identified, redesigning ineffective safety training courses, and giving employees opportunities to express their safety concerns. Of course, any time employee input is sought, it is essential to have a process in place for providing prompt feedback and follow-up.

Leaders need to help employees feel they are doing worthwhile work and are therefore important. Too often, negative feedback can belittle one’s sense of importance, and that’s disastrous for voluntary participation. That’s why it’s critical to emphasize a person’s positive contributions to the workplace. When people believe their work is genuinely appreciated, they want to improve and do their best. They become self-motivated.

There’s probably no faster way to decrease employee involvement than to apply negative consequences in an attempt to correct behaviors, such as giving an individual an embarrassing reprimand for working at-risk or for not following a designated safety procedure. Punishment is detrimental to long-term participation and can turn individuals and an entire work culture against those doing the punishing. Use punishment as a last resort — only after you’ve tried the many other more positive and effective techniques.

Managers themselves may inadvertently contradict their true support for safety through their interpersonal interactions with employees. For example, it’s common for managers to overlook and fail to correct at-risk work practices they observe. While it may be easier to disregard “small” infractions, the unspoken message sent is that the at-risk behavior is acceptable, and in fact, short-cuts in general are tolerable, especially when they benefit production. Managers need to consider the variety of ways their own behavior can negatively influence others’ perceptions of their support for safety and avoid these all-too-common mistakes.

Because hourly employees are often far removed from the day-to-day decisions being made by management, their awareness of management’s consideration of safety issues may be limited. Without effective communications systems in place, many management decisions and actions supporting safety are never known or realized by employees. Conversely, the rationale for decisions which may not appear to take safety into account is not
understood. An extra effort should be made to “publicize” safety-related initiatives throughout the workforce. The employees need to be made aware of the improvement efforts being championed, and the rationale behind decisions made, in order for them to fully realize management’s commitment to improving safety.

When safety is not held as a value in the organization, proactive safety initiatives among hourly workers are rare. In these organizations, safety is not considered in the broader organizational decisions. Safety only gets addressed when there is an incident, such as an OSHA recordable, a union grievance, or a public revelation. Because the values of an organization drive the decisions leaders make to direct the actions of a company, employee involvement or engagement in safety requires that safety is among the corporate values. When safety is a corporate value, leaders integrate safety into all strategic and tactical decisions. Every decision can have an impact on safety. Thus safety should be considered in every corporate decision that impacts employees.

We also have to consider that some leaders simply do not know how to make safety a value. They may not have experienced this perspective in their careers or professional background. The major hurdle to motivating employees to become actively engaged. Safety systems and processes must be made to “publicize” safety-related initiatives throughout the workforce. The employees need to be made aware of the improvement efforts being championed, and the rationale behind decisions made, in order for them to fully realize management’s commitment to improving safety.

To encourage employee engagement in safety, the safety infrastructure must invite employees to become actively engaged. Safety systems and processes must be structured with opportunities for employee involvement and designed to facilitate a sense of ownership and personal control.

A Total Safety Culture can only be achieved with a systems approach, including balanced attention to all aspects of the corporate culture (Exhibit 1). Three basic domains, for example, need attention when designing and evaluating safety processes and when analyzing contributing factors of close calls and injuries:

1. Environment factors (such as equipment, tools, machines, housekeeping, engineering, management systems);  
2. Person factors (employees’ knowledge, skills, abilities, intelligence, motives, personality);  

Two of these categories involve human factors. Each of these generally receives less attention than the environment, largely because it is more difficult to obtain visible consequences of efforts to change the human factors. For example, changes in an environmental factor affect behaviors and attitudes. And behavior change usually results in some change in the environment.

When people choose to change their behavior, they adjust their attitudes and beliefs to be consistent with their actions. This change in attitude can influence more behavior change and then more attitude change – a spiraling, reciprocal interdependency between our outward actions and our inward feelings. This is how small changes in behavior and attitude can eventually lead to personal commitment and total involvement.

Some human-factor programs focus on behavior-based safety management, whereas others focus on attitudes (as in a person-based approach). A Total Safety Culture requires integrating both behavior-based and person-based approaches to understand and influence the human element of a corporate culture. This is called People-Based Safety.

The central themes of a Total Safety Culture through people-based safety (e.g., employee involvement, focus on the process of achieving safety, emphasis on behavior as part of the safety system) can serve as a standard or benchmark against which to measure and modify an organization’s safety management systems. These principles of psychology are applicable for creating safety management systems that motivate and support safe work practices. For example, in many organizations rewards or recognition for safety, targets reactive outcomes (i.e., injury rates) and the avoidance of failure. If employee incentive programs and/or supervisor performance evaluations are based primarily on injury rates, it is unreasonable to expect those employees to embrace an open injury-reporting system or to feel comfortable being observed when a risky behavior is possible.

Blaming a particular individual or group of individuals for an “accident” is not consistent with a proactive systems approach to safety. Instead, an injury or close call provides an opportunity to consider facts from all aspects of the system that could have contributed to the incident. Not only are there environment, person and behavior factors explored as potential contributors, but numerous historical factors are also considered. How common, for example, was the at-risk behavior? How many observed the at-risk behavior without intervening? And what aspects of operations and the management system supported that at-risk behavior.

For employees to willingly participate in incident reporting and analysis, a systems approach is necessary that supports a fact-finding perspective, a proactive stance, and an appreciation of continuous improvement. People need to talk openly about various environmental, behavioral, and personal factors, but this won’t happen if the goal of an incident analysis (often called an “accident investigation”) is to find a single reason (or “root cause”) for the “failure.”

Employees also need to be involved in the actual correction phase of the process. People will contribute more if they have a say in the outcome. Of course, management needs to approve and support the corrections recommended by the workforce. When you use their critical expertise, you’ll motivate more ownership and involvement in the entire process.

We can foster individuals’ sense of personal responsibility for safety by providing the systems to allow additional opportunities to improve safety and then providing recognition to support these efforts. In a Total Safety Culture, employees realize these opportunities take many forms. Reporting a near miss, correcting a hazard, reporting injuries, observing peers and giving feedback all offer employees a chance to help improve safety performance.
Holding people accountable for safety means helping them set reasonable safety goals for themselves, then providing them with the tools to achieve those goals. As employees begin to see improvements resulting from their efforts, they continue to develop additional commitment to safety and subsequent ownership over the safety process. Organizations serious about changing their safety culture should critically analyze each system to be certain it is aligned with Total Safety Culture principles.

Finally, it should be acknowledged that many hourly employees are simply not in the position to have the systems perspective necessary to understand and appreciate those decisions which do not appear to support safety. Though more effective communication and sound management practices will help, these individuals may never fully appreciate the degree of support their management has for safety.

Behavior-Based

It’s important to realize that individual behavior is governed by the consequences that follow it. To sustain employee involvement in safety activities, employees must feel the effort is worthwhile, recognized and appreciated. Formal and informal efforts must be made to support active engagement in safety improvement efforts.

The ABC Model (Exhibit 2) is a basic tenet of understanding the behavior-based and people-based approach to safety. “A” stands for “activator,” which may be a condition or event that “directs” the “behavior” (B). “C” stands for “consequence,” which is something that results from our behavior and “motivates” us. We do what we do either to enjoy a positive consequence or to avoid a negative consequence. We stop doing what we’re doing when our behavior results in immediate positive consequences or to avoid a negative consequence. Both consequences are significant with regard to behavioral impact. The difference is in the accompanying attitude or feeling state. When feelings or attitudes are considered, people-based safety is implicated.

Everyone realizes that injuries will be reduced substantially if people are motivated to work more safely over the long term. However, asking people to actively care for their health and safety means they give up a very powerful immediate positive consequence – the ease, speed or comfort that often comes from taking risks. In return for this extra effort, safety leaders promise a bigger reward of no personal injury and lessen the chances of a co-worker getting hurt. Unfortunately, this delayed reward might not seem credible because who knows when or if the payoff might occur?

Most employees don’t expect to get hurt on the job and many don’t see how their behavior can put others at risk. Our past experience tells us we can do the risky behavior and get away with it. So employees need to develop an internal script (or belief system) to keep them doing the desirable behaviors. Recognizing people’s involvement in safety will facilitate more learning and positive motivation than criticizing people’s risky behaviors and/or lack of involvement in safety.

People-Based

As stated previously, individual behavior is governed by the consequences that follow it, and one of the most influential consequences is peer acceptance and support. Therefore, unless the organizational culture promotes and encourages an actively caring environment, even well-intentioned, caring individuals may pass up opportunities to intervene on behalf of another’s safety.

For improved safety performance, an organization’s safety culture must promote a sense of shared responsibility for safety through genuine empowerment. When people feel as though they have influence, are important, and are part of something larger (i.e., they are truly empowered), and they are more likely to put forth the “discretionary effort” needed for the success of any safety improvement initiative. Research indicates people are more likely to help others (or emit discretionary behavior) when they have relatively high levels of self-esteem, self-efficacy, personal control, optimism and a sense of belonging (Exhibit 3). These factors reflect how we feel about ourselves, our peers and our organizations, and influence how likely we are to go beyond the call of duty for the safety of others.

Personal control reflects the belief that we can influence or control our own lives. When we feel in control, we feel responsible for and able to influence what goes on around us. Personal control explains the difference between having responsibility and feeling responsible. To increase personal control, organizations need to create opportunities for employees to manage safety efforts and initiatives. Using advice from employees to make changes for safety and giving behavior-based feedback to increase competence will also increase personal control.

Optimism is the expectation that good things will happen in the future. To increase optimism, provide expectations rather than mandates and always respond quickly and effectively to people’s concerns. Providing surprise rewards for exceptional performance will also increase optimism.

Belonging reflects our desire to be liked and accepted by others. It is a feeling of being connected to the people we work with, who make up our team. There is a lot of power in feeling “I belong to a team.” When we feel connected with those around us, we’re more likely to go out of our way on behalf of our safety. To increase belonging, set team goals and provide...
Because these factors change from situation to situation, we call them states not traits. States can be built and nurtured in others to increase the likelihood they will actively care. That is, they fluctuate over time, largely as a result of our interactions with others and the organizational environment, rather than being permanent characteristics of our personalities. To help others become more involved and actively care for safety, we must work to increase each of these five factors in ourselves and in those around us. Practices and policies within an organization can serve to either build or destroy these states within its members.

Actively Caring requires a series of decisions. First, we must be able to recognize hazards or risky behavior and decide it is worth some effort to improve. Next, we must recognize we have the ability to make a difference. Then, several options may be available on how to intervene and we must decide how best to help.

However, recognizing the need and knowing what should be done is not enough. Many people still do not take action even after knowing what they should do. There are many obstacles or barriers to Actively Caring. Some of us question whether the hazard is severe enough to warrant action, we may question our ability to determine the most appropriate intervention, or we may fear the person at-risk will not appreciate our feedback and see it as an unwelcome intrusion. Therefore, it takes a feeling of personal responsibility and real courage to actively care, especially when the situation is not extremely risky or if the most appropriate intervention is not clear. Recognizing the courage it takes and showing appreciation when it occurs will ultimately increase the level of actively caring throughout the organization.

Summary
Leaders contribute to a culture of safety excellence foremost by demonstrating that safety is a value to themselves and to the company. Leaders then assure the right conditions and systems are in place to both allow employees to perform their jobs safely and also to participate in safety improvement initiatives.

Employees contribute to a culture of safety excellence by being actively engaged in the safety improvement process. They can only do this if the culture allows them to feel positive about themselves, their coworkers, and their organization. They believe they can make a difference and are willing to go beyond their normal job to make a difference. Finally employees then behave in ways that enhance the safety of themselves and others. This includes behaving safely on the job and also actively influencing the behavior of their peers and supervisors through Actively Caring.

Anne R. French, Ph.D., is a senior partner with Safety Performance Solutions, Inc., a safety consulting firm specializing in the customization and application of strategies and tools in behavior-based safety and people-based safety for organizations of all kinds. She will be helping companies create a culture of safety at Winter Management Conference in the Bahamas in February.

In with the NEW...

New from Bishop Company, two lanyards with traditional roots and high tech updates. First, both lanyards are constructed of New England Ropes premium 11.5mm Tachyon™ climbing line. The Flexform™ Core Technology and the bright visible colors make Tachyon™ perfect for these products. Second, the sewn eye splicing method has been utilized to produce a quality product with controlled cost. The sewn eye technology has also been widely used in Europe for years and passes the same strength testing as hand spliced products.

4061K
8' two-in-one w/ prusik
$65.67

Floating Prusik Lanyard
7 Floating Prusik Lanyard
$45.63

Two-in-one Safety Lanyard

Offer expires March 31, 2009.

3 easy ways to order this product or other arborist supplies: Call 800.421.4833 | Email sales@bishco.com | Online bishco.com
Jarraff cab receives safety standard certifications

Jarraff Industries recently received ROPS (rollover protective structures), FOPS (falling object protective structures) and OPS (operator protective structures) certifications for the cab of the Jarraff All-Terrain Tree Trimmer. According to Jarraff CEO Heidi Boyum, the certifications put the Jarraff All-Terrain Tree Trimmer into a class by itself.

“Our goal is to make the Jarraff the safest all-terrain tree trimmer on the market. With these safety standard certifications, we’ve made a giant step in that direction,” said Boyum.

In addition to being fully ROPS, FOPS and OPS certified, the Jarraff’s cab is completely enclosed, providing protection from the elements and added safety. Full-panel, tinted lexan windows prevent distortion and provide a clear view of operations. The unit provides the operator a dynamic field of operation, offering a 360-degree range of motion, 40-degree lateral tilt and 75-foot cutting height. With a heating and air conditioning option, the All-Terrain Tree Trimmer adds safety to every job because workers never leave the ground.

Doggett Machinery to serve Morbark needs in Louisiana

Morbark, Inc. awarded Doggett Machinery Services, Inc. an exclusive dealership to serve the state of Louisiana. Doggett Machinery Services consists of eleven construction and forestry equipment dealers located across the southeastern United States. Doggett will be adding Morbark equipment to its current line of John Deere, Hitachi, Timberjack, Sakai and Terex Roadbuilding products. Doggett’s Louisiana sales and service locations are Baton Rouge, Alexandria, Broussard, Covington, Monroe, Shreveport, Sulphur and Kenner.

Robert Bartlett receives PA Horticultural Society award

Robert A. Bartlett, Jr., chairman and CEO of Bartlett Tree Experts, was presented the Pennsylvania Horticultural Society’s 2008 Distinguished Achievement Medal during the group’s annual meeting November 11, 2008. The award is presented each year to an individual from the Greater Philadelphia area who has made outstanding contributions to the field of horticulture and has had a positive impact on PHS programs and activities.

“Bartlett has devoted his professional career to arboriculture,” the PHS said in announcing the award. Founded in 1907, the company has expanded operations in the U.S., Canada, the United Kingdom and Ireland. “He is committed to educating students, professionals and the public about proper tree and shrub care, and has encouraged his staff to speak to community groups and garden clubs, conduct seminars for professionals, and consult with municipalities and educational institutions.”

“Robert has developed a company that provides the highest quality tree maintenance practices, backed up by excellent research,” said PHS president Jane Pepper. “We are most fortunate to have had Bartlett Tree Experts as one of PHS’ important partners over a long period of time.”

Bartlett and his wife, Kate, are avid gardeners who have shown an extraordinary commitment to the Philadelphia Flower Show and PHS. The F.A. Bartlett Tree Expert Co. has provided information for millions of show visitors, and sponsors a day for professionals at the flower show each year. Bartlett’s support for Philadelphia Green has provided assistance for tree plantings throughout the city.

SavATree merges with Holbrook Tree Service

SavATree announced a merger with Yarmouthport, Mass.-based Holbrook Tree Service, making SavATree the largest tree
Holbrook Tree Service has been providing tree care since 1971. John Holbrook, former owner, stated, “My motto has always been ‘good clean tree work’ and the fit for my customers was upper most in my mind. We chose to join forces with SavATree because of their ‘customer centric culture’ and arboricultural excellence.”

John Holbrook and his staff will continue as part of SavATree’s Cape Cod team.

**New hybrid orchid to memorialize Valley Crest’s Sperber**

Stuart J. Sperber, co-founder of Valley Crest Tree Company, has been memorialized with a new hybrid orchid thanks to Dave Teuschler, Valley Crest Tree Company, Specimen Division, who shared a passion for orchids with Stuart before he passed away in 2007.

In the past year, Teuschler and colleagues George Hatfield of Hatfield Orchids, and Andy Easton of New Horizon Orchids, have been searching for the perfect hybrid cymbidium to forever represent Stuart Sperber. Cymbidiums are a popular orchid derived from the Greek word “kum-bos” meaning “boat,” referring to the central petal lip that is somewhat boat-shaped, which gives the flower its name.

Cymbidiums thrive in tropical as well as temperate climates, such as California, where they do not require a greenhouse, just shaded sunlight. Flowers on these plants bloom once a year in the winter, but cross-pollinated seedlings require three to four years to finally bloom.

The seedlings, a cross between Fitzroy Avenue ‘Hatfields’ and Crisp Carrot ‘Hatfields,’ managed and grown by George Hatfield, began to bloom in late November. Among the seedlings to blossom in the cross, the finest bloomed a vibrant orange and green with a deep red lip. This seedling was the deciding factor to name all identically crossed seedlings cymbidium memoria Stuart Sperber. Recalling the moment, Teuschler said, “When this flower opened, we knew it was just right.”

The cross has been registered with the Royal Horticultural Society in England, which operates the International Registration Authority for Orchid Hybrids.

**Send Cutting Edge News items to:**
Don Staruk at staruk@tcia.org

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Earmark self-contained radio headset

In the tree care industry, nothing is more important than worker safety, and nothing is more important for worker safety than effective communications in a high-noise, hazardous environment. Earmark’s newest line of self-contained radio headsets, the ValComm 900, has a noise reduction ratio of 26. With a specially engineered noise-canceling microphone, the ValComm 900 allows tree-cutting teams to stay in constant communication over the noise of machinery and equipment. Users have their choice of hands-free or push-to-talk, full duplex pairs, or large groups with a small base station in push-to-talk only mode. The headset can be mounted on virtually any safety helmet or hardhat or used as a traditional headset. For a free trial or further information, contact Earmark via 1-888-EAR-

TopSaw 8-in-1 Pocket Wrench

TopSaw’s Pocket Wrench is a hand tool that has eight tools in it to allow the user to work on any brand chain saw in the field. The tool easily fits in your pocket or in an included sheath (4 ½-inches long) and contains a large screwdriver for bar adjustment, a T27 Torx for all bolts on most saws, a 4mm Allen wrench for all other saws, a small screwdriver (for fuel and bar oil adjustment), and has a 13mm (½-inch) socket that will fit a bar nut on most half- or full-wrap handle chain saws. The other end of the tool has a 19mm deep socket for the spark plug on all other saws and a bar nut on Stihl saws, and can be reversed to a 10mm socket. Additionally it can be used as a file handle. Patent Pending. Contact TopSaw at jonathan@topsaw.com or via www.topsaw.com.

Please circle 191 on Reader Service Card

Morbark debris shears

Morbark now offers two models of debris shears, the Model 60 and the Model 40. The Model 60 is rated for a carrier with a weight classification between 55,000 and 80,000 pounds, handles wood up to 60 inches in diameter and can split and shear material both in and out of the ground. The weld-on tips and blades are replaceable, making maintenance quick and easy. The more compact Model 40 is also equipped with a replaceable blade and tips, and rated for 30,000 to 50,000 pound carriers. This shear is operated from existing carrier hydraulic circuitry and no additional hydraulics are necessary. Utilizing a debris shear effectively reduces the size of large-diameter stumps and logs being fed into your grinder, which increases productivity. Contact Morbark at 1-800-831-0042 or via www.morbark.com.

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FAE PT-200 tool carrier

FAE USA’s new the PT-200 tool carrier, a smaller version of the PT-400, combines power and functionality for site-prep and right-of-way and property clearing and maintenance. Its 180 hp engine and track options allow the PT-200 to traverse the most difficult terrain from steep slopes to swampy areas that demand excellent traction and low ground pressure. Outfitting this unit with an FAE mulching attachment allows the unit to grind, shred and mulch wooden material up to 12-inch in diameter, which makes it an excellent tool for removing unwanted undergrowth, invasive species of vegetation or even thinning and clear-cut applications. Contact FAE at 1-877-FAEUSA-1 (800-323-8721) or via www.faeusa.com.

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Send your Cutting Edge Product information to: Don Staruk at staruk@tcia.org
Parker Hannifin hose cleaning

Parker Hannifin Corporation’s new Ultra Clean hose cleaning kits employ an air-powered launcher to fire projectiles through hydraulic hose assemblies to remove contaminants after the hose has been cut. The Standard Ultra Clean Kit (TH6-10-9L-2), ideal for production hose/tube shops and mobile fabricators, tackles ¼-inch through 2-inch hose, tube or pipe. The Economy Ultra Clean Kit (TH6-10-EL-7) is capable of cleaning ¼-inch through 1 ¼-inch hose, tube or pipe. Both launchers require a ½-inch inside diameter air hose and an operating pressure between 80 psi (5.5 Bar) minimum and 110 psi (7.5 Bar) maximum. A variety of projectiles are available from Parker for use with different types and sizes of hose, as well as coupling configurations. Contact Parker Catalog Services at 1-800-C-PARKER (272-7537) or via www.parkerhose.com.

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The Original Rainwater Pillow

The Original Rainwater Pillow is a horizontal rainwater collection system designed to be stored in your crawl space or under a deck or porch. Rainwater is collected from your downspouts, filtered then stored in the pillow. Pillow sizes from 1,000 to 40,000 gallons. Complete kit contains filters, pillow, pump, remote control and all fitting for an easy installation. This is a fully automated system – just push the remote control button and the water comes out of the hose. It is also a perfect application for drip irrigation or a traditional sprinkler system. Water can be used for all non-potable uses. Pillows are made from the same material the military has been using for years to transport fuel – tough and durable! Contact Rainwater Collection Solutions, Inc. at (770) 853-9918 or via www.rainwaterpillow.com.

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Industry Almanac

Events & Seminars

January 4-6, 2009
Western Nursery & Landscape Assoc. Meeting/Trade Show
Overland Park Convention Center, Overland Park, KS
Contact: 1-888-233-1876; www.WNLA.org

January 7-9, 2009
2009 CSRA Tree, Ornamental and Turf Seminar
Julian Smith Casino, Augusta, GA
Contact: (770) 554-3735; (770) 652-9006; www.georgiaarboretist.net

January 7-9, 2009
Minnesota Green Expo
Minneapolis, MN
Contact: www.minnesotagreenexpo.com; 1-888-886-6652; Larsen@MNLA.org

January 7-9, 2009
2009 Empire State Green Industry Show
Rochester Riverside Convention Center, Rochester, NY
Contact: NYSTA (518) 783-1322; www.nysta.org

January 8-February 4, 2009
The Soul of the Plant photography exhibit
David Schwartz Tree Care
BankRI Gallery, Pitmans Head branch, Providence, RI
Contact: www.ivoryhalo.com; www.bankri.com

January 9-11, 2009
Georgia Arbor. Assoc. 2009 Tree Climbing Championship
Lake Olmstead Park, Augusta, GA
Contact: (770) 554-3735; www.georgiaarboretist.net

January 10-11, 2009
16-hour Rope Splicing Class
Weare, NH
Contact: Octavious Benton, (336) 210-1535

January 13, 2009
Electrical Hazard Awareness Training (EHAP)
Tba, MI
Contact: MGIA (248) 646-4992, www.landscape.org

January 14 & 15, 2009*
Certified Treecare Safety Professional-CTSP Workshop
Mauget facility
Arcadia, CA
Contact: 1-800-733-2622; www.tcia.org

January 14-15, 2009
MD Arborist Assoc. Winter Recertification Seminars
Turf Valley Resort & Conf. Ctr., Ellicott City, MD
Contact: (410) 321-8082; www.mdarborist.com

January 15, 2009
Taking the Next Step Toward Success!
Bingham Farms, MI
Contact: MGIA (248) 646-4992, www.landscape.org

January 19-23, 2009
Advanced Landscape Plant IPM PHC Short Course
University of Maryland, College Park, MD
Contact: akeoimam@umd.edu
www. roupplab.umd.edu/conferences/AdvLandscape/

January 21, 2009*
Connecticut Tree Protective Assoc. Annual Meeting
Plantsville, CT
Contact: www.CTPA.org; cmdonnelly@aol.com

January 25-30, 2009
2009 Mid-Atlantic Horticulture Short Course
The Founders Inn, Virginia Beach, VA
Contact: mahsc.org; (757) 523-4734

January 26-27, 2009*
44th Annual PennDel Shade Tree Symposium
Lancaster Host Resort, Lancaster, PA
Contact: www.penndelisa.org

January 28-29, 2009*
Certified Treecare Safety Professional-CTSP Workshop
In conjunction with PennDel, Lancaster, PA
Contact: 1-800-733-2622; www.tcia.org

January 28, 2009
MDA Updates: Meet the Pesticide Police
Bingham Farms, MI
Contact: MGIA (248) 646-4992, www.landscape.org

Jan 29-30, 2009
23rd Annual Think Trees Conference
Albuquerque Marriott Pyramid North, Albuquerque, NM
Contact: jyviers@nmsu.edu; (505) 243-1386; www.thinktreesnm.org

February 1-3, 2009
Wisconsin Arborist Association Annual Conference
Green Bay, WI
Contact: Josh DePouw www.waa-isa.org

February 4-5, 2009
Certified Treecare Safety Professional-CTSP Workshop
In conjunction with PennDel, Lancaster, PA
Contact: 1-800-733-2622; www.tcia.org

February 4-6, 2009*
New England Growers
Boston Convention & Exhibition Center, Boston, MA
Contact: (508) 653-3009; www.NEGrows.org

February 5, 2009
MGIA 5th Annual Job Fair
Bingham Farms, MI
Contact: MGIA (248) 646-4992, www.landscape.org

February 5-March 4, 2009
The Soul of the Plant photography exhibit
BankRI Gallery, Pitmans Head branch, Providence, RI
Contact: www.ivoryhalo.com; www.bankri.com

February 7, 2009
Long Island Arboricultural Assoc. Annual Tree Conf.
Farmingdale State College, Farmingdale, NY
Contact: (516) 454-6550; liaatrees@aol.com

February 8-10, 2009*
Winter Management Conference 2009
Westin & Sheraton Grand Bahama Island Our Lucaya
Resort, Bahamas
Contact: 1-800-733-2622; cyr@tcia.org; www.tcia.org

February 11-13, 2009
ISA Ontario Annual Meeting
London, ON
Contact: www.ISAONTARIO.com; 1-888-463-2316;
info@isaontario.com

February 22-24, 2009
Ohio Tree Care Conference
Columbus, OH
Contact: www.ohiochapterisa.org

February 24-27, 2009
ASCA 2009 Consulting Academy
American Society of Consulting Arborists
Omni Jacksonville Hotel, Jacksonville, FL
Contact: www.asca-consultants.org; (301) 947-0483

March 3-4, 2009
MGIA'S 22nd Annual Trade Show & Convention
Rock Financial Showplace, Novi, Michigan
Contact: MGIA (248) 646-4992; www.landscape.org

March 11-12, 2009*
Certified Treecare Safety Professional-CTSP Workshop
Manchester, NH
Contact: 1-800-733-2622; www.tcia.org

March 12-14, 2009
Forever Green Trees, Our Vanishing Urban Forests
The Resort & Club at Little Harbor, Tampa Bay, FL
Contact: Sarnik Seminars (727) 781-1212; www.sarnikseminars.com

March 14-15, 2009
2nd Annual Spring Splicing Symposium
Louisville, KY
Contact: richardahattier@yahoo.com

March 17-19, 2009
19th Annual Urban & Community Forestry Conference
Missouri Community Forestry Council
Marriott Hotel and Conference Center, Columbia, MO
Contact: Josh Behounek, (573) 673-7530;
www.mocommunitytrees.com

March 19, 2009
Garden State Tree Conf./NJISA Conf. & Cert. Exam
Cook Campus Ctr, Rutgers Univ., New Brunswick, NJ
Contact: www.isa-arbor.com

* Indicates that TCIA staff will be in attendance

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### Vermeer

<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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<tbody>
<tr>
<td>BC1000</td>
<td>KCH20109</td>
<td>Double Edge 9” x 4-1/2” x 5/8”</td>
<td>$34.25</td>
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<td>BC1220-BC1250</td>
<td>KCH20002</td>
<td>Single Edge 8” x 3-1/2” x 3/8”</td>
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<td>BC1400</td>
<td>KCH20110</td>
<td>Double Edge 8” x 5” x 5/8”</td>
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<td>BC1800-BC2000</td>
<td>KCH20103</td>
<td>Double Edge 10” x 5-1/2” x 5/8”</td>
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<td>BC1800XL</td>
<td>KCH20112</td>
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### Morbark

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<td>Double Edge 7-1/4” x 4” x 3/8”</td>
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<td>10, 13, 17, 2050</td>
<td>KCH40001</td>
<td>Double Edge 10-1/2” x 5” x 1/2”</td>
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### Brush Bandit

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<td>Double Edge 5-3/32” x 4” x 1/2”</td>
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<td>100-250</td>
<td>KCH10003</td>
<td>Double Edge 7-1/4” x 4” x 1/2”</td>
<td>$22.50</td>
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<td>250, 254 after '01</td>
<td>KCH10101</td>
<td>Double Edge 7-1/4” x 4-1/2” x 1/2”</td>
<td>$29.75</td>
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<tr>
<td>1890 Intimidator</td>
<td>KCH20103</td>
<td>Double Edge 10” x 5-1/2” x 5/8”</td>
<td>$43.75</td>
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### Asplundh

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<td>12” Drum</td>
<td>KCH30001</td>
<td>Single Edge 12” x 3” x 3/8”</td>
<td>$20.50</td>
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<td>16” Drum</td>
<td>KCH30002</td>
<td>Single Edge 16” x 3” x 3/8”</td>
<td>$22.75</td>
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</table>

*Offer ends January 31, 2009*

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USA
Crane safety is a hot topic in legislative and regulatory circles, undoubtedly spurred by a tragic construction crane collapse in mid-March in midtown Manhattan that killed four construction workers and injured scores of others.

Exacerbating the situation is the fact that in the days and weeks before this most recent catastrophe, OSHA inspections of the very crane that collapsed had revealed nothing amiss. The ensuing collapse convinced a lot of lawmakers that the existing rules for cranes and crane operators are inadequate. Crane operator certification and licensing offers a quick, if only partial, fix.

Here is a summary of what is happening at the State level:

**Connecticut**

HB 5609, recently signed into law by the governor, exempts licensed electrical line contractors and journeymen from crane operator and hoisting equipment operator licensing. The State already had licensing requirements for crane operators.

**Florida**

HB 609/SB1316, which died in the House in May, would have provided certification requirements for tower cranes and tower crane operators, established prohibitions and penalties and authorized operators-in-training to work under the direct supervision of certified operators. It is likely that a similar bill will be introduced in the next legislative session.

**Iowa**

HF 2298 provides for the certification of operators of cranes with over five-tons capacity, but specifically exempts arborist activities.

**Maryland**

The Maryland Crane Operators Act, HB 699, was sponsored by Delegate Schuler. The proposed law provides for the licensure and regulation of crane operators; establishes a State Board of Crane Operators to oversee licensure processes. Maryland OSHA recently announced, and TCIA commented upon, proposed regulation to implement the law.

**Minnesota**

SB 634 would exempt certain occupations and professions – including arborists specifically – from crane operator certification requirements. The bill was referred to the Senate Committee on Business, Industry and Jobs in February, 2007.

**New York**

Assembly Bill 11531/SB 8489 would require the completion of an approved apprenticeship program, replacing the current experience prerequisites, for hoisting machine operators with Class A, B or C licenses.

**Pennsylvania**

Crane operators in Pennsylvania will be required to be licensed by the state under the provisions of a bill approved by the legislature October 8, 2008, and signed into law by the Governor on October 9. Crane operators have until 2010 to comply with the new law. House Bill 647, which passed unanimously in the Senate and overwhelmingly in the House, covers operators of most mobile cranes of 15-tons capacity and above. The text of the Pennsylvania bill can be found at http://www.nccco.org/licensing/index.html

**Washington State**

HB 2171/SB 5990 was adopted and becomes effective in 2010. It requires the Department of Labor and Industries (Department) to establish a crane certification program and to establish qualified crane operator requirements. The law prohibits an employer or contractor from allowing a person who does not meet qualified crane operator requirements to operate a crane without direct supervision.
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*Offer valid for new, first-time, members only, expires Dec. 31, 2009.
I have been retired now almost a year from the company I dearly love and for which I worked for more than 40 years. As I sit and watch the economic news (bad), I have to stop and think what it is doing to utility companies everywhere.

Capital construction is down, residential and commercial growth is stopped. I have seen the “tough economic” times with my former company as well as while working with other companies over the years. When the earnings reports are “not so good,” when the company’s contracts reduce the amount of earnings, or when the regulatory agency doesn’t grant the “favorable rate increase,” companies tend to cut budgets in the areas that affect the company’s earnings performance in the “short term” the least. The facts are, budgets are cut in areas that affect the workers the most – Operating and Maintenance (O&M).

This directly affects the three “T’s” listed above – training, tools and trimming. Significant impact on long-term company costs and customer satisfaction result as budgets are reduced to lessen operating expenses. It is either employees or “things” that must be reduced in order to survive.

I would like to share a word of caution with companies and their employees who are caught up in the decisions on how to reduce operating expenses and stay in business. Supervisors and managers sometimes know better, but are helpless and not involved in the decision making process. They are still responsible and accountable for their employees’ safety and wellness as well as production in a “less than perfect” work environment.

Training

When training budgets are reduced or eliminated, companies put employees at a higher risk. The reinforcement that training programs provide the employee affirms what has been taught, and to hear information from a “third-party” safety trainer or consultant is needed to sustain a safe work environment. OSHA requires initial and recurring safety training – and that is not an option, or it shouldn’t be. But, as we all know, companies can roll the dice on this and, if “nothing happens” – no one gets injured – OSHA doesn’t come knocking on your door, and then everything is OK.

What kind of message does this send to employees? Safety Observation programs and Safety Committees are the first “things” to go. The perception of sacrificing employee safety training for budget reasons is perceived by employees as very negative.

Also, one other point to mention here is, when companies do spend money to provide third party instruction and training, please bring in qualified, credible instructors and consultants. An instructor or consultant who has never performed the work may not be effective even at a lower cost.

I know in the electric utility industry, you really don’t want an instructor who has never worked on a crew or had his or her hand on a “hot” primary to try to instruct a class of journeymen linemen. They will have no credibility with them and they will eat his/her lunch.

In-house instructors need to stay focused on basic safe work practices and identify unsafe acts in these lean times that may result as a compromise for the norm. I call this “Deviation of Normalization.” There may be many reasons, including less budget, for this occurring, but employees will always find a way “to get it done” even if they don’t have the correct tools to complete tasks properly in a manner that is expected.

Tools

When companies stop buying (or even repairing) tools for budget reasons and attempt to be “more efficient,” they save money initially, but increase costs in the long run. Employees will continue to use less-than-adequate tools that may increase your workers’ comp costs through employee injuries. Unfortunately, tools wear out and fail over continuous use and replacement or repair is not an option.
I have personally seen some companies that allowed their employees to perform tasks without basic PPE or cover equipment to protect the worker from injury because they “didn’t want to spend the money.” That is sad and also illegal.

Once, on storm duty, I was assigned as team leader to take a contract line construction company out of state on an ice storm. I inventoried bucket trucks to find only six system safety grounds on six bucket trucks headed out on storm trouble. (Normally there are at least six to eight sets of primary system safety grounds plus secondary grounds per bucket truck. This allows one bucket to safely bracket ground a three phase line and primary pulloffs.) How can that be defined as “adequate?” What is worse, the same employees had been using those trucks and equipment on a routine basis. How?

When supervisors and managers don’t identify the hazards and correct safety performance, they endorse the action. I am sure that some companies don’t understand what it takes to protect employees in field and what the minimum requirements of the standard states, but the employees should. If you are not sure, seek consultation from those who know the rules and what a minimum requirement is.

Trimming

Lastly, trimming. After the 2003 “black out” in the northeastern U.S. caused by “lack of trimming and vegetation control,” a federal mandate was implemented to require utility companies to develop and implement vegetation management control and trimming plans to provide safe reliable electric service. Even with this mandate in place, companies tend to reduce the management programs as much as possible to save O&M budgets in tough economic times. It is better than losing employees to layoffs.

It is just a roll of the dice.

When a company ceases to provide line clearing and vegetation control, customers and employees suffer. Most OSHA recordable accidents on storms are “Slips and Falls” that occur on a right of way. Most utility companies I am familiar with have a four- to five-year cycle on line clearing. When the O&M budget is cut, the cycles are extended or skipped and the line clearing crews are reduced, or eliminated if they are contract crews.

System Operation is not affected very much for the first two years or so. After that, vegetation and trees grow into primaries; breaker operations increase, outages increase, customer satisfaction decreases and employees are frustrated. Then along comes the “big one,” either an ice storm or hurricane, and that is when it takes two to three times longer to repair the system because the crews can hardly find the right of ways where the pole lines are.

There are more injuries, less customer satisfaction and increased costs to repair. The cost is in a different category now. Rather than spend the O&M annually as they should, companies again gamble that they save short term and charge off later. Supervisors and managers realize this and should plan and prepare employees for longer restoration times and greater hazards on future storms. I don’t see it getting any better any time soon.

Conclusion

Understanding the “why” helps deal with the present. Supervisors and managers will know what to expect and will plan for lean times in the future. Companies will always have to face budget problems. Employees will always have to live and work within the budgets. Preparing for those days and knowing what to expect will help.

Danny Raines is currently retired after working at Georgia Power Company and Southern Company for 40 years. After retiring in 2007, he started Raines Utility Safety Solutions LLC and currently provides OSHA-compliant general industry and construction training, and safety keynote presentations for many IOUs, co-ops and municipal electrical companies across the U.S. Visit his Web site at www.electricutilitysafety.com.
After 26 years of making monster hits together, U2 front man Bono and his band know a thing or two about making “good” work “great.”

In an interview with USA Today, he recalled that an early version of their hit single “Vertigo” had been “massaged, hammered, tweaked, lubed, sailed through two mixes and got U2’s unanimous stamp of ‘very good.’ But very good is the enemy of great. You think great is right next door. It’s not. It’s in another country.”

It is easy to become satisfied with good or even very good performance. We feel content with living a good life, having a good marriage, or achieving good results in business or sales. The members of U2 have held each other to a higher standard since their inception. They know that when the work gets very good, it is just the beginning.

Maybe you’re thinking, “Well, that’s fine for rock stars, but I’m just an ordinary tree guy.” Pause a moment to consider this true story: Steve was an average performer. He worked for an investment wholesaler catering to the needs of outside financial service professionals. His manager challenged him to consider changing his time-management system to more effectively spend the majority of his time with his top advisors, which Steve’s system didn’t allow him to do. His manager described the system that he had once used with great success. Steve made a variety of excuses why it would not work for him. Seeing wasted potential in a viable employee, his manager asked this crucial question: “Steve, why are you fighting to be average?”

This question amounted to a career-changing epiphany for Steve. He recognized his excuses for just what they were – EXCUSES. Now, challenged to reaching his full potential, he adopted the new system and is an over-the-top performer in his field.

Evaluate yourself and be honest. Are you fighting to be “average?” Are you where you thought you would be by this time in your life? Are you at your full earning potential, achieving ongoing distinctions, enjoying the home and lifestyle you desire? If you discover a gap between current performances and your attainable potential, follow these seven steps to keep from ever being labeled “average” again.

1. Purpose precedes plan. You need to be very clear on the compelling reasons for you to move toward greatness. Why will you go for it? What are your dreams? An old Chinese proverb says, “If you don’t change the direction you’re going, you’re going to wind up where you’re headed.” Only you can make a decision to change your direction now.

Recent medical research in dealing with
patients who must make a change to save their lives is showing that focusing on the “joy of living” is a more powerful force than the “fear of dying.” Do not focus just on what it will cost you if you do not change. Spend more time asking, “what if?” you do change. What are all the positive ramifications? Pain is a motivator and pleasure can be even more powerful. Once you know your “why,” then you can create your game plan to get there.

2. Don’t just talk about it: make a commitment to do it! In golf, at the time of this article in 2008, Vijay Singh was the top money earner ($6,606,094) and had a stroke average of 69.58. Kevin Na is No. 100 at 70.85 and has earnings of $1,041,059. Todd Hamilton is No. 150 at 71.11 and $337,968. The differentiation between great and good in professional golf is a little over one shot a round, yet the difference in earnings is six to 12 fold. Talent plays a role and the real difference is commitment. Many people want to take their performance to the next level. Unfortunately, their “want-to” and their “will-do” rarely coincide. Commitment is hard. Commitment to “greatness” is even harder. Adversity and set-backs are a given. Don’t let past satisfaction with “good” weaken your commitment to be “great.”

3. Evaluate small changes that could notably enhance your performance. Years of experience don’t automatically ensure excellence. Doctors may interview patients in excess of 120,000 times in the course of their practice. It is proven that making even subtle changes to enhance that interaction has resulted in better treatment outcomes and cost of care.

Record yourself during interactions with colleagues or clients. Simply state you are trying to improve your communications skills and set the recorder aside. Evaluate yourself from every aspect. Listen to your voice tone and quality. Were you the dispenser of enthusiasm or more like Eeyore? (a dismally gloomy character from Winnie-the-Pooh) Were you really listening? Are you precise, clear and to the point? Self evaluation is often a brutal eye-opener. You may not be as “good” or “great” as you once envisioned yourself. Very few doctors have every recorded their interviews or bedside manner and gone back to review them to see how they could improve. The professionals that do give themselves check-ups move to great performance.

4. Be willing to do the hard work up front. Consistency comes from discipline, and both are essential as you prepare for greatness. Imagine new ways you can prepare: Instead of just winging it on a sales call, for example, jump on the company Web site and research, find out who among your colleagues knows the customer, and determine which testimonials will be most effective. Create a checklist of everything you need to get and specify what you want to accomplish. Even more important than winning to Jack Nicklaus was putting himself in the position where he could win. He prepared to win by doing what he needed to win front so that he would be poised for greatness at the end. The bottom line is, you’re not always going to win, but don’t fool yourself about why you didn’t succeed. Jack always said, “There is no excuse for lack of preparation.”

5. Make the positive choice. If you’re married, does your spouse have any faults? Are there some things you do not like about your job? When we’re around anything (or anyone) long enough, we tend to take it for granted and see only the negatives. Choose to focus on the positive. Be your own best coach, not your own worst enemy. Praise yourself and others for their positive actions, and learn to accept setbacks and put them behind you quickly. See what you can learn from a negative situation and then move on ... next!

6. Devote 4 percent of your day to achieving excellence. Work on a single point of excellence for just one hour of your day, every day, or seven of 168 hours per week. Pick an area first that you have the most passion for. What would get you excited? What will have the greatest ripple effect on your life? Taking this small amount of time – 4 percent of your daily life – to improve yourself may be difficult at first, but it’s a gift to others, too. If you’re not excited about what you’re doing and getting good results, or if you feel like you’re letting yourself, your organization and colleagues, your partner and kids down, then you have to carve out an hour to improve your most valuable resource: yourself.

7. Find the target and focus. When you play darts, if you want to hit triple 20, you look at that small inner ring, not the whole dart board. The prescription for overcoming mediocrity consists of first finding one area to get right, one area to strive for excellence in, and to work diligently at that. Everyone has gifts and possibilities and you deserve to realize the full potential of those gifts. One new area of excellence can shift your identity and the image you have of yourself. By doing just one thing very well, you begin to crack the monolith of mediocrity. And then you choose your next step, and the crack grows even wider on your path from very good to great.

Reach Your Potential for Greatness

While most bands would have been content with a job well done and put the “very good” version of “Vertigo” on their album, U2 went back into the studio and outfitted the song with a new arrangement, melody and rhythms. In that process, the band discovered untapped reserves of ideas and fortitude that took it to the next level. The effort paid off when “Vertigo” won another Grammy Award in 2005 for Best Rock Song.

If you’re not reaching for greatness, ask yourself if you’re fighting to be average. If you’re honest with yourself, you’ll probably see that you could be doing so much more. Very often, you may work IN it so hard that you don’t step back to work ON it.

So, is it time for you to go back into the studio? Search for and try new options and strategies; shake things up a little bit and see how you can get much better results in all areas of your life.

Chip Eichelberger is a peak performance strategist and motivational speaker. A former Tony Robbins international point-man, his clients include Ernst & Young, Tommy Hilfiger, ADP, Century 21 and Bank of America. This article is an excerpt from the presentation he will present at Winter Management Conference in the Bahamas in February.
Andersonville revisited

I read with interest the “A Tree Story” article (by Judson Scott in “Tree News Digest”) in the November 2008 issue of Tree Care Industry magazine. I am a member of the Georgia Arborist Association (GAA) and the committee chair of the Andersonville Volunteer Work Day that the Association has promoted for the past two years.

In April 2007, more than 30 arborists from five states came to provide professional tree care to some of the park’s oldest trees, several that are witness trees. This past October, more than 20 arborists returned to continue this work. The GAA has also sponsored Arbor Day ceremonies at the site for the past two years, planting a number of trees for the future.

It is interesting that the connection with Dr. Griffith has become known, especially so soon after our last work day. I have attached photos of the Indiana Monument at Andersonville. Perhaps Mr. Scott would like to participate in our next Andersonville Work Day.

Eric Gansauer
Forestry Administrator,
Columbus, Georgia

What’s up with those binders?

In David Lusk’s November 2008 (TCI) article, “Risk Assessment of Champion Black Walnut at Tanglewood Park,” photos show two load binders on the trunk. The use of binders is not explained in the text, either in general or in this application, except to describe their attributes and the purpose of minimizing vertical cracking. Not having seen permanent binders used before, some explanation would be helpful, particularly with regard to mitigating their effect on underlying tissue and the thought behind the choice to use them.

T. Gray Shaw
Certified Arborist
Berkeley, California

David Lusk responds:

The use of adjustable load binders is a non-traditional approach. Please note that there were initially two issues that I had to deal with.

First, the concern over of legal liabilities meant that the tree was already destined for removal. My risk assessment report addressed these concerns in a manner that alleviated the fears and prevented the removal of the tree.

Secondly, costs for the cabling, binders, pruning and lightning system had to be kept to a minimum. Had there been unlimited funds, we would have constructed a steel tripod system similar to that used on the Anne Frank House chestnut tree in Amsterdam. The available funds were quite limited.

Selling the idea of keeping the tree was not easy because of the fear of the tree’s fail-
Locally, tree removal is generally the unfortunate and simple alternate that is usually taken. So, with limited funds available, I recommended the more affordable cost and installation of the adjustable load binders.

The binders were ratcheted snug and not overly tightened. The bark of this tree is 6.5 to 7.5 cm thick. There is no conceivable way that these binders have impacted the cambial layer to any significant degree. The main idea in using the binders is to prevent vertical cracks from starting (secondly, as a public relations tool to prevent the removal of the tree!).

The use of two-by-fours as spacers was suggested. This would have required drilling screws to hold the two-by-fours in place prior to wrapping the binders. I believe the drilling would have been more detrimental than merely ratcheting the binders snug without excessive force applied.

The trunk of the tree is so rigid that there is little bending movement. Still, I believe the binders lend an added measure of security – structurally and, just as importantly when selling a novel idea (with cost constraints) – perceptually.

Beware those credit cards

I wanted to pass this on to other members regarding (a bank) that issues small business credit cards.

As background, I have had a credit card through them for approximately two years. Every payment has been over the minimum and on time. In fact, they raised my credit limit by $7,000 within the last year. The rate on this card was 9.9 percent.

Recently, they raised this rate to 27.18 percent. After contact, they said it reflects their new assessment of our likelihood to default. When asked what is driving that assessment, they said that they will not share their lending criteria but they use factors such as payment history and credit score. Additionally, since it was a variable rate card, they can raise it anytime they wish with no notice (took us three months to catch it).

Needless to say, I closed my account.

As previously stated, all of my payments have been on time (which they do not dispute) and my credit rating is over 750, so there is no reason to charge “loan shark” rates.

Please make our member companies aware of (some bank’s) shady lending practices.

Keith Pekau, president
GroundsKeeper Landscape Care
Overland Park, Illinois

Editor’s note: We’ve shared the warning and sentiment, but not the name of the bank involved in this specific case.

Beware those credit cards
Two die trimming trees after Hurricane Ike

At least two of the 48 deaths blamed on Hurricane Ike in the Texas/Louisiana area in early September 2009 involved tree work. Two men were fatally injured while trimming trees damaged by the storm, according to a report in the Houston Chronicle on Sept. 16, 2008.

A 61-year-old man fell from a 20-foot ladder while cutting branches in Harris County, Texas. Another man, 59, was hit by a tree limb while he was cutting trees in his Montgomery County, Texas, yard.

Man dies cutting tree in his own yard

A part-time Marion County, Florida, resident cutting down trees in his yard in Dunnellon, Fla., died after a large pine tree fell on him in November. Exactly when the accident occurred was unclear.

Sheriff’s detectives believe the accident victim, Ronald O’Dowd, 58, had partially cut the tree at the bottom and used a ladder to go up and tie a rope to it, according to an article in the Ocala Star Banner. O’Dowd apparently had climbed down and with the rope and was trying to tug or otherwise apply pressure to the tree when it fell on top of him.

Deputies did not know whether O’Dowd died instantly or he lay there and succumbed to his injuries. They were trying to pinpoint the actual time of the accident and were looking into the possibility it might have occurred anywhere from 24 to 48 hours before his body was discovered under the tree by a lawn maintenance worker on the morning of November 12, 2008. An autopsy was planned.

County Fire Rescue spokeswoman Heather Danenhower said the tree was 50 to 70 feet tall and about 2 feet wide near the ground. O’Dowd’s girlfriend told investigators that she talked with O’Dowd on November 9 and he was planning to cut down some trees. O’Dowd lived alone in the house on a dirt road.

Tree trimmer rescued after cutting arm

A tree trimmer was working in a tree behind a house in Big Bear Lake, California, November 21, 2008, when he tried to trim a limb that wasn't attached to the tree, according to The Big Bear Grizzly newspaper. Occupants of the house who were watching said the tree trimmer’s arm landed on his chain saw, which was running at the time.

The trimmer was tied to the tree and the saw was also secured by a rope, so neither fell to the ground. Witnesses said the tree trimmer didn’t cry out, but did say he felt like he was going to pass out.

Firefighters and paramedics arrived quickly, instructing the man to hold his injured arm up to slow the blood flow. A firefighter climbed the ladder and secured the tree trimmer to a harness before the two climbed down.

The man’s injured hand and arm had a deep gash at the wrist. He was transported to Bear Valley Community Hospital.

Dangling trimmer rescued

A tree trimmer dangled for half an hour from a tall palm tree in La Habra, California, near Los Angeles, December 14, 2008, before he was rescued by firefighters.

Los Angeles County Fire Inspector Darryl Jacobs told the Los Angeles Times the fronds have a tendency to slip between a trimmer’s body and the belt used for support, leaving the worker unable to get free.

“It’s not unusual at all,” he said.

It took rescuers 40 minutes to bring the climber down.

He suffered scrapes but was conscious, and was transported to UCI Medical Center as a precaution.

Accident Briefs

November 2008

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= fatality  = serious injury  = rescued  = civilian

Accidents in the tree care industry that occurred during the month of November 2008. Graphic compiled from reports gathered by, or submitted to, TCIA staff.

Send accident briefs to Don Staruk at staruk@tcia.org

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Many cities and many arborists are concerned about the specter of liability associated with installing support systems in trees. Their fear is that, by admitting that a defect exists, owners and workers can be blamed for anything that happens to a tree.

However, according to the USDA’s Urban Tree Risk Management Guide, “Choosing not to install a cabling and bracing system because of a fear of liability is not a good decision.” Also, pruning alone can be interpreted by insurance companies as admitting a defect exists. We can’t hide from liability, so there is no use running from it.

This article will describe two cases that show that municipal tree risk can be abated by cabling, but first consider the recent experience of Pete Morris, City Arborist for Laurinburg, N.C:

“In every previous case, after the adjusters look over my notes and the incident, they find that the City provided reasonable care for the tree and thus were not liable. This past summer, a large limb fell from an older oak, damaging a house and a vehicle. The owner watched from his wheelchair as I assessed the situation. There was no decay, so it seemed to be a case of summer limb drop. The insurance company decided that the need for previous pruning alone should have put us on alert the tree was hazardous and should have been removed or at least given special attention. I guess what has us concerned is most of our older trees have been pruned and cut on for all kinds of reasons ... storm damage, disease, decay, etc. We’ll have to see how things go from here.”

So in that case, in the adjuster’s opinion, pruning admits liability, and every urban tree is hazardous!

A disclaimer is a useful tool because it limits liability by describing the limitations faced by consultants and other contractors. Item 10 below is adapted from the disclaimer in the Guide for Plant Appraisal:

10. Unless expressed otherwise: 1) information contained in this report covers only those items that were examined and reflects the condition of those items at the time of inspection; and 2) the inspection is limited to visual examination of accessible items without climbing, dissection, excavation, probing, or coring. There is no warranty or guarantee, expressed or implied, that problems or deficiencies of the plants or property in question may not arise in the future.”

When cabling was proposed for a cracked sweetgum tree in another municipality, the Public Works director asked if the contractor would provide a guarantee. While it is common sense that trees cannot be guaranteed against failure, it seemed reasonable to guarantee what could be controlled. Item 11 is that contractor’s guarantee, which was also attached to the disclaimer with the Thoburn Oak report (to be discussed shortly):

11. “The materials and workmanship involved in the cabling system are guaranteed to be free of substantial defects. The Extra High Strength (EHS) cable shall comply with ASTM A475, Standard
Specification for Zinc-Coated Steel Wire Strand, so it resists corrosion and can last 30 years or more. The fasteners shall be manufactured of stainless steel to resist corrosion. The design and installation of the system is guaranteed to comply with the ANSI A300 (Part 3) -2006 Standard Practices for Supplemental Support Systems and the 2007 edition of the ISA Best Management Practices for Tree Support. The tree and the support system should be inspected every year.” (For most trees, calling for inspection every three or five years may be more appropriate.)

Thoburn live oak background

In 1876, the city of Daytona Beach, Florida, was founded in a forest of live oak, Quercus virginiana, which covered much of the southeast coastal region. Much of that forest was removed to make room for the growing city. Historian Harold Cardwell said about one live oak, “This city has had many changes over time, but the tree has always been there.” In 1975, Cardwell, then a landscape architect, appraised the tree for Dr. Robert Thoburn, a dentist who owned the property on which the tree grows. Before selling his property to enable an expansion of the city hall building, Dr. Thoburn wanted to ensure its preservation by including the value of the historic tree, which Mr. Cardwell said was in pristine shape.

At the time, Mr. Cardwell estimated the tree was 240 years old, using the rough guide for live oak of one year per inch circumference at the base. He appraised it at $75,000 based on a replacement cost formula, using the amount that Disney World spent to move the Liberty Oak and establish it at its Liberty Square location. Cardwell was not surprised to learn that arborists today are using a similar replacement cost method to appraise large trees, as described in the current 9th edition of the Guide for Plant Appraisal. He estimates that the tree’s value today could be $150,000, but its historical value is “priceless.” He noted that the city fathers routed the two main roads around the tree, but when these roads were later widened the tree lost critical roots.

The Land Development Code of Daytona Beach states that “it is hereby found that trees and native vegetation perform many functions beneficial to the community, including provision of environmental, aesthetic, and economic amenities. It is necessary to control the removal and preservation of existing trees and native vegetation, and to require a minimum amount of tree coverage in order to protect the value of lands and water quality; to preserve and enhance community appearance; to promote climate control, soil stabilization, and oxygen exchange; and to minimize noise and air pollution.”

Defensive reporting vs. systematic assessment

On July 7, 2008, a branch fell from a nearby live oak onto the walkway leading to city hall, so the city paid for a risk assessment from an ISA Certified Arborist on that tree and the Thoburn Oak. In a one-page letter dated July 18, the arborist proposed removing both trees. He said that they posed a danger to the motorists and pedestrians who pass under them each day, but gave few details. Tree risk formulas typically rate the severity of the defect, the size of the defective part, and the “target rating,” i.e. the use of the area under the tree. Next, management options to lessen or “abate” the risk are considered before recommendations are made.

“Development of abatement options should be as systematic as development of the ratings...cable/bracing and/or reduction of end weight may be required...,” according to A Photographic Guide to the Evaluation of Hazard Trees by Nelda P. Matheny and James R. Clark. This arborist later said that, “Target rating is the most important factor for me. If there’s a lot of use under the tree, it’s dangerous, no matter what you do.”

The city’s Tree Advisory Board rejected this defensive report, and decided to get a second opinion before deciding the fate of two of the city’s most visible historic trees. Registered consulting arborist Chuck Lippi of Advanced Tree Care in St. Augustine, Fla., proposed to do a systematic assess-
ment. The board’s chair agreed, saying “I’m not comfortable recommending anything until I know more about these trees. It feels like these trees have a cold and we’re proposing to euthanize them.”

However, another member said he’d observed them for the last 40 years and ‘these trees have lost the capacity to grow. I don’t see spending more for something that’s so obvious.” He predicted that in the next year “there won’t be a leaf left,” on the trees.

The board compromised, hiring another arborist to get a second opinion at a lesser cost. In his letter accepting the assignment, this arborist agreed to assess the tree, give recommendations, and provide an estimate for doing the work.

For a risk assessment to be reliable, it should be completely independent, unrelated to estimating the sale of other services. Despite the apparent conflict of interest from blending an estimate into the assessment, the report went forward. Its recommendation was to remove the first tree and to prune the Thoburn Oak along with injecting systemic fertilizer. Not surprisingly, that company uses the same proprietary product and method that was recommended. The work was scheduled for the following Saturday. Lippi and five other consulting arborists from around the region were concerned about this landmark tree, so they assessed it at no cost to the city. The following is from their report:

**Thoburn Oak observations**

Nine feet above ground, the trunk forked into four scaffold limbs. Three years ago, one limb failed and was cut back to the trunk. A new branch is growing next to the stub. The limb growing to the northwest is declining; many of its small laterals and twigs are leafless. Below this limb there is decay in the outer trunk at ground level, 30 inches wide, facing the sidewalk. Resistograph readings showed that the decay is only 1-2 inches deep, but probably deep enough to prevent good uptake of any injected material. The sidewalk meanders slightly around the trunk. The panels near the tree appear newer, and the edges of some have been ground down, apparently in response to upheaval by expanding roots.

A palm tree growing in the cavity was pulled out easily, because the roots stopped where a 3-inch layer of concrete was installed to “cap” the cavity. Where this concrete met the declining limb there is a thick bulge of tissue, showing that the concrete blocked the flow of sap, making the limb less healthy and less stable. The standards on tree support state that “Treatment of cavities by filling shall not be considered to provide support,” which is one reason cavities are seldom filled today. A streak of decay extends from the cavity between the declining limb and the limb growing toward city hall. There is no crack forming, and the Resistograph again showed that the decay is only 1-2 inches deep, with 17 inches of undecayed holding wood. Pruning will reduce the consider-
able load on this minor defect, and adding supplemental support can prevent failure in the future.

Although both limbs are almost horizontal, they each have upright lateral branches that are large enough and vertical enough to hold a cable. The standards call for a 5/16-inch Extra High Strength cable to support limbs of this size, so a 3/8-inch cable would be super adequate. Drilling through both limbs and installing a brace rod could be done to add more support in the future, but the additional wounding and expense does not seem warranted now. With the cable installed, the pruning can be limited to dead, dying and the most overextended branches. The southwest limb has little root disturbance underneath, so it has high vitality. Lightly pruning the heavy end near the wires would increase the tree’s symmetry and stability.

Management options
- Prune dead, dying and overextended branches
- Install a 3-foot 8-inch EHS cable to support the decayed fork
- Remove concrete carefully, avoiding bark damage
- Test the soil, and add nutrients that are lacking

The city was satisfied, and decided to go ahead with the cabling of the municipal tree.

Given this experience, it is clear that municipalities can and will accept tree cabling. According to Matheny and Clark, “Almost by definition, arborists have a responsibility to care for trees,” and that duty is not breached if we act in a reasonable manner. Offering opinions about trees’ dignity or decrepitude without analyzing the facts is not part of a professional risk assessment. Members of the American Society of Consulting Arborists (ASCA) follow their Standards of Professional Practice, Item 4.2 G: “Members shall not take advantage of their positions as Experts by assigning or implying greater significance to an interpretation than it warrants. The degree of certainty of an opinion is as important as the opinion itself and Members shall do nothing, actively or passively, to misstate the degree of certainty.”

Instead of reporting defensively by injecting opinions or exaggerations, we should be systematically assessing standard treatment options to abate risk. If the treatments follow the standards and the best management practices, there is no reason to fear liability from working on trees that some would dismiss as “decrepit” or reject as “weed species.”

The case of a silver maple
Next we will look at cabling another hollow old tree, as done by Jim Clark, president of TCIA-member The Tree Care Industry – January 2009
Considering the lasting benefits of both the trees and the tree care, many of The Tree Machine’s clients are happy to invest in conserving silver maples.

One such tree has a diameter 4.5 feet above ground (dbh) of 54 inches, but the outer shell around a cavernous cavity in the trunk has only about 3 inches of wood holding up the immense crown. This is far under the 30 percent strength guideline, so some action was called for. In addition, the major fork is split, but most of the scaffold branches have U-shaped unions. There are 12 old cables in the tree, installed with substandard materials and methods before the current owner arrived 10 years ago. Ten of these cables have failed, but none of these cable failures caused a tree failure. Further up, there is extensive decay from old topping injuries. Branches up to 4 inches in diameter on the northwest side were broken by Hurricane Ike. The rest of the crown has overextended branches, subject to damage from future storms.

The entire crown was given a reduction pruning, often cutting back to nodes with several small laterals. This approach promotes wound closure, preserves a natural shape, and is projected to lessen the risk of branch failure for at least three years. A pole saw and especially a pole pruner are needed to make the many small cuts needed for sustainable reshaping of these damage-prone species. It was determined that two perpendicular cables, $\frac{5}{16}$-inch EHS, would give adequate support to the primary fork.

Six more cables were installed as high as possible above the failed cables to support the decayed scaffold limbs. Anchors and braces shall not be installed into decayed areas with less than 30 percent sound wood, per ANSI, so Clark used wirestop fasteners that hold the cable from the back side of the branch. The trunk wall will be monitored annually, and the crown reduced further if needed to maintain a level of safety acceptable to the owner.

**Conclusion**

I hope this article clarifies the usefulness of systematic assessment and abatement of tree risk as opposed to doing a defensive report. A little tree care can go a long way toward making trees safer. As Harold Cardwell said about the historic oak, “It’s bad: Neglect,… the roots being pushed by the sidewalk and all. It could have been root-fed and pruned, but nothing’s been done to it. A tree is like everything else; a certain amount of care is required.”

**Bibliography**


The author thanks Bethany Chambers and the Hometown News of Volusia County for information provided by their timely and accurate reporting.

Guy Meilleur is owner of Better Tree Care Associates in Apex, North Carolina.
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A lot of trees are failing in my neck of the woods. As in most cases of tree decline, there is more than one stressor. Underlining all tree decline in my area is heat.

The trees just don’t like the new weather patterns. If the tree is under stress for any reason, it will have trouble dealing with back-to-back 100 degree days. Trees like warm summers and cold winters, not warm drizzly icky winters and burning hot summers (tree guys are not to fond of these either).

Pathogens like warm winters. Fungus and insects survive in greater numbers when the weather is warmer. In 2007, the weather was warm until the third week in March. Then we had a 10-inch snowstorm and freezing temperatures for seven days. Native rodos (Rhododendron catawbiense) got hit hard. I’m seeing much more canker activity. I’m seeing needle cast on Norway spruces (Picea abies). I’m seeing stuff I’ve never seen before. I rely heavily on Rutgers University through their extension service and diagnostic lab.

There is another underlying factor on every landscaped site I go to. Trees that have been purchased come two- to four-inches too deep in the root ball. Every landscaper puts two to four inches of dirt on top of that (and they all say I don’t know what I’m talking about and/or they are the exception. Well I do and they are not). Then they add two to four inches of mulch on top of that: 3 inches + 3 inches = a tree in trouble. Now I’m looking at a tree in glaring sun, about seven inches too deep in the ground. This is easy to fix. You don’t even need to know species or pathogens. Just get on your hands and knees and dig it out.

By the end of this year we will have had 20 inches of rain above average. This rain comes in torrents. The rain used to come slowly over a couple of days. During my school days I think it drizzled every two weekends out of three. Now, instead of two inches of rain in a 48 hour period we have been getting two to four inches in two hours. This causes soil failure. Big trees fall over. Ornamentals that have the root flare buried are in trouble.

Normally these trees would struggle along and eventually die from borers and/or canker. The primary causal issue is planting to deep. This year ornamental cherries (Prunus spp.) and dogwoods (Cornus spp.) are just dying. I have dug down 14 inches through standing mud and I still cannot find the root flair.

Since the symptoms of too much water and too little look similar, you really need...
to get out of the truck to diagnosis this. This lesson has been lost on the irrigation trade. I have been on too many sites this year where the sprinkler guys have told the homeowners to turn up the water. When I get there, I point out that their lawns are washing down the street – turn off the sprinklers.

Another abiotic stress is wind. This year there is more wind coming from different directions than the trees are happy about. The results are broken limbs and fallen trees.

Some trees are failing more than others. Most of the ashes (Fraxinus pennsylvanica) are dying. Most of the black birch (Betula lenta) are dying. Most of the tulips (Liriodendron tulipifera) are dying. I think there is something other than heat involved here. The red maples (Acer rubrum) and the Norway maples (Acer platanoides) are struggling, but I don’t like Norway maples, so their failure is not my concern.

Douglas firs (Pseudotsuga menziesii), Norway spruce and blue spruce (Picea pungens glauca) are having a terrible time with fungus and spider mites.

Any article on failing trees would be incomplete without mentioning construction damage. Construction kills trees. The professional arborist should be on site before ANYTHING is done! Unfortunately, the arborist is not called until the plant shows signs of stress. By then, the option is usually removal. Prevention is the best remedy.

On a tree-by-tree basis, there are a lot of options out there. Some work better than others. The solutions are usually expensive. I do run into customers who would rather pay someone less money to do the wrong thing and have the tree die than pay a reasonable fee now and do what’s right and have the tree live. When it comes to turning around failing trees, you can’t cut corners. That’s what gets one into trouble in the first place.

As far as solutions go, I have found some products that give me reliable and predictable results. These, however, are a story for another day.

Colin Milde, CTSP, is owner of Ramapo Tree & Shrub Care in Mahwah, New Jersey. He is an ISA Board-Certified Master Arborist, New Jersey Certified Tree Expert and a Certified Pesticide Applicator for Turf and Ornamentals.
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These days the chipper is all about versatility.

Versatility can mean the ability to tow your chipper to the work, or self-propelled units (including tracked versions) that can get the chipper into what would have been impossible worksite locations a few years ago. Or it can mean lighter-weight but high-powered devices to accommodate fuel-energy needs (transportation to the site and on-site operating fuel consumption) or avoiding special driver licensing requirements. Or, as we’ve found out, the growing number of multi-talented machines that can not only reduce volume but also produce a profit-making end product for resale, blurring the lines between a chipper and a grinder.

Chippers like so many other classes of equipment in tree care are becoming increasingly purpose-built. You do not have to accept a one-size-fits-all model; you have the ability to fit a chipper to your business needs. Maybe select one to fit new business horizons (some of which are mentioned in this article and which might trigger ideas for those seeking new profit centers, especially important in a challenging economy).

For example, just a couple of years ago, before firewood once again became the rage as an alternative heating source, logging waste, larger takedowns and storm clean-up might necessitate a large-capacity chipper capable of accepting larger waste material. Nowadays much of that is headed to the retail stream as firewood. That being the case, perhaps something in the 8- to 12-inch class will suffice. What, then, might be most appropriate for your business? Large-capacity with high-throughput? Smaller with more horsepower? Self-propelled? Chippers that make a value-added product from low-grade tree waste?

The point is that you, the tree care industry professional, are now more in control as manufacturers continue to innovate for the sake of versatility. And, of course, there are the practical challenges, such as fuel efficiency and overall cost of operation.

Dennis Beam, national sales manager for Altec Environmental Products warns that, “Even though fuel prices may be down right now, the majority of people do not think it will be long-term, so they continue to seek cost-effective ways to reduce
Altec, he says, sees two major trends developing. The first is toward smaller, lighter chippers with lighter horsepower in both diesel and gasoline versions. The second is a refinement of the specialization of labor. As Beam explains it, sophisticated multi-crew operations are consolidating their chipper functions using larger machines (chippers and trucks with dump bodies) to support multiple crews with just one rig.

“Larger chip trucks and larger chippers allow for coordinating crews operating in multiple locations simultaneously,” Beam explains. The thinking is that the chipper operating full time (gaining the best ROI on equipment), with a dedicated chip crew rotating from site to site, allows the arborist crews to continue with their tree work (gaining the best ROI from skilled labor).

Another thing looming for chippers and other support equipment is still a year away, Beam notes. “Everyone is looking at the next tier of diesel engines coming up in 2010, and the early word is that the new engines may double in price.” The impact could be considerable. So, Beam says, “Already there’s a push to decide what we’ll do with gasoline engines if it will be difficult to use diesel, as in the past.”

One consideration is to look at both larger and smaller equipment, he says, to assess the purpose and need of each, and to revisit versatility of existing technology.

For example, “While not really new, we are reinvesting in designing smaller chippers and making them more versatile, like the 6-to-9-inch capacity machines where we can use electronics to gain efficiency from the smaller engines. Smaller engines use less fuel, but the electronics allow the machine to compensate and thus be as efficient, despite less horsepower,” Beam says.

It’s part of Altec’s “Smarter, safer metrics,” he says “…constant evaluation, efficiency and safety to benefit the operator.”

Jerry Morey, president of Bandit Industries, says that with a standard chipper, there is little one can do other than chip, though Bandit is always expanding on its chipper line with versatility attributes, such as self-propelled units so the user can get a chipper close to the job site and worry less about having to drag material to the machine. As an example, he says, there is a trend toward track machines for ski resort maintenance and utility line maintenance.

“Something that is catching on with Bandit is our production of Beast Recyclers, which can include a small chipper,” says Morey. There is a lot of interest in the tree care industry for the Model 1680, what Morey describes as the smallest recycler in the line.

“A lot of tree care guys are starting to go this way because they can make a chip, or grind material. Take the case of those trying to make specialty mulches such as playground mulch, where they can first chip then regrind material. We have the option to install knives to run the Beast as a regular benefit. The side benefit is that the Beasts have screens that result in a very uniform product.” This has eliminated a
longstanding issue of producing a standard end-product without anomalies like stringer pieces, he says. “With such a strong mulch market, we can help the tree care professional make the kind of mulch best suited to their markets,” Morey adds, “including diversifying for guys who can run leaves through, making leaf mulch. This is a very versatile unit.”

Morey notes that all the Beasts can be fitted to run as chippers. The 1680 can run from 175 to 250 horsepower engines and accept up to 24-inch diameter material. The 2680 will accept up to 30-inch material with engines ranging up to 500 hp. All are offered with self-propelled, tracked capability to get into areas like heavy woods where the could not before. “Tracked capability is more and more coming into vogue,” Morey says.

Bob Campbell, sales manager at Woodsman Chippers, says the company offers a variety of chippers to meet individual needs, not only grapple-equipped and self-propelled machines, but also a broad line of chippers for the emerging biomass market.

“Woodsman has been an innovating chipper manufacturer longer than others in the industry, having introduced the first model four and a half years ago. Now, we offer a full line of bio-mass producing chippers ranging from 300 to 1,200 horsepower.” He notes the end product can be used for fuel or as a starter product for ethanol production.

“Woodsman offers rigid in-feed conveyors with the ability to process logging residue like tops and chunk wood, plus, there’s a full knife cut across the drum featuring two complete knife pockets set at 180 degrees from one another. What this does is give Woodsman the ability to process tops more efficiently and also to provide a consistent dimensional end product,” Campbell says. “The Model 320, for example, features screens located in the cutting chamber that will not allow materi-
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al to be discharged until it reaches a specified size. We offer multiple sizes to ensure a custom, consistent end product. This is crucial when you are trying to promote and market a consistent end product.”

Other manufacturers, such as J. P. Carlton, are pushing the envelope of power-to-weight innovation as users demand versatility. John T. Bird, Carlton’s VP of sales, says, “Starting with a clean-sheet design, Carlton was able to make its new Apache series of drum chippers some of the most versatile chippers available today.”

“The Apache 2518 and 2015 incorporate huge throat openings and the most powerful feed systems available while keeping the size and weight down, making the machines manageable for day-to-day work behind midsized trucks,” he adds. “This allows all crews to go out every day and tackle whatever they may come across.”

This kind of approach falls into two versatility needs, one for higher throughput with smaller machines and the second for ensuring high productivity with machines that, together with the towing truck, do not exceed the CDL over-the-road license requirements.


At Morbark, be on the lookout for some new model names attached to existing equipment, along with some new technology. Rob Faber, commercial sales specialist, uses as an example the model M20R, formerly Typhoon 20, which now is offered with a live hydraulic, folding infeed bed.

“This allows larger tree service companies and biomass companies, including loggers and sawmills, to take tops and lay them on the infeed bed, which then carries material to the chipper. The result is not just chips, but ready fuel for furnaces,” Faber says. Models with the new technology began shipping the end of 2008.

Another trend Morbark is seeing is the demand for lighter machines with the same or higher horsepower, Faber notes. Operators want to stay under the over-the-road CDL licensing requirements, which call for higher class driver permits for rigs over 10,000 pounds. “Because a lot of companies don’t have drivers with those licenses, they want lighter machines. We are making models like the Beaver 12, a disc-style machine (now the Beaver M12D) with a variety of engine options to address different markets,” Faber says.

J.R. Bowling, Rayco vice president, says, “We are working on a new product introduction that is on the smaller side – an 8-inch capacity chipper. With rising fuel costs and with economic factors, we don’t feel people will spend as much money on middle-size chippers in the 14- to 18-inch category – or even 12-inch chippers – as before. We will look at 8-12 inch cate-
gories and come out with a couple of products to address that market in ’09.”

He adds that the increased demand for firewood means that in some areas there might not be as much need to chip larger logs that would go thru 14- to 18-inch chippers.

Introduced at TCI EXPO 2008 in Milwaukee was a new horizontal grinder from Rayco. “This is a whole new class of horizontal grinders, accepting what we might call dirty material that will not go into a chipper – tree stumps with root balls, shipping pallets and dimensional lumber with nails and wire, etcetera,” says Bowling. These machines are designed to be smaller than what the grinder industry is familiar with, in the 14,000-pound range, capable of being towed by a 1-ton truck, he notes.

“This will be our biggest product launch in a long time, with applications for tree service contractors wanting to regrind chips to make mulch and for those wanting to expand business to grinding pallets and material from land clearing and storm debris or for processing dimensional lumber,” says Bowling, adding that the new horizontal grinders can filter out metal.

Bowling says the new equipment is designed to be affordable, positioned between traditional chippers and grinders, and you can create an end product with a residual value.

In the second half of 2008, Vermeer introduced the BC2100XL brush chipper with three engine options, two horizontal feed rollers, a belt-tensioned, clutchless cutter drum, and the largest feed table in its class. The BC2100XL has the capacity to process limbs up to 21-inches in diameter and the infeed table design is considered by Vermeer to be the largest in its class.

The 72-inch-wide table funnels material to the 22- by 28-inch drum opening for smooth material feeding. By offsetting the lower horizontal feed roller from the upper horizontal feed roller by 11 inches toward the end of the feed table, material is easily pulled to the upper feed roller. Vermeer says the feed rollers boast a theoretical combined pulling force of 10,000-pounds, giving operators a greater ability to pull in whole trees with limbs and branches attached. Once the upper feed roller raises for four seconds during the feeding process, the SmartCrush system will automatically increase the down pressure on the material being fed. This allows the upper feed roller to easily climb onto large material before the increased down pressure is applied for maximum pulling force.

In the past few years, nearly 80 percent of Dynamic Manufacturing’s business has been devoted to the design and building of equipment to convert forestry waste to fuel chips. The company is currently developing a product to process other renewable green fuel stocks into a starter product used in making an ethanol fuel. One of the company’s strategies is to create chippers which, rather than merely reduce mass,
instead are designed specifically to generate profits from a low-value starting product, for example, converting waste or tree debris to biomass fuel. The technology is centered on the company’s patented Cone-Head cutting system.

Another example of chipper versatility comes from Echo, manufacturer of a broad line of outdoor power tools, including the Bear Cat brand chippers for landscapers, groundskeepers and professional arborists. The Bear Cat 12-inch chipper features a 360-degree rotating discharge chute and adjustable chipping speeds. The line includes varieties such as a 6-inch hydraulic feed chipper with a newly-developed “try-again” feed system that automatically retries feeding limbs. The feed sensor is standard on the 6-inch chipper. Got special needs? Echo also has a 4.5-inch road-towable chipper for extremely tight spots, and an 8-inch PTO-driven chipper for mounting on utility tractors.

Vermeer’s BC2100XL, introduced earlier this year, has the capacity to process limbs up to 21-inches in diameter.
Anyone can claim it. Bandit proves it.

Our equipment performs. We don't get to where we are today by making false claims. Others say it, we mean it... and we'll prove it! Whether your operation needs stump grinders, brush chippers, whole tree chippers or waste reduction equipment, Bandit wants to show you why more industry professionals trust the Bandit name. Call today to schedule a product demonstration at your job site.
n November 13, thousands of tree care companies descended on the Midwest Airlines Center in Milwaukee, Wisconsin, for the world’s largest tree care industry trade show and conference – proving once again that when it comes to value, TCI EXPO tops the list.

Despite news reports of an uncertain economy, thousands (2,102 to be exact) of tree care owners, managers and workers flocked to TCI EXPO to view the latest in equipment and gear, network with other tree care professionals, catch up with old friends and take advantage of CEU credits offered throughout the show in various formats and venues. They had a chance to talk to vendors, meet suppliers that they work with all year, and

(Continued on page 58)
Tim Back (left), president of Back Tree & Landscape, Inc. in Cincinnati, a TCIA accredited company, discusses the Accreditation program with auditors John Iurka (hidden) Randall McDonald and program director Robert Rouse (right).

Dane Buell, CTSP, (kneeling), with SavATree in Bedford Hills, N.Y., and fellow judges perform a safety check on a competitor in the Student Career Days Work Climb competition.

The chainsaw challenge at the Husqvarna booth showcased fast hands and skilled professionals.

Attendees are listening intently in the Working Together, Spanish workshop, one of the many educational sessions held during TCI EXPO.
While climbing demonstrations took place nearly nonstop at the demo tree in the middle of the trade show floor, several exhibitors also grabbed the attention of EXPO attendees with ongoing product demos.

**TCI EXPO**

(Continued from page 56)

view products that they plan to buy in the upcoming year – hundreds of industry suppliers and manufacturers were on hand to field questions and demo products.

That final attendance figure of 2,102 was an 11 percent increase over the last visit to Milwaukee.

Thanks to everyone who responded to the post-show survey. Your feedback is already being used to plan TCI EXPO 2009 in Baltimore. We are still fielding fantastic comments regarding the education being timely and focused. The exhibitors continue to thank us for the quality of our attendees, and booths are already selling for TCI EXPO 2009 in Baltimore, Maryland.

Here are a few of those comments:

“This show is so well run, I am surprised you all do not do another one in spring.”

– L. Craig Keoun, Plastic Composites Co.

“Thanks ... for another great TCI EXPO.”


“Thanks for the efforts made on behalf of TCIA for the students. They really enjoyed the EXPO and the competition. We appreciate all that is done by TCIA and the companies sponsoring the job fair and judges for the competition.”

– Thomas L. Green, Western Illinois University

“Hope all is well after an awesome TCI EXPO. The best yet, no doubt.”

– Jeff Fabian, Heartwood Tree Service, LLC, Charlotte, N.C.

“We have decided that we will be doing the show in Baltimore. We had a very good interest rate in Milwaukee. This was very much attributed to you and your staff. Please send me the Baltimore exhibitor information so we can get signed up. Thanks for a great job.”

– Bill Chaney, SVE Portable Roadway Systems, Inc.

TCI EXPO continues to be THE trade show and conference for the tree care industry. Dates for TCI EXPO 2009 in Baltimore are November 5-7, with preconference workshops scheduled for November 4.

Any exhibitors who have not yet booked space for Baltimore, please contact Sachin Mohan right away. Space is filling up fast.

Whether you attended and want to see if we may have a picture of you at EXPO, or are interested in seeing what TCI EXPO is all about, check out our photo album of TCI EXPO 2008 at www.tcia.org.

For those who couldn’t make Milwaukee, see you in Baltimore in November 2009!
Ninety-eight students took part in the TCIA Foundation’s Student Career Days, held Friday, November 14, during TCI EXPO in Milwaukee.

A total of 209 students registered for the entire conference. Of those, 98 entered at least one of the competitions offered. That is about 50 percent of the total attending students participating in the competitions, where historically about 25 percent of the students who attend EXPO compete.

The new Tree Care Industry CSI Tree Diagnostic competition was rolled out this year, and all of the competitors had very positive comments about the new event. Prior to creation of the TCI CSI (Tree Care Industry Crime Scene Investigation) event, instructors were polled to see if there was interest in an adding an additional competition at EXPO.

After the TCI CSI event, instructors were offering their positive support of the new competition based on their students’ feedback. Two of the instructors actually audited the competition and were very pleased to find that it was a good learning tool that could serve to reinforce their curriculum.

The Jobs & Internship Fair attracted more industry representation than ever before. Including ISA and the Tree Fund, a total of 17 companies and organizations were present, and the student interaction with them was energetic.

The competitions were the tree climbing competition, the collegiate and vocational level knowledge exams, the gear and safety check and the tree diagnostic competitions. Here are the top scores for some of the events:

**Collegiate Overall Score**
- 211 Brian Baker Brigham Young University
- 206 Daniel Cohen University Mass.
- 199 Keith Maltby Milwaukee Area Technical College
- 192 Jon Farkas University Wisconsin at Steven’s Point
- 188 Merrill Larson Brigham Young University
- 183 Preston Colver Brigham Young University
- 170 Kyle Olsen Brigham Young University
- 166 Daniel Watkins Western Illinois University
- 159 Caleb Smith University of Mass.

**Vocational Overall Score**
- 148 Ross Bosworth Northlands Job Corps
- 134 Michael Trevorrow Northlands Job Corps
- 122 Matthew Davis Quachita Job Corps
- 113 Eric Schneider Dolconda Job Corps
- 107 David Foux Quachita Job Corps
- 102 Thomas Bascom Quachita Job Corps
- 101 Develle Banks Goliconda Job Corps
- 95 Cody Wright Northlands Job Corps
- 83 Michael Howe Northlands Job Corps
- 76 Aaron Duke Goliconda Job Corps

**Collegiate Written Exam Score (out of 80)**
- 50 Cody Wright Goliconda Job Corps
- 48 Michael Trevorrow Northlands Job Corps
- 43 Aaron Duke Goliconda Job Corps
- 32 Mark Chisholm Almstead Tree & Shrub Care
- 27 Elito Beals University of Mass.
- 26 Kyle Olsen University of Mass.
- 25 Nick Esposito Unknown affiliation
- 25 Brandon Chippo Northlands Job Corps
- 25 Kody Littrell Northlands Job Corps
- 24 Thomas Bascom Quachita Job Corps
- 22 Christopher Schreiner University of Wisconsin at Steven’s Point

**Vocational Knowledge Exam (50 points possible)**
- 34 Roy Evans Goliconda Job Corps
- 33 Eric Snyder Goliconda Job Corps
- 33 Mike Mlynarski Virginia Tech
- 33 Nicholas Alexandria Unknown affiliation
- 30 Hayden Chopp Northlands Job Corps
- 29 Brandon Chippo Northlands Job Corps
- 29 Nick Esposito Unknown affiliation

Top 10 scores for work climb, throwline, gear and safety check and scramble will be available at tcia.org.

**Sponsors and Kudos**

Sponsors of TCIAF’s Student Career Days events were Stihl, along with Wright Tree Service, Almstead Tree & Shrub Care, The Care of Trees, Bartlett Tree Experts, SaveATree, Davey Tree Experts and ISA.

A big thank you to all of them, and to all the volunteers who helped put together the new CSI event and all the other events for the students, to the Milwaukee City Parks staff, to the judges and, of course, the school personnel involved.

**Students and judges prepare for the competition.**
VFT Outlook: Landscape changing in D.C.

The landscape is changing in Washington, and your industry’s trade association is already hard at work to make the best case for commercial arboriculture.

The Voice for Trees political action committee works to create a regulatory and political environment that benefits the green industry. Issues such as safety regulations, chemical use, crane best practices, taxes, workforce issues and more affect your business every day. Our mission is to ensure that commercial and utility arboriculture has a voice in regulations and legislation impacting our day-to-day operations.

The issues haven’t changed, but the solutions, legislation and regulations that are issued certainly will. Below is a prediction on what we might see in the near future.

Immigration and employee outlook

Immigration will return to Washington as a hot topic in the new administration. Expect legislation that mirrors Obama’s stated positions:

- Create more secure borders, which includes additional personnel, infrastructure and technology on the border and at ports of entry.
- Increase immigration, which includes a higher number of legal immigrants to keep families together and meet employer demand.
- Lessen illegal immigration by cracking down on employers who hire illegal aliens.
- Legalize the illegals by allowing those who are in good standing to pay a fine, learn English, and become eligible for the opportunity to become citizens.

OSHA outlook

Whether it’s workplace injuries or family leave, “it’s payback time for Obama supporters in the regulatory arena,” according to the Washington Post. Groups that worked hard to put Obama in the White House are jockeying to be first in line to make suggestions on health and safety issues after waiting through eight years of Bush deregulation.

Labor unions are writing their wish lists and recommending changes to the regulatory review system. Labor’s first priority is a federal law offering a card check-off as an alternative to secret-ballot elections for union representation. Success would mean a series of new rules from the National Labor Relations Board. Another objective is protecting workers from repetitive stress and heavy-lifting injuries in the workplace. Expect some sort of ergonomics rule to return by spring.

TCIA was successful in getting OSHA to issue an Advanced Notice of Proposed Rule Making for tree care in 2008, though Democrats will have a different regulatory agenda of their own. It remains to be seen how vigorously the new administration will work with our industry.

Small business outlook

Obama promised to lower health care costs with a new small business tax credit to help small businesses provide health care to their employees. The plan would provide a refundable credit of up to 50 percent on premiums paid by small businesses on behalf of their employees.

On the campaign trail, he also promised to eliminate all capital gains taxes on small and start-up businesses to encourage innovation and job creation by providing a $500 “Making Work Pay” tax credit to almost every worker in America. Self-employed small business owners pay both the employee and the employer side of the payroll tax, and this measure will reduce the burdens of this double taxation.

Obama promised to support entrepreneurship and spur job growth by establishing a small business and microenterprise initiative for rural America. The program will provide training and technical assistance for rural small business, and provide a 20 percent tax credit on up to $50,000 of investment in small, owner-operated businesses.

It should be an interesting spring and summer in Washington. Make your voice heard by supporting the Voice for Trees political action committee, the only federal lobbying committee for the tree care industry.

Make your voice heard in person by joining us in Washington this July for our Legislative Day on the Hill. For details, contact Mark Garvin at garvin@tcia.org or by calling 1-800-733-2622.

A300 Part 2 Fertilization Draft 2 ready for review

A public review period has been set for A300 Part 2 Fertilization Draft 2. This is a revision of ANSI A300 (Part 2)-2004 Fertilization.

The public review period will run from December 19, 2008, through February 2, 2009. The revision draft can be viewed and downloaded for review at any time on TCIA’s Web site at www.tcia.org/Public/gov_standards_review.htm

Send us pictures!

Do you have a good pic of your crew at work, a job you’ve done – or one that needs to be done? Would you like to see them in TCI? Send your tree work pictures to staruk@tcia.org.

Send us pictures!

Do you have a good pic of your crew at work, a job you’ve done – or one that needs to be done? Would you like to see them in TCI? Send your tree work pictures to staruk@tcia.org.
Join TCIA and PLANET for a joint legislative day in Washington

With the dramatic results of November’s elections still being digested in Washington, the Voice for Trees political action committee is looking closely at 2009. A number of the industry’s priorities remained stalled in Congress – chief among them immigration reform, small business health care relief, OSHA’s regulatory agenda, and regulatory consistency on pesticide applications.

TCIA invites all its members to gather in Washington, D.C., July 12-14, 2009, for a joint Legislative Day on the Hill. To enhance the power of its efforts, TCIA has teamed with The Professional Landcare Network (PLANET) as hosts. PLANET represents approximately 4,000 green industry service provider companies and suppliers nationwide that specialize in lawn care, design/build/installation, interior plantscaping and landscape management. Together, TCIA and PLANET hope to strengthen the impact its members have in raising awareness of crucial green industry issues to Washington lawmakers.

The event provides tree and landscape professionals with an opportunity to unite their efforts and their message as they visit with their congressional representatives on Capitol Hill to discuss issues that affect the industry. Attendees will receive an issue briefing before their Hill visits, and first-time participants receive special attention and assistance from veterans of the event.

Legislative Day on the Hill will be held at the Marriott Key Bridge Hotel in Arlington, Virginia. The event kicks off on Sunday, July 12, at 2 p.m. with a Communication Training Session that will prepare attendees for their visits with Congressional staff. Monday, July 13, includes a work day at Arlington National and Historic Congressional Cemeteries for those who choose to participate from 7 a.m. to 1 p.m.

The day continues at 3 p.m. with the keynote speaker, legislative briefings on key issues, and the opening reception and dinner.

Tuesday, July 14, begins at 7:30 a.m with breakfast at the Rayburn House Office Building followed by Day on the Hill appointments.

More information will be forthcoming as details are arranged. For now, circle the date and prepare to join us in Washington this July.

Input sought for Sustainable Sites Initiative


TCIA has signed on as a participating organization in this initiative and encourages members to comment on the proposals.

The Sustainable Sites Initiative is a partnership of the American Society of Landscape Architects, the Lady Bird Johnson Wildflower Center and the United States Botanic Garden in conjunction with a diverse group of stakeholder organizations.

The new draft will contain more than 50 proposed prerequisites and credits ranging from site selection to sustainable maintenance practices. The metrics format will be similar to existing LEED (Leadership in Energy and Environmental Design) tools in structure and will include the following components:

- Credit intent
- Ecosystem services addressed
- Social and economic benefits
- Requirements
- Submittal documentation
- Technologies and strategies
- Resources

The Guidelines and Performance Benchmarks draft has been available for download and public comment since November 10 at www.sustainablesites.org/report. The public comment period will close January 20, 2009. Public review and comment is essential to the successful development of these guidelines and performance-based benchmarks. To participate in the review process, visit www.sustainablesites.org/review.

Case study library online

The Sustainable Sites Initiative received more than 125 submittals to its call for case studies. These case studies demonstrate a wide variety of sustainable practices addressing issues associated with stormwater management, integrated design process, habitat restoration, material management and other sustainable practices. The Initiative will continue to build this library over time from the wealth of innovative submissions received. Future opportunities to submit additional case studies will be promoted on the Web site.

For information, contact info@sustainablesites.org.

CTSP workshop/exam has changed!

Beginning in 2009, the CTSP workshop and exam will become a more efficient and cost-effective event for the employees your company enrolls.

The workshop content will be more highly integrated and refined so that students will only have to attend one, eight-hour day.

What’s more, there will be options for exam-taking. A conventional, proctored exam will be scheduled for the morning of the day after the workshop, at the same venue. Alternately, CTSP registrants will be able to drop into any of a growing number of proctored testing facilities located conveniently throughout the U.S. and, for a nominal fee, be able to take the CTSP exam when it best suits their schedule. These testing facilities will be available for those re-taking the exam, too.

To date, 37 sites in 23 states have been designated as CTSP proctor testing facilities. For a list of them, visit the CTSP section on TCIA’s Web site, www.tcia.org/Public/ctsp_workshops.htm.
Family-owned and operated West Coast Shoe Company going strong since 1918

Founded in 1918 by John Henry Shoemaker, West Coast Shoe Company (Wesco) is still going strong 90 years later, building handcrafted boots in its Scappoose, Oregon, factory for customers all over the world.

The Shoemaker family, in its fourth generation of family leadership and third generation of family ownership, remains committed to handcrafting boots the old-fashioned way using the finest available American-made materials. Their boots are built to withstand the rigors of daily abuse by occupations of just about every description, including utility pole climbers, linemen, arborists, loggers and construction workers to name a few.

Wesco is a longtime associate member of the Tree Care Industry Association and a PACT (Partners Advancing Commercial Treecare) partner at the Root Level.

The Shoemakers got their start in 1918 making boots for loggers, and in 1938 introduced the first boot built especially for the needs of arborists. This boot, the Highliner, has been named the official boot of the TCI EXPO for two consecutive years, in 2007 and 2008.

“Wesco is truly the last of its kind. To our knowledge, we’re one of a small handful of bootmakers still building a made-to-order, custom product in the U.S.,” says Roberta Shoemaker, Wesco president and granddaughter of the founder. “I’m proud that Wesco has held its ground in keeping manufacturing here in the U.S. It’s the only way to ensure we maintain a level of quality that customers expect.”

As the Shoemaker family confidently moves toward a century of outstanding craftsmanship, they’ve seen their boots withstand the conditions of Oregon’s timber camps, ride down the mean streets of Sturgis, walk the high fashion runways of New York and Paris and light up the big screen in blockbuster films such as Ghost Rider, Terminator and The Aviator.

Ninety years later, Wesco’s reputation for quality is known from Scappoose to Japan and most places in between.

The company has seen a number of changes in the footwear industry during its 90-year run. A big step into the 21st century was the launch of its first Web site in 1999, which brought strong growth through direct sales. In November of 2008, Wesco unveiled its fourth generation Web site, geared toward making custom fitting and custom ordering easier, while offering more custom options than ever before.

“Our Web site is more interactive and full of additional features. But, we’re not stopping here. We have plans for much more,” says Shoemaker. “In developing this latest version, we wanted visitors to feel as though they were right here in our little factory. When you walk through the front door of our shop you are immediately enveloped in an old world feeling of richness and warmth.

Then to be custom fit and to leisurely select your custom options with our skilled staff answering your questions and even catering to your whims… are all part of the experience we now share with customers
A Proud History Written in Leather

The son of European immigrants, John Henry Shoemaker got his start at age 16 learning the bootmaking craft in Grand Rapids, Michigan, before trekking west in 1903. After spending five years with the Bradley Shoe Company in Portland, and another 10 years running the manufacturing and repair departments at the Goodyear Shoe Company, Shoemaker was ready to start his own business.

When West Coast Shoe Company was founded in 1918, business was almost exclusively focused on making logging boots. Because timber workers would go into camps for weeks at a time, most boots were sold on site at camp commissaries. During these early years, the Wesco factory was contained inside the retail store in downtown Portland. To meet demand between 1918 and 1929, Shoemaker moved his West Coast Shoe Company four times. With six children and little money to hire experienced help, the three eldest Shoemaker children went to work in the factory making up to eight pairs of logging boots on a good day. It wasn’t long before the Shoemakers were able to build a small factory next to their family home in Scappoose. By 1937 West Coast Shoe Company was a two-story, 2,400-square-foot operation. Today, the factory is nearly 20,000 square feet and stands in the very same location.

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on our site. The only missing element is the smell of leather!”

“It’s not just a one-click decision,” Shoemaker continues. “After all, customers are building a one-of-a-kind boot that will last for many years to come. So they should visit as though they have all the time in the world.”

In the words of founder John H. Shoemaker, “A shoe is no better than the leather it is made of – and all the leather on the market is not worth a ‘whoop’ where there is no shoemaking skill.”

These words still hold true for Wesco and serve as a standard of quality the Shoemakers intend to maintain for the next 90 years.

For more information on Wesco, the Highliner boot, or the company’s full line of occupational and recreational boots, please visit their Web site at www.wesco-boots.com.
By Nick Krumrei

When breaking in a rookie groundman in a two-man crew, there is so much information to try to remember. It is all important because life, limb and property damage can quickly occur if proper safety guidelines are not followed.

Working in the winter has its own challenges, not the least of which is bulky clothing and the need for cold weather protection in addition to safety gear. Limbing a big elm tree in a small backyard will keep ground man and trimmer in constant vigil to spot potential problems and hazards.

My dad, Melvin Krumrei, has been an arborist and climber since the 1940s and now, at age 80, still climbs and trims trees.

So this day he is calling down direction to his ground man, Alan, who between cuts would untie the rope and clear the branches beneath the tree. Repeatedly, as my dad would prepare for a cut and look down to make sure the groundman was prepared, he would see him twist the rope around his hands to ensure a good grip. With a snow-slick rope, to Alan, it seemed the natural thing to do.

My dad, who had many experiences with binding slippery ropes, kept cautioning him and explaining why not to do it.

My dad was working on a big difficult branch and had made the cut and saw it was falling clear. Turning off the saw and snapping it to his saddle, he looked down to see footprints in the snow 10 feet apart and no groundman. He turned to look behind him and found the ground man face-to-face with him, his having been dragged across the yard and up the tree with his arm extended, the rope snug around his wrist.

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Still, my dad couldn’t help stating the obvious, “You wrapped the rope around your hand. Now do you see why this is a bad idea?”

Fortunately the groundman only had his pride wounded, but he decided tree work was not for him.

Nick Krumrei is the son of Melvin Krumrei, owner/operator of Duluth Tree and Landscape in Duluth, Minnesota.
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