

Arborists Soak



ARBORISTS do hold some answers to the country's great problems, Jack MacDonald of Arizona Public Service Company told the national gathering at its February annual meeting in Phoenix.

You can see that it's the arborist who really cares for the spindly tree surrounded by concrete and asphalt, he said. The arborist is charged with the responsibility—and the pleasure—of making the country a more beautiful and a better place to live.

MacDonald, director of special services for Arizona Public Service Company and a member of the executive committee of the Governor's Commission for Arizona Beauty, provided the inspirational ingredient for the National Arborists Association program. He described the community beautification effort that is taking place across the state, from the gestures of new mothers giving memorial trees, to city-wide tree-planting endeavors, to state-wide long-range planning.

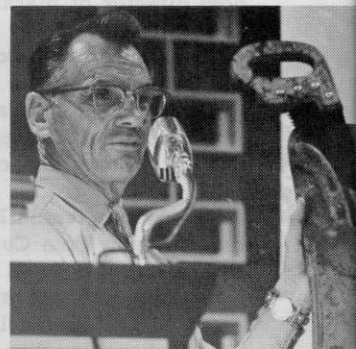
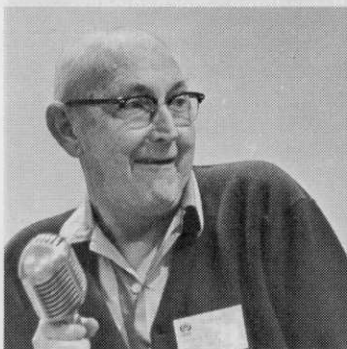
Those attending responded to MacDonald's enthusiasm by donating enough money to buy 100 citrus trees for the Phoenix tree planting program. The gesture also was in keeping with the National Arborist Association tradition of presenting a tree to the city where it meets.

Finding, Keeping Good Help

Subject matter for the remainder of the four half-day business sessions was directed toward solving arborists' own every day problems. Speakers, panelists and floor discussions ranged over recruiting, training and holding employees, safety, DDT substitutes, and line-clearing practices.

Difficulties of recruiting and hold-

National Arborist officers for 1970 (front to rear): President — William A. Rae, Jr., Frost and Higgins Co., Burlington, Mass.; first vice-president—William P. Lanphear III, Forest City Tree Protection, Cleveland, Ohio; second vice-president — Glen Burns, Karl Kummerling and Associates, Canton, Ohio; secretary — John Shullenbarger, Gustin Gardens Tree Service, Gaithersburg, Md.; treasurer — Robert Felix, Harder Services, Inc., Hempstead, N.Y.; director — Thomas Morrison, arborist, Wilmette, Ill.; director — W. Roland Shannon, Shannon Tree Co., Milford, Pa.; and Past president — Paul Walgren, Walgren Tree Expert Co., West Hartford, Conn. Another director, Paul Ramsey, N. G. Gilbert Corp., Muncie, Ind., was not present.



Among program participants, from the left, were longtime arborist Gordon H. Knowles, who presented the attendance prize (Heller-Gro liquid fertilizer, of course); Kenneth Kirk, president of Shield Shade Tree Specialists, St. Louis, who

talked about employee incentives; Carl C. Brigham, management consultant, who discussed employee motivation; and William Johnson ("Badger Bill"), the Phoenix area host and who talked about desert tree care.

Up Ideas and Sunshine

ing employees can be reduced markedly if the right people are hired in the first place contended Carl C. Brigham, management consultant.

"Try to find out what motivates the man you're considering, he said. As you interview, "watch for his basic, or psychic, energy level, his level of aspiration, his ability to stand frustration."

Brigham said there are up to eight basic needs that most people have. These are the need for: security, status, power, investigation, excellence, perfection and service.

Tree work, he averred, satisfies the need for excelling, perfection, serving and investigating. So, he concluded, you look for a man who rates these needs highest.

And William Johnson, owner of Badger Tree Service, Phoenix, noted: "A good tree man is a good artist."

Company image can exert drawing power upon the more capable men in the labor market, suggested William A. Rae, Jr., Frost and Higgins Co., Burlington, Mass.

"You're more likely to get the good employee if the company has good looking equipment and uniforms," he said. "We feel ours is the company to work for in our community."

Panelists pretty much agreed with Ray Gustin, Jr., Gustin Gardens Tree Service, Gaithersburg, Md., that benefit programs are important for attracting and keeping good men, but that for the younger employee "loyalty is tied pretty closely to wages per hour."

Employee Incentives

Several incentives were discussed, with all tied to ability and varying amounts of employee attitude and discipline.

"We offer a 5¢/hr. accumulative bonus payable at the end of the year," reported Kenneth Kirk, president of Shield Shade Tree Specialists, St. Louis. "After two years' tenure, we have a profit-sharing program based on hours worked, years of service, attitude, appearance and ability.

"We pay up to four weeks' vacation. After the first year, three days; second year, a week; and so on. We give seven paid holidays, but the employee must work the day before and the day after to qualify.

"We have a life insurance pro-

gram, and the company pays about a third of the costs.

"A uniform change is provided every day or every other day."

In return, the 22-man force is required to show up two hours every day, regardless of weather, for such activities as clean-up, wash-up and repair work. They must be clean

shaven, there are no "long hairs."

Shield men normally work a nine-hour day, six-day week, getting time and a half for overtime. They take no coffee breaks, and never park equipment in front of a tavern. And no "moonlight" tree work is allowed.

Johnson of Badger Tree Service listed the ingredients of a successful tree company as good men, education, and public relations.

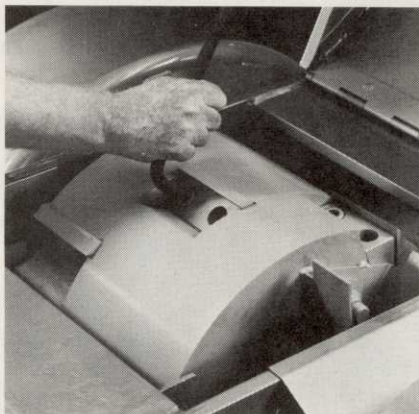
Build a sense of belonging in your employees, he advised. Uniforms are one way to do it. They don't have

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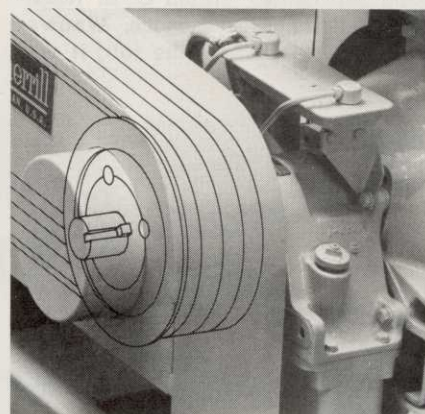


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to be elaborate; they have to be practical. "Our men all wear levis, yellow T-shirts and yellow helmets."

Training Prospective Employees

Of utmost importance is to determine if a man really likes tree work. Rae said Frost and Higgins accomplishes this objective as it trains. The company goes into schools to recruit college and high school men. A six-weeks' training course is offered to them, with pay and "no strings attached." At the end of the training, the prospective employee knows whether he likes the work and he's trained and ready to work permanently.

Training is conducted on weekends. Rae says 60% have joined the company afterward.

"Another good source of employees is from your present staff. If an employee brings in a man that stays five weeks, we pay the employee a bonus."

An obvious but often overlooked way to keep employees, Rae added, is to tell them when they've done a good job. "A little praise does go a long way."

C. G. Wilhelm of Denver follows the practice of leaving a card with the customers for them to rate work done. "They do send in the cards, and our employees do read them."

DDT Substitutes

"Talking about DDT substitutes... that could be very short; there is no good substitute," stated C. L. Wachtel, Wachtel Tree Service, Wauwatosa, Wis. "DDT did the job; it was



Entertainment included a tour of the Desert Botanical Garden of Arizona . . .

there when the beetle emerged."

"We intend to intensify our sanitation program of removing all diseased trees. We'll continue to use bidrin injections, a pretty good substitute but one that depends on the skill of the applicator. Vapam is used to isolate diseased trees by preventing root graph.

"Methoxychlor doesn't have the killing power or residual of DDT, but we'll just have to try harder getting good timing."

Edwin Irish of Charles F. Irish Co., Warren, Mich., reported acceptable results with methoxychlor. "We started two years ago, and use it 80% of the time.

Del Kennedy of Ukiah, Calif., sees

the possibility that "in three to five years the state will darn near take your sprayer away from you and say this is it."

"Systemics will be the answer," he said. "Can we make any money at it? About three times more than spraying."

Kennedy reported working with bidrin, methylcystox and Monitor. He sees "injecticides" coming on in the form of fertilizers, fungicides and pesticides.

Line-Clearing Changes

Tree companies can no longer afford to have "hatchet men" on line-clearing jobs, said Riley Stevens, Stevens Tree Surgery Co., Portland. "People have come to recognize the tree as a thing of beauty, as something to be preserved."

Stevens said he was at a loss to predict how much line-clearing there would be for his son. There's a trend to put lines underground, especially in new areas. He predicted that the next decade might bring the end of overhead wires except for principal power lines.

Trenching equipment and growth inhibitors are going to play important roles in right-of-way maintenance practices, said Glenn Burns of Kuemmerling and Associates, Canton, Ohio.

He told of tree experiments in which treated trees grew to 5½ feet in two years while untreated trees reached 17½ feet high. Mechanical tree trimming will diminish; chemical trimming will increase, he said.

Utilities make the mistake of asking for the kind of job they've determined the public approves of, then accepting the lowest bid from



Dan Lynch, executive secretary, discusses some last-minute program changes with Don Quintero, center, and Freeman Parr, program chairman. Lynch and Quintero are staff members of Executive Consultants, Inc., Washington, D.C., the new management firm for the National Arborists.



W. H. Earle, director of the Papago Park garden, points out dark red cactus flowers.

a contractor to do the work, said another panelist.

"Often they don't get the quality of work they expected," said W. Roland Shannon, Shannon Tree Service, Milford, Pa.

"They need to remember that the contractor is a representative of the utility he's working for."

Shannon sees a public relations bonus for the utility or tree company that can find a way to decrease the visual brown out from brush-killing materials such as 2,4,5-T.

Safety awards were presented to Farrens Tree Service, Jacksonville, Fla.; Charles F. Irish Co., Warren, Mich., and Landscape Foresters, Ltd., Bronxville, N. Y.

USDA Bans Aldrin, Dieldrin For Aquatic Environments

USDA on Mar. 9 canceled federal registrations for all uses of aldrin and dieldrin insecticides in aquatic environments" in an effort to further reduce pollution of the nation's water resources and potential contamination of fish and other aquatic life."

ARS cancellation of aquatic uses includes all uses in marshes, wetlands, and adjacent areas including treatments for control of mosquito larvae, filter fly larvae in sewage systems, and tabanid larvae in outdoor areas.

Individual product cancellations

take effect 30 days after manufacturers receive cancellation letters from ARS.

Hybrid Spruce Developed At Michigan State University Has Fast Early Growth

A new hybrid spruce has been developed at Michigan State University that combines the early growth characteristics of the white spruce with the ornamental qualities of the blue spruce.

The hybrid was developed from a new cross between blue spruce and white spruce, reports Dr. James Hanover, Michigan State University forestry researcher.

The blue spruce is known for its ornamental qualities of form, appearance and drought resistance. Blue spruces are also used for Christmas trees and windbreaks, but are slow growing in their juvenile stage (the first 10 years). The white spruce is primarily a timber tree, fast growing in both its early and late stages.

Dr. Hanover has grown some of the new hybrid spruces to a height of 24 inches in less than two years under greenhouse cover. This year, although he will produce enough seedlings for further intensive testing in nurseries and plantations, he will not have seed for large-scale release of them, he reports.

The hybrid was produced from man-made crosses because white spruce and blue spruce do not grow together naturally due to their adaptation to different climates.



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