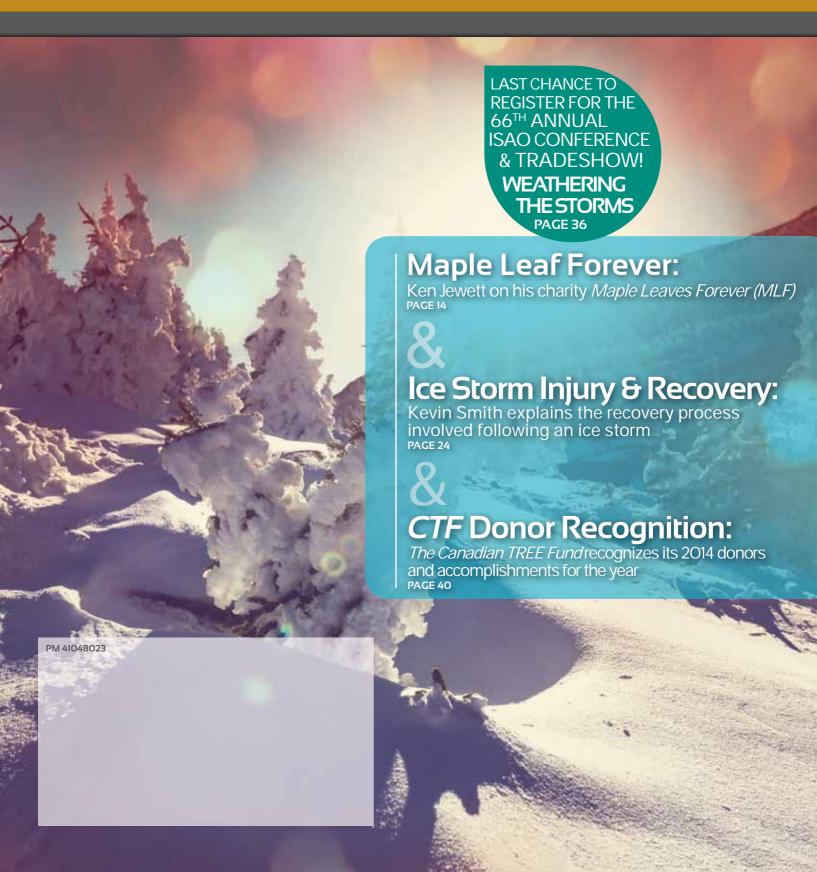
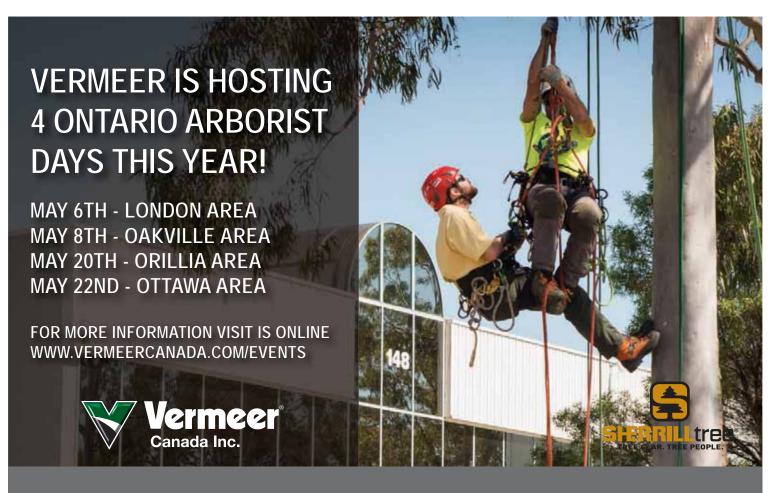
ONTARIOARBORIST





COME SEE US AT THE 66TH ANNUAL ISAO CONFERENCE & TRADESHOW CAESARS WINDSOR HOTEL & CASINO | WINDSOR ON | FEBRUARY 18-20, 2015





Access personalized information on your equipment when you need it!

REGISTER: my.vermeer.com



BRAMPTON (800) 668-9065

LONDON (855) 351-9866

OTTAWA (613) 298-9121

EQUIPPED TO **DO MORE**.



BARTLETT. BECAUSE UPWARD MOBILITY IS PART OF OUR NATURE.

For over 100 years, we've made trees, shrubs—and our people—thrive.

Ours is an entrepreneurial culture in which new ideas are welcomed and decisions are shared—not handed down. We provide a highly-competitive compensation package, continuing education and generous benefits, including medical/dental/life insurance, RRSP and more. And we encourage our employees to succeed both in and out of the workplace. Consider a career with Bartlett Tree Experts.

Where growth happens everywhere you look.

We welcome inquiries from qualified applicants.



For the life of your trees.

PLEASE CALL THE TORONTO OFFICE AT 416.631.8111 OR VISIT WWW.BARTLETT.COM



Tamarack Tree Care Ltd. is a vegetation maintenance company headquartered in Brockville, Ontario that is expanding operations in Ontario with **several full-time positions** available. **Certified Utility Arborists** are desired along with a **General Foreman**.

AZ/DZ license preferred. Candidates must have experience in line clearance and knowledge of the industry. Three years experience or 6,000 hours required. ISA certification is an asset. Ontario Industrial Vegetation Exterminator Licence holders positions also available. Travel may be required.

Starting wage \$20-29 depending on position and experience.

Only qualified candidates please apply.

Resumes: email tamaracktree@bellnet.ca or fax 613-498-0085



CERTIFIED ARBORIST

FIFTEEN POSITIONS AVAILABLE

G.T.A., St Catharines, Guelph, Waterloo, Ottawa, Kingston

Arborist, Climbers & Ground Personnel, Production Utility Arborist



ASPLUNDH is a Vegetation Management Company that has been servicing clients for over 85 years throughout the world with over 38 000 employees. We are looking for 15 new employees to service our Municipal and Commercial clients in these expanding areas.

We offer a safe and Professional work environment with continuous training and development with comprehensive benefits program.

So if you are looking for a safe, stable ,exciting family business to develop your skills in the Arboriculture Field, come join the industry leaders. We have an ORANGE truck waiting for you.

Qualifications:

- Experience is a asset but we are willing to train
- ISA certification, EUSA certification and college training are all assets
- DZ license to service our Municipal

Pay/Benefits:

· Commensurate on position and experience.

Apply Today!

Resumes can be faxed or emailed to Lawrence Martineau:

Fax: 905-689-9540

E-mail: lmartineau@asplundhcanada.com



WELCOME/CONTENTS FEBRUARY.MARCH

features & articles

- 5 Message From The President
- 6 Bits & Chips
- A Peculiar Problem: Understanding Pathogenic Fungi
- 12 EAB Damage Control In Guild Park & Gardens
- 14 Maple Leaf Forever
- 15 2015 ISAO Supporting Members
- Supporting Organizations: Arborist Safe Work Practices Committee
- Climate Change S.O.S.: Save Our Syrup!
- 22 Book Review
- Tree Recovery From Ice Storm Injury
- 27 ISAO Educational Conference & Tradeshow Info
- Arborist Workshop & Exam | Women in Arboriculture Ontario Breakfast
- Thank You To Our Sponsorship & Exhibitors
- 31 Membership Savings Programme
- 32 ISAO 2015 Conference Agenda
- 36 ISAO 2015 Conference Registration Form
- 38 Canadian TREE Fund Update
- 40 Canadian TREE Fund Donor Recognition



8 Pathogenic Fungi



24 Tree Recovery from Ice Storm Injury





MESSAGE FROM THE PRESIDENT

What a year 2014 was and coming into 2015 the future is yet to be written...

The year has flown by and we are right back to conference time and the end of my term as President. It has been a fast but great year and I'm feeling blessed. As well it has been a complete honour to be part of this organization and the work it does to support, encourage, and provide educational opportunities to Arborists, tree people and people that love trees. Looking back at the past year the ISA Ontario Board Directors & Committees have been extremely busy.

- 1. The year started off with putting together the final touches to a very successful conference at the Deerhurst Resort in Huntsville
- 2. The appointment of our new Executive Director, Rebecca Lord.
- 3. The welcoming of three new board members John Stewart, Mike Watson, Jonathan Marriott.
- 4. Two sold out workshops one with lan Bruce and the other with Jennifer Llewellyn.
- 5. The unleashing of the NEW ISA TRAQ programs in Toronto, Ottawa and Cambridge.
- 6. Working on 2015 Conference in Windsor securing venues, speakers & conference layouts.
- 7. The launch of a new Member Benefit program (check it out at the conference this year).
- 8. Yet another successful climbing competition.
- Governance committee revising by-law and making us compliant with changes to the Ontario regulations for nonprofit organizations.

10. Publication committee has worked extremely hard during the transition period and had to jump over some major hurtles. New design/layout person, new printing service and distribution, editing team & pictures/advertisement.



When you think back and look at the number of volunteers and the number of hours that all the individuals on the Board and the Committees contribute over the year....talk about paying it forward. I cannot say THANK YOU loud enough.

As well THANK YOU to all the members that support ISA Ontario and everything we do to continue providing Education & Safety to the Arborist industry. This is a member driven organization and without the members ISAO would cease to exist..so this is a call to all the members we need everyone help in spreading the word about ISA Ontario and becoming a member.

Work hard, play hard, & touch tress often.

Thanks, John

John Ransom
ISAO President

magazine **contact**

ISA Ontario (ISAO) Inc. • 7856 Fifth Line South • Milton, ON • L9T 2X8 • 416.493.7022

magazine team

EDITING TEAM: Rebecca Lord, John Stewart, Linda Hawkins, Rory Quigley, John Wilson

DESIGN/LAYOUT: **Kelli Richard** email: kelstarr_designs@yahoo.ca

ISAO Board

PRESIDENT: John Ransom
PRESIDENT ELECT: Ken Gillies

VICE PRESIDENT: Rachel Bowery

PAST PRESIDENT: Rory Quigley

DIRECTORS: Heidi Breen, Laura Catalano, Mike Watson, John Stewart, Arthur Beauregard, Jon Marriott & Stephen McQuigge INTERNATIONAL REP: **Alastair Fyfe**

executive director Rebecca Lord

advertising

Please direct all inquiries for web & newsletter advertising to Rebecca Lord via rebecca@isaontario.com.
Ad sizes/rates are on www.isaontario.com.

letters to the editor

We welcome letters of comment and information on any arboricultural or ISA issue. Submissions may be edited for length and readability.

distribution

(ISSN 1198-6832 - CANADA POST PUBLICATION AGREEMENT # 41048023) The Ontario Arborist is published

bi-monthly by the Ontario
Chapter of the International
Society of Arboriculture (ISAO).
The magazine is prepared for the
benefit of Chapter members. Views
expressed are those of the writers
and do not necessarily reflect the
opinion of ISAO or its directors.
ISAO is not endorsing the use
of products mentioned and no
discrimination is intended towards
similar products. Permission from
the publisher is required to reprint
articles. This newsletter is printed
on recycled paper. All inks are
recycled when discarded.



Ph: 416.493.7022 • 1.888.463.2316
Fax: 1.855.329.4726
Email: info@isaontario.com
Website: www.isaontario.com
ISA Website: www. isa-arbor.com
www.facebook.com/isaontario









YEW IN EUROPE NAMED OLDEST TREE

An English yew, *Taxus baccata* at S. Cynogs in Defynnog, Wales was recognized in 2014 as Europe's oldest tree with its age thought to be over 5,000 years by DNA testing and ring dating. This tops a yew in Perthshire, Scotland that is believed to be close to 5,000 years old. (There is a *Norwegian Spruce* in a National Park in Sweden estimated at 9,500.) They are all older than the Egyptian pyramids and predate Christianity and Christmas.

Although English yew usually only live to be 400 to 600 years old; the two ancient specimens both split under their own weight without falling victim to disease. Lower light levels and high moisture in the areas are also thought to have contributed to the trees' long life. They are both on land that was protected for thousands of years first as pagan sites which later became church yards.

There is a search ongoing in Europe for more trees of similar age. It is hoped that the hunt will encourage people to value trees and protected places.

http://www.dailymail.co.uk/sciencetech/article-2683383/ Europes-oldest-yew-tree-discovered-Welsh-churchyard-FIVE-THOUSAND-years-old.html

Another Reason To Hire Only Trained, Certified Tree Workers

The British on-line news site EADT24 reported on November 14 following a release by the HSC (Health and Safety Executive) that an Essex tree surgeon was fined 10,000 pounds plus 889 pounds in costs. "The HSE investigation revealed Bradfield and his

employees had no certificates of competence in even the basics of chainsaw skills or tree surgery." The irony of the story is: According to the report the tree was taken down due to homeowner concerns about safety. The tree surgeon and landscape gardener had 30 years' experience. "Together with his team they removed the lower branches before putting up a three-stage extending ladder to reach the higher branches. To increase its height they placed the foot of the ladder in the rear of their pick-up truck parked at the foot of the tree, and used no harnesses or ropes. No one was wearing personal protective equipment." Bradfield climbed the ladder but was knocked off by the top of the tree when it swung round as he was cutting it. "The tree surgeon who fell four metres while holding a running chainsaw landed on a colleague. The tree surgeon received only minor injuries.

However, after four days in hospital the worker later collapsed at home, dislocating both shoulders, and he then spent nearly eight weeks in intensive care with a severe chest infection. Due to nerve damage in his shoulders the worker now has very little use of both arms and requires constant care."

Canadian Yew Harvest Criticised after European Discovery

One of the side effects of the search for ancient European yew and the knowledge that protected land can produce magnificent trees is criticism of Canada's wild yew harvest. Unlike Pacific yew and European yew, wild Ontario yew (or *Taxus canadensis*) is a shrub with a maximum height of 2.5 m and its wild harvest started after it was discovered it is a source for cancer-fighting chemicals or taxanes, including one that is used to develop *Paclitaxel*.

With this discovery, Canadian research projects attempted to develop a strain of yew that would produce higher concentrations of the taxanes and have faster growth rates that could be farmed and harvested mechanically as an alternative to the wild harvest. At the same time, other projects attempted to improve the extraction process to recover increased levels of several pharmaceutical products from the same amount of yew.

Both *Natural Resources Canada* and the M*inistry of Natural Resources* were involved in the research. One of the "farms" flooded and the plants died. The plants were tilled under at the second farm in 2013 due to lack of market. (The improved extraction process worked and the demand for the raw plant material dropped.) Even proposed construction of a "dryer" to be built in Northern Ontario to reduce transportation costs did not go forward.

In 2014, the market opened up in Ontario, and harvesters headed out in to wild places to collect yew branches. To ensure the harvest was done in a sustainable manner, harvesters were paid at a lower rate per pound if woody material was delivered to the transfer stations. Only bags of correctly harvested material received the premium rate.

Harvesters participating were from a mixed group. Some were those with marginal incomes or looking for a summer job but others joined the search in support of cancer treatment and some considered it a seasonal outdoor recreational activity.

Government and industry statistics indicate, at this time, the wild harvest in Ontario is sustainable and the plant is not being put at risk. So, I planted wild Ontario yew in my own protected place, my own garden, just in case.

13-Foot Surviving Elm Identified

In Ontario we have another tree worth celebrating. *More Trees 29* announced they successfully submitted an elm to Guelph's elm recovery program. The tree is 13-feet in diameter and is located at 34 Torrens Avenue in Toronto's Ward 29.

The tree has not undergone testing yet to determine how it has survived Dutch elm. The tree is approximately 400 years old.

http://moretrees29.com

Forests Ontario Recognizes 400- year old Oak

In 2014, Forests Ontario recognized a white oak as the oldest tree in their program. Located in Niagara-on-the-Lake, its height is 21.3 m and circumference is 518 cm. The website says, "The white oak is the official boundary marker in the first land deed in Upper Canada (now Ontario) signed in 1781 between the Chippawa and Mississauga Native Chiefs and the English Crown. The deed was for a four mile wide strip of land, paralleling the Niagara River, on the west side, running from Lake Ontario to Lake Erie. The land was transferred to King George III for 300 suites of clothing."

Andrew Pitek, *MFC*, Forest Operations Coordinator said, "These programs are important to raise awareness of trees in urban settings and provide good seed sources."



by Kyle McLoughlin

A Peculiar Problem: Understanding Pathogenic Fungi

Fungi and plants are an inseparable duo. There are even plants that maintain fungi relationships, that don't photosynthesize

(Monotropa uniflora - more on that one later). Inter-kingdom interaction is part of the natural way of things when living in a

dynamic environment. In this segment we're going to be talking about the fungi that don't benefit the tree, and don't at first appear to play a visible role in the decay cycle. Pathogenic fungi are fungi that don't necessarily decay wood, but affect the health of the tree by impacting growth, nutrient flow, and structure. Of course, pathogens do play a role in decay, just not an immediately obvious one. The challenge is that many pathogenic fungi also decay wood, and many wood decay fungi, if given the right conditions, can act as pathogens. Fungi are tricky that way, they adapt to their situation, making them difficult to categorize.

Although mushrooms and conks are the most popular forms of fungal fruiting bodies, as far as fungi are concerned, these are the lookers of the bunch. They aren't the only

fruiting bodies in the fungi kingdom though; pycnidia, conidia, perithecia, apothecia and stroma (just to name a few), are all parts of fungal fruiting structures that can tell us a lot about the species and ecology of a fungus. Pathogenic fungi may have any of the above fruiting bodies, and in some cases certain species of pathogen can have two. Think of it like Aphids, some of which can go through six distinct stages of reproduction before going through an entire generation. Isn't nature weird?

> These unique fruiting bodies are nearly invisible to the naked eye in many cases, yet can be identified with practice. As arborists we cross pathogens most often in the form of their effect on the tree, such as canker, leaf discolouration or tissue death, rarely is the fruiting body encountered. Yet in the end, knowing the fruiting body is helpful in aiding disease ID because it helps us to accurately learn the symptoms and cycle of the disease. By learning the cycle of how the disease reproduces, it can ideally lead to a method of control. A pathogen that reproduces rapidly (like most fungal diseases) is one that should be addressed sooner rather than later, less it get out of hand and spread to nearby specimens, or allow for multiple entry points for decay.

When a spore of a pathogenic fungus like butternut canker (Ophiognimonia clavigignenti-juglandacearum) lands in a wound that is suitable for growth, the spore

begins to germinate. After germination, the pathogen begins invading its host (in this case the tree) by consuming parts of the cambium, and moving through its desired food source. Anywhere the fungal mycelium wants to go, it must "eat" its way through. Now, this process is very similar to the way decay fungi grow, the difference is that the pathogenic fungi attack



eing undertaken to improve conditions of this specimen,



the cambium as well as sapwood and phloem (depending on the species), usually the active parts of the tree. By attacking the cambium, the pathogen is attacking a critically important part of its host. This is part of why cankers form the way they do. The pathogenic fungi are attacking the cambium, and the ram's horn on the outside is the tree trying to replace what's been lost. The tree is reacting to the pathogen, and the exposed wood on its trunk.

You will never see a mushroom or conk grow from a canker, but you will see one growing from the wood exposed by a canker. This is a secondary species, sometimes called an opportunistic invader, which is very common in pathology, both in trees and in animals. Kind of like the guy that slept on your couch for six months in college, ate all your food and never gave you a cent

for rent. "I'm only going to stay for a couple days till I get things straightened out, I promise!" Yeah right, thanks Dan. Give an inch and they'll take a mile. That means, if you see a conk growing out of a wound near a canker there are at least two fungi living within that tree, and that both are subsisting off a different food source. Wait, did you just say, a different food source? Yes, yes

I did. Once there is one factor impacting the tree, chances are there will be others, including decay fungi and insects, because they can recognize where they can get an easy meal.

Knowing the depth of the fungi kingdom at least lets us know what we're dealing with, the organisms that cause disease are as vast and complex as the plants that they grow on. Knowledge of pathogens gives us proper insight into dealing with the trees themselves, which are at the end of the day, our patients. A diseased tree, much like a sick person, is going to recover or resist disease much better, if it is in good condition. This may seem like a no-brainer, but this is the perennial problem we face as arborists: trees planted in poor soil, or incorrect soil, in highly polluted areas, too closely together, in environments of low biodiversity. In many cases these disease fungi are taking hold of their hosts, and

causing biological harm because the trees are already stressed, and they will continue to be stressed until things change in the urban environment.

When humans get sick, it's usually because we've been working overtime, sleeping less, eating poorly, and the weather has been crummy. Each one of these things isn't enough to weaken us, but



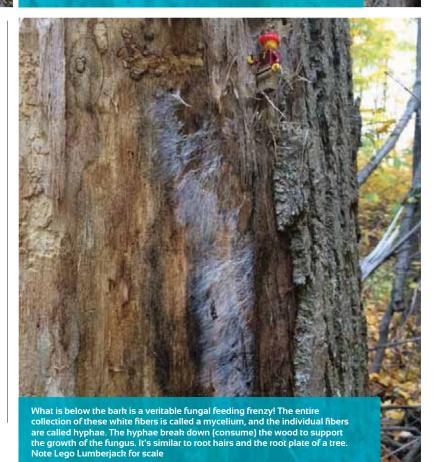
espread Nectria fungus is a common pathogen on ardwoods, including the Beach Bark Disease. The uiting bodies here are also known as perithecia



exposure to any of them for too long can play a significant role in contracting an illness. Once we get an illness, it means time off work, a lot of sleep, eating well, and staying where we can control the environment. Sick trees are very similar.

If we can slow down disease fungi by improving conditions for the tree, we can limit the possible entry points for decay fungi. Reduce the likelihood of decay fungi, and play an effective role in managing risk, and prolonging the life of the tree. Properly recognizing and treating pathogens is part of managing risk for the long term.

Sure we can't move our trees inside, but fertilizing the soil, muching to reduce compaction, and limiting drought or flood stress by introducing an efficient watering cycle can go a long way to preventing those diseases from advancing once they've been identified. This goes very much the same way with decay, once a tree has decay, it can never be removed. Now, if the tree has developed the right relationships beforehand, with humans or fungi (hint hint *mycorhizzae*), as caretakers, then disease or decay may not become a serious problem. In the words of many great men before me: "An ounce of prevention is worth a pound of cure."









TREESCAPE CERTIFIED ARBORISTS is a well established

company

serving Peterborough and the Kawartha Lakes. We service all facets of the tree care industry and specialize in tree preservation and hazard tree removals. We are currently seeking applications for the following positions:

- ESTIMATOR
- EXPERIENCED CLIMBER/ARBORIST
- EMERALD ASH BORER TREATMENT TECHNICIAN

For additional qualifications and information, visit our full-length job listing at www.treescapecanada.ca. Treescape is "Rooted in Excellence" and our success is based on our dedication to improving our collective skill sets and learning new practices. We are seeking individuals who share the same desire and dedication to succeed.

Apply Today!

Please forward all resumes with a covering letter to:

Fax: (705) 876-6600 E-mail: info@treescapecanada.ca

EAB DAMAGE CONTROL in guild park & gardens

by Cara Webster, Natural Resource Specialist, City of Toronto, Parks, Forestry & Recreation, Urban Forestry

Background

City of Toronto Urban Forestry received a lot of criticism from some individuals over the winter and spring of 2014, following logging of dying ash trees from a much-loved forested park in Toronto. A large part of Guild Park & Gardens is a predominantly ash forest along the Scarborough Bluffs and Lake Ontario. The management of the forest to remove trees suffering decline from Emerald Ash Borer (EAB) was made a priority, due to the presence of significant plant and wildlife habitat and high public use. Logging has not been recently practiced in the City of Toronto, but it was done at the Guild to help introduce lower impact equipment to remove

tree hazards, reduce wood volumes, and to re-purpose some of the wood. Approximately 2600 ash trees were removed from Guild Park & Gardens alone over a five-week period. Four other forest sites in Toronto were also managed under the same contract. Luckily, due to the long cold winter, 90% of the required work was completed in February to March, 2014.

Lots of downed woody debris following tree removals, March 2014. PHOTO CREDIT: City of Toronto

Community Outreach

Public outcry started in early March once the logging operation switched to clean-up phase and there was a significant stockpile of logs in the park. Following correspondence with local residents, publication of a *National Post* article, *Global TV* news reports and an article in the ISAO's *Ontario Arborist* magazine, Toronto Urban Forestry Services staff stopped the tree cutting and dedicated additional effort to public education; including a public meeting in early April to update the community on the process being followed to mitigate impacts from ash decline.

To prepare for the anticipated impacts of EAB in the Guild

community, Urban Forestry held public meetings starting in 2008. The local councillor also provided regular updates on his web site. In early January 2014, a public meeting was held to provide forest management examples from other southern Ontario sites including Oakville and Sarnia to try to prepare the public for work that would take place over the winter. Despite these proactive measures, as work began and site changes became visible, numerous complaints were received from members of the public. Many of the complaints that were received focused on the aesthetics of the site before the clean-up and restoration work phases had begun.

Why Logging?

A lot of effort was spent on this project, starting in fall of 2012, to create a holistic management plan that would protect environmentally significant features at Guild Park & Gardens including wildlife habitat, regeneration and rare plants. A lot more detail was incorporated into the forest management prescription in our effort to retain wildlife trees. reduce wood stockpiles near rare plant locations and reduce compaction

and disturbance to soils and ground vegetation.

Despite public claims, the primary reason to conduct a logging operation was not to profit from the wood harvesting. It was to protect the soils while removing downed wood. To accomplish this required trees to be cut and removed quickly while soils were frozen. The sale of wood helped to offset some of the cost of tree removal but it turned out that operating this type of work in the City of Toronto was much less profitable than expected due to increased trucking costs; owing to increased traffic congestion and longer distances to sawmills.



The decision to use a logging contractor for this work plan was made to try to reduce issues that the City has faced working with urban tree service companies. In urban manicured park and boulevard areas, arborists work to achieve an aesthetic standard which is much different than what foresters try to achieve in a natural disturbed forest. This has led to mis-use of heavy machinery causing damage to soils, wood chips being blown into natural areas and smothering ground vegetation, over-extraction of woody debris that should be retained to replenish the soil, over-zealous pruning and removal of dead trees, and cutting of log lengths into small pieces instead of more natural tree fall sizes that provide habitat for wildlife such as salamanders.

A high level of skill and expertise was required to fell trees within the time and weather constraints. Ash decline at Guild Park $\boldsymbol{\vartheta}$ Gardens presented a lot of challenges due to the high number of tree fall targets ranging from architectural monuments, commemorative trees and benches, park buildings, adjacent public school properties, utility wires, roadway, bluff edge, trails and treated ash trees. The logging contractor had access to smaller machinery that could more easily navigate small foot trails and pull logs out of the forest. Logging equipment was moved between the five park sites that were being managed simultaneously so that the largest trees were targeted for removal first, followed by removal of smaller trees using small skid-steers. Some residual tree damage occurred in order to remove this high number of trees from the park and to create a few skid trails to pull material out of the wooded areas. However, a tree damage survey that was completed following operations showed that 97% of the stand was free of damage.

Site Recovery

Urban Forestry has switched to a restorative phase of the project at Guild Park & Gardens and has planted over 3600 native trees and shrubs during the spring and fall seasons. Invasive plant management will continue over subsequent years to remove

competition from new plantings and allow regeneration. The *TreeAzin* injection program is continuing to inject approximately 500 ash trees throughout the property and may switch to an annual treatment period to try to maintain canopy. A park management plan has also been completed for the site to identify all of the site management issues including forest and trail management.

Smaller scale tree removal will be required over the coming years to remove remaining marked hazard trees in areas that were not completed in 2014 and to address trees that do not respond to *TreeAzin* treatment. These areas will be restored as required over time to replace tree canopy.

Despite the initial shock to the community during the logging operation, the forest is starting to recover and will be well cared for to sustain a healthy forest. Woody debris that the community insisted we try to remove from the park has blended into the vegetation over the field season. Over time, new plantings and regeneration will fill in the forest gaps to replace the ash canopy.

References

Armstrong, J. Guildwood hit hard by Emerald ash borer. Global News, January 31, 2014. http://globalnews.ca/news/1122102/guildwood-hit-hard-by-emerald-ash-borer/

McAllister, M. Residents opposition near Guild Park escalates. Global News, March 24, 2014. http://globalnews.ca/video/1228134/residents-opposition-near-quild-park-escalates

Jolin, V. Logging & Tree Care at Guildwood Park. Ontario Arborist. International Society of Arboriculture, Ontario Chapter. June-July, 2014.

National Post. Emerald ash borer menace: City plans to cut down 68,000 ash trees in Toronto. March 12, 2014. http://news.nationalpost.com/2014/03/12/emerald-borer-menace-68000-mature-ash-trees-cut-down-around-toronto/

Schwan, T. Logging Damage Assessment, Guild Park Forest, Toronto, Ontario: Williams & Associates Forestry Consultants Ltd. April 17, 2014.

MAPLELEAFFOREVER OA PLE LEAF MAPLELEAFFOREVER OA PLE LEAF BY Patricia Kerr LEAF Rebates for Locally Sourced Native Maples

Ken Jewett, age 85, discovered his condominium was doing landscaping and he offered to pay for the new trees. However, in the process he learned, to his horror, the maple trees were to come from Oregon. They were NOT Canadian grown.

"Someone has to stand up for Canada," said Jewett in a telephone interview. We need to remember the maple is our arboreal emblem. I am just a little guy."

Today Jewett is asking the arboricultural community for help educating Canadians on the value of native locally-sourced maples.

Jewett's concern drove him to action and the development of a charity, *Maple Leaves Forever (MLF)*, dedicated to planting all types of native maples. Jewett's personal drive is for maples but he believes strongly in diversification and maintains a managed woodlot. A spokesperson for the *Ontario Woodlot Assocation* said, "There are other programs happening to support other natives. The maple is his thing."

Jewett's research taught him how our native maples survive our climate's off days and ice storms better than most imports. He also learned about the hazards of invasives, but his drive is about patriotism. "The maple is Canada's tree. Canadians should support our emblem"

Jewett's charity *MLF* started in Mulmur Township north of Toronto in 1990. The idea was to give people a financial incentive to plant native, locally-grown trees. He started giving away lots of 25 native Sugar Maple seedlings at the annual tree day. This offering expanded to the adjacent Township of Mono but ended in 2007 when one-third of the 12 thousand seedlings were not picked up. Jewett felt this was both costly, wasteful and disappointing.

In 2008, the charity moved away from seedlings to Sugar, Red, Silver and Black saplings of at least 3-feet in height. The purchase costs were shared 50/50 between the charity and the planter. Currently, the subsidy is one third of the acquisition cost.

The Ontario Woodlot Association confirmed they are one of the growers producing Canadian-grown native maple trees from locally-sourced seed for *MLF*. The number of trees ordered varies from year to year.

Jewett states he bought a full page advertisement in the *Ottawa Citizen* (costing \$10,000) as an open letter to David Johnson, (Governor General of Canada), John Baird (Foreign Affairs Minister), Mark Christmanson, (C.E.O. National Capital Commission), Jim Watson (Mayor of Ottawa,) M. Pedneaud-Jobin (Mayor of Gatineau), and Andrew Potter (Editor of the *Ottawa Citizen*). He says he did receive letters of acknowledgement and appreciation from the Governor General and commitment from the *National Capital Commission* to only plant Canadian-grown, native maples on their property.

Jewett's advertisement has dropped into the great vacuum that is cyberspace but he has held the attention of the *Ottawa Citizen* and their reports are following the development of his charity to have only Canadian-grown from Canadian seed maples.

Success has encouraged him to take his program provincially. Jewett wants to restore the native maple to its place of honour in our hedge rows, rural plantings and laneways in the rest of Ontario. In return, the charity continues to offer rebates.

Telephone conversations with both *Humber Nurseries* and *Sheridan Nurseries* stated they grow most of their own native maples in Ontario. Sheridan did confirm they will buy from Oregon if they have a rush order they cannot fill. Japanese maples are usually U.S.-sourced.

MLF has lot of marketing to do to educate the public. Both retailers confirmed consumers rarely ask or have concerns about the origin of their stock. One worker stated, "Only the most avid gardeners care where the plants come from."

Jewett continues in his letter, "The City of Ottawa and the *NCC* tree people have been very supportive and helpful in operationally specifying that if a maple is to be planted it will be a native Canadian maple. Now will this be costly? No it will not, remember *MLF* pays for a third of any purchase."

Anyone wishing to take advantage of the rebate can go to mapleleavesforever.com. Complete the application and review the list of 16 nurseries that carry native maples. When the application is approved, the landowner or client pays the nursery for two thirds of his invoice and *MLF* mails a cheque for the remaining third to the nursery.

Tree Climber/Arborist



CLC TREE
SERVICES has
been working for
over 25 years in
London and area.
We have won the
2010 Business
Integrity Award
and recently the
Best of London

2014 award. We are always looking for great team members to join the family. We offer competitive salary and benefit packages, profit sharing, career advancement and educational development opportunities.

Qualifications:

Candidates must be knowledgeable, courteous, reliable and up-to-date in all climbing and rigging techniques plus display good communication skills.

- · Desire to learn and progress;
- · No fear of heights, hard work and weather;
- Proven climbing ability Climbing aptitude test will be administered;
- · Attention to detail;
- · Excellent communication skills;
- Physical strength and stamina;
- · Positive attitude and team oriented;
- Strong work ethic and initiative;
- Pay Rate Compensation from \$25-40/hr plus benefits and profit-sharing/bonuses.

Education/Assets/Other:

- ISA #;
- DZ license with clean abstract;
- · First Aid Certificate;
- · Location is not on bus route;
- · Climbing experience.

Apply Today!

Please send your resume and references by email to: E-mail: info@clctreeservices.com For more information call 1-519-685-0257

Attention: Hiring Committee

2015 ISAO Supporting Members (as of June 2014)

Authentic Tree Care Inc.

BioForest Technologies Inc.

Cressman Tree Maintenance & Landscaping Ltd.

Eloquip Ltd.

Four Seasons Tree Care

Gardiner Tree Trimming & Removal Ltd.

Glenwood Tree Service

Goodreau Tree Care

Ground Control

Guardian Tree Systems Inc.

Ingold Tree Service Inc.

J. Carty's Tree Service Ltd.

Maple Hill Tree Services

Nisco National Leasing

Ontario Line Clearing & Tree Service

Shady Lane Expert Tree Care Inc.

The Tree Specialists Inc.

Universal Field Supplies

Vermeer Canada

Yard - All Tree Service Inc.

Supporting Organizations: ASWP

The Arborist Safe Work Practices (ASWP) Committee began in the year 2000 after a meeting of a group of arborists concerned about the number of accidents and incidents in the workplace. They identified the lack of common work practices for instructing new arborists as a major concern and causal factor for accidents and incidents. The result of this meeting was the development of the Safe Work Practices.

SUPPORTINGORGANIZATIONS: ASWP

OA

Our long-running *Chair* Ruurd Van de Ven decided in the fall of 2014 that he was stepping down. The Committee thanks him for his many years of service and dedication. The new *ASWP Chair* for 2015 is Mike Greer.

Our *Terms of Reference* outlines the purpose of the Committee. The *ASWP Committee* is a volunteer effort for the arborist trade in Ontario, whose purpose is to assist government agencies, *WSIB*, and Safe Workplace Associations to improve the health and safety of the arboricultural industry. This purpose is satisfied by:

- The management and control of the content of the Arborist Industry Safe Work Practices document;
- Providing a location for government agencies, WSIB, and Safe Workplace Associations to access knowledge, skills and experience on health and safety-related arboricultural matters;
- Providing a location for government agencies, WSIB, and Safe Workplace Associations to communicate with the arboricultural industry on health and safetyrelated issues.

The ASWP Committee has developed working relationships with safety associations and government agencies. Although the primary contact is with the Workplace Safety and Prevention Services (WSPS), connections with the Infrastructure Health and Safety Association (IHSA) and other safety associations occur. WSPS is the amalgamated safety association that includes Farm Safety, the primary safety association for most arborists in Ontario. IHSA is the amalgamated safety association that includes the previous Electrical Utility Safety Association. WSPS hosts our meetings and provides some administrative support. The Ministry of Labour also supports us as a

Technical Committee, which they can and do approach for specific information on areas of the arborist trade.

The Committee operates through volunteers representing Municipal, Commercial and Utility sectors and meets on a quarterly basis. The representatives from each sector have an equal number of management and workers. However, as with any volunteer organizations it is sometimes difficult to recruit people so our ratio may not be exact. Fortunately this year we managed to fill our vacancies and retain the ratio.

Since 2000 the Committee has accomplished many goals such as: three printings of the *ASWP Guide*, moving documents from paper format to electronic and making them free to download, developing two testing protocols for fall protection knots and spar tree fall protection systems, submitting comments on various *MoL* initiatives and advising the *MoL* on specific arborist safety issues.

Our goals for 2015 are: to revise the *ASWP* documents, develop a new website with the assistance of *WSPS*, move the documents from their current location to the new site, improve the communications links to ensure easier participation from stakeholders like yourself and encourage participation in reviewing newly developed work practices. Also, the work of the subcommittee reviewing the task of hoisting a worker with a crane should have some results to share. In addition, the Committee will review the recommendations from the *Arborist Round Table Safety Discussions* held in January, 2014 with the analysis of the *Arborist Trade Lost Time Injuries Review* to address safety concerns in the industry.

As we work through these goals we will endeavour to keep industry associations advised of the progress.

Arborist Round Table Safety Discussion

The Arborist Safe Work Practices (ASWP) Committee held a round table discussion in January, 2014. Thirty arborists who represented individuals and companies gathered to discuss safety in the arborist industry. Since 2011 there have been six fatalities in the arborist industry, two in 2014 alone. In addition, 199 lost time

injuries from 2009-2013 were recorded. The accident and incident record for the arborist trade in Ontario is not good. This meeting provided an opportunity to talk about the potential causes and present possible solutions.

The meeting began with the Ministry of Labour *(MoL)* providing information on new legislation for 2014 including mandatory training for workers and supervisors and the Working at Heights legislation for the Construction sector. The *College of Trades* were also represented and presented information about the College and the process for changing a voluntary trade to a regulated trade.

The attendees then heard from the Chair of the *Arborist Safe Work Practices Committee* regarding the statistical data for accidents and injuries. The group then broke into smaller groups to brainstorm ideas to present to the group as a whole. The following were the group's discussions:

- 1. Discussion of mandatory *WSIB* requirement for all workers working in the arborist utility arborist trade;
- 2. Better data from *WSIB* with respect to incidents reported causes, where, how, etc.;
- 3. More training resources *(MTCU)* needed for companies outside of the GTA specifically eastern and northern Ontario;
- 4. Better distribution of incident information to workers:
- 5. More public awareness for the trade of arborist and utility arborist not just anyone with a truck and chainsaw can be one of them:
- Seek insurance companies support that only skilled workers should be performing work on properties

 define required skills for the worker and company requirements for skills;
- 7. Moving the volunteer trade of Arborist to a Mandatory Trade through the College of Trades did not have full support from all members;
- 8. Begin awareness of skills and trade through the primary school grades;
- ASWP production and public stakeholdering need to get more information out to stakeholders of the committee and the work it is doing;

- IO.Review scope of work for trade to see which parts should have more focus for safety i.e. fall protection, and ensure that those areas are sufficiently addressed in the *ASWP* material;
- 11. Mandatory licensing through *MoL* for all businesses that operate an arborist / utility arborist business.

The ASWP Committee is reviewing these comments and will develop an action plan that addresses items they can influence.

Arborist Industry Lost Time Injuries Review

The Arborist Safe Work Practices (ASWP) Committee conducted a review of Lost Time Injuries (LTI) for the arborist trade from data supplied through Workplace Safety and Preventative Services (WSPS). The data was compiled from information from the Workplace Safety and Insurance Board (WSIB) Rate Group 190 and further defined to the Classification Unit for Landscapers and Tree Surgeons. The data did not include workers outside of this group such as utility arborists or municipal arborists because they are grouped with a number of different classifications within their Rate Group and would be difficult to flush out those numbers. An LTI occurs when an employee is injured and a claim is made and granted through WSIB.

The analysis grouped the information into specific headings based on the information provided. The represented years are from 2009 to 2013 with a total number of *Lost Time Injuries* during this period at 199. The percentages for each heading are based on the total injuries. The data provided also indicated that the average years of experience for an injured worker was three years and the average age of the injured worker was 30 years old. The data also indicated that the average length of time off was 82 days.

The analysis of the data indicates that the highest Injury Type were sprains and strains with 50% of the *LTI* injuries. The typical injury location is the upper body (shoulders to waist), at 45%. The highest causal factor for *LTIs* is due to strike bys at 44%.

This analysis, along with the results of the *Arborist Round Table Safety Discussion*, will guide and focus the activities of the *ASWP Committee* in 2015.



by Bryce Gunson

Climate Change S.O.S.

(SAVE OUR SYRUP!)

Climate Change S.O.S. (Save Our Syrup!) is a recently completed 2-year-pilot program at Mountsberg Conservation Area geared towards grade 9-10 high school students from the Halton Region School Board. Highlighting the effect of climate change on one of eastern Canada's great natural assets and contributions to the cultural landscape – the sugar maple (Acer Saccharum) and maple syrup, the program has brought more than 600 students out of their classrooms to experience and explore the working maple sugar bush at Mountsberg. The on-site experience, led by Brenna Bartley from Mountsberg, teaches students the social and economic benefits maple trees provide to Canadian rural communities, the challenges a changing climate may have on the sugar maple, and the potential impacts for regional biodiversity and rural economies. Sugar maples are more susceptible to the effects of climate change than many other tree species due to their shallow roots and sensitivity to changes in temperature and moisture, making them an ideal species for students to study.

While on site to study the sugar maple population, the students engage in activities that helped them to understand the biodiversity supported by maple syrup production as well as the economic "ecosystem" that the sugar bush supports in the community. A short walk brings students out to the sugar bush, where students work as teams of citizen scientists to collect data in order to establish a baseline of data on the health of the trees. No data of this kind has previously been gathered at Mountsberg. Dr. Jennifer Baltzer & Dr. David Morris from Wilfrid Laurier

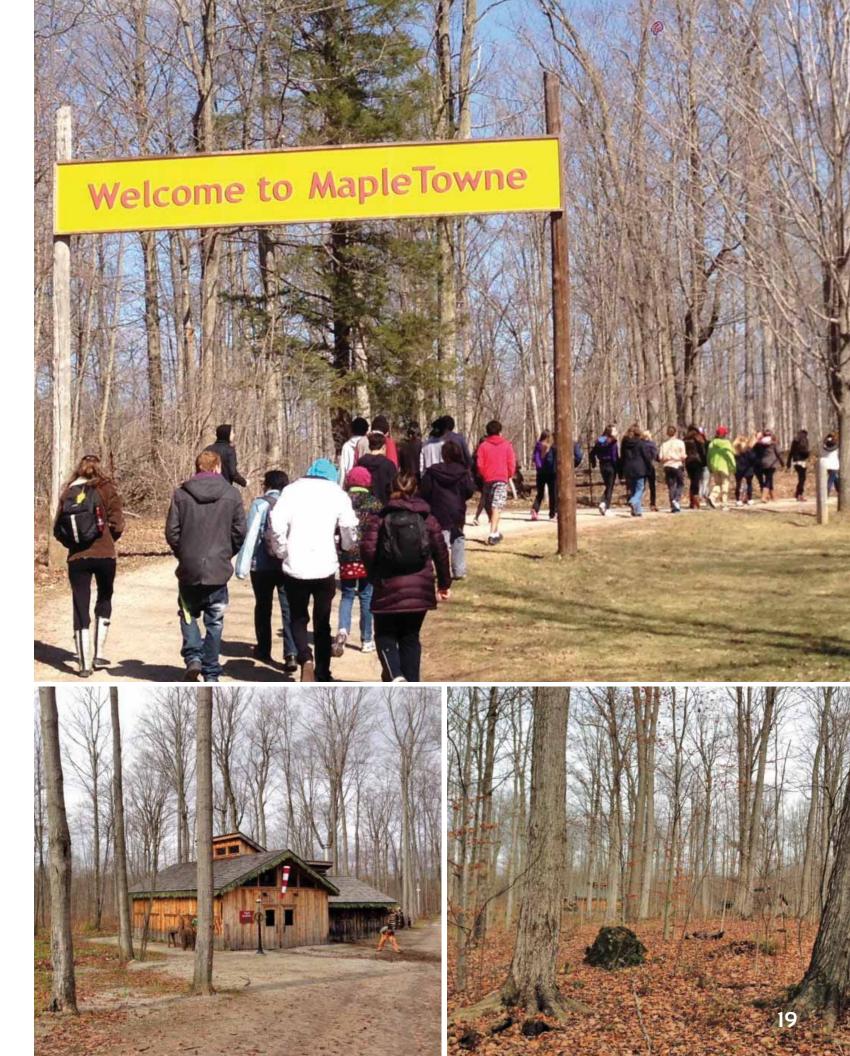


University worked to establish an effective study plot approach, allowing students to take measurements of the trees and assess their overall health. The study area is 25mx25m and consists of 25 one-metre square plots. All trees measuring over 5cm diameter at breast height have been tagged and included in the monitoring project. A total of 33 trees were big enough to be included in the study; this group consists of 13 Sugar Maples (generally mature, canopy trees), 15 White Ash trees (all young, understory trees) and 5 American Beech (all young, understory trees). This information will be used to help reveal possible effects of climate change on the Mountsberg sugar bush.

In addition to this, researchers at Wilfrid Laurier University, led by Dr. Brenda Murphy and Mr. Bryce Gunson, conducted an assessment of the impact of the Mountsberg program. The goal was to understand how sharing knowledge about the impacts of climate change on a valued ecosystem and commodity (namely sugar maple ecosystems and maple syrup) influences students' knowledge, attitudes, and behaviours toward climate change. An assessment survey was administered by teachers both before and after the visit (pre-test and post-test) to Mountsberg.

Results from the 517 surveys indicated positive changes in knowledge of climate change and maple syrup, and positive changes in students' attitudes regarding their ability to lessen their impact on climate change. Although we didn't see a statistically significant change in behaviour towards climate change, the literature indicates this is the hardest attribute to change. Overall, feedback on the program from both students and teachers has been extremely positive, with many expecting to participate again this spring. This successful pilot program has resulted in the program now being offered as regular programming at Mountsberg. Formore information, please contact Bryce Gunson at (519) 756-8228, Ext. 5405 or bgunson@wlu.ca.

We would like to acknowledge the generous support of the Canadian TREE Fund through the Jack Kimmel grant, Wilfrid Laurier University, Conservation Halton (Mountsberg), the Social Sciences and Humanities Research Council (SSHRC), the Ontario Ministry of Agriculture, Food, and Rural Affairs (OMAFRA), the Halton Regional District School Board, the Halton Catholic District School Board, along with support from an anonymous donor.







Allan Fyfe has an extensive range of specialized equipment for use in the arboriculture profession – we rent or sell stumpers, chippers and aerials and can customize vehicles to suit your needs.

Carlton, Versalift, Fairmont, ADI, Southco, Arbortech, Marvin, Jameson

We now have a 12" tracked Carlton chipper in our rental fleet. Contact us for rates on this and other arborist equipment.

www.allanfyfe.com **905-669-1313**

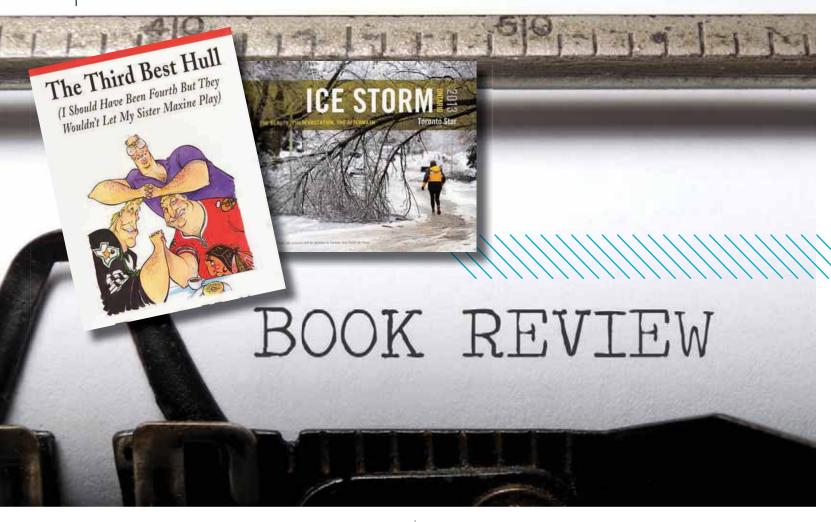
266 N. Rivermede Rd., Concord, Ontario L4K 3N6 Email: afyfe@allanfyfe.com ● Fax: 905-669-9802 Ontario: 905-669-1313 ● Quebec 514-336-4974

TOOLS & EQUIPMENT FOR THE TREE CARE INDUSTRY









THE THIRD BEST HULL

By Dennis Hull

Hockey legend Gordie Howe once said there were two superstars in the Hull family: Bobby, the Golden Jet and one of the greatest players ever to tie up a pair of skates, and his brother Dennis, who had a solid career with the Chicago Blackhawks, and is now one of the most sought-after public speakers in North America.

In *The Third Best Hull*, Dennis Hull outlines his life in hockey with humorous anecdotes, insights, and stories. Not just another sports autobiography, this book provides insight into the life of a hockey star without taking itself too seriously. You'll find out about Guy Lafleur speaking English; how he once won a substantial coin toss; and about his ongoing rivalry with Henri Richard, the younger brother of the legendary Canadiens great Maurice Richard. Along the way, Dennis gives the reader an account of the famed 1972 Russia-Canada series and speaks with stunning candour about his brother, Bobby, his nephew and St. Louis Blues' star Brett Hull, and hockey legends like Howe, Ken Dryden, and Bobby Orr. (©1998, 2013; paperback, 208 pages)

Available at the 2015 ISAO Conference & Trade Show.

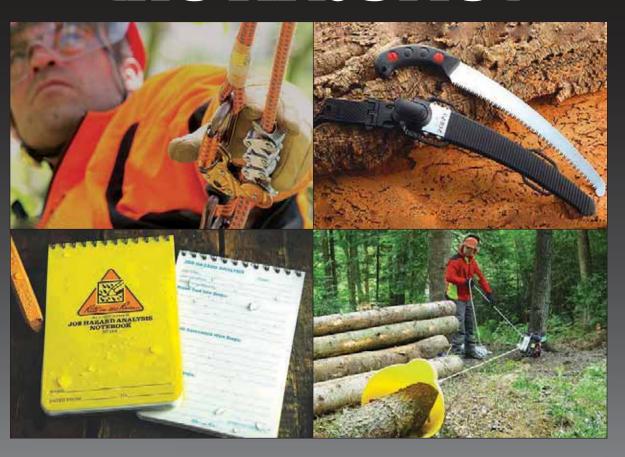
ICE STORM 2013

From The Toronto Star

Ice Storm 2013 documents our worst storm in over two decades. With photos from the Toronto Star's award-winning photographers and additional pictures from members of the public who captured what was happening around them, the book provides a visually stunning collection and is a fascinating historic record of this powerful ice storm; its beauty, its devastation, and the aftermath. From downed trees to ice-draped berries, and from neighbours' open doors to heroic and tireless hydro workers/arborists, the stories of the ice storm come alive in this beautiful keepsake book. (©2013, hardcover, 144 pages)

Available at the 2015 ISAO Conference & Trade Show.

We Have All The Right Gear for the Arborist



Plus we have the knowledgeable staff who know our high quality products and how to get them to you

Products Available

- Saddles and Harnesses Climbing Ropes Rigging Lines/Throw Lines Throw Weights Lanyards and Flip Lines Chain Saw Straps
- Connecting Devices and Climbing Aids Storage and Transport Bags Tree and Pole Climbers Rigging Equipment Handsaws
- Pole Saws Pruner Poles and Extensions Pruning Shears, Loppers and Hedge Shears Tree Bracing and Cabling Safety Equipment



Universal Field Supplies

1540 Trinity Drive, Unit 4, Mississauga, Ontario L5T 1L6

Phone: local (905) 795-1610 Toll Free: (800) 387-4940 Fax: (905) 795-1632 Email: info@ufsupplies.ca www.ufsupplies.ca

by Kevin T. Smith, Ph.d, Northern Research Station, USDA Forest Service, Durham

TREE RECOVERY FROM

Ice Storm Injury

Fig. 4. Patterns of growth suppression and recovery in trees

onset of the 1998 growing season is marked (arrows). PHOTO CREDIT: Kenneth R. Dudzik, USDA Forest Service, Durham, New

Ice storms are part of nature, particularly in northeastern North America. The combination of air and surface temperatures, precipitation, and wind that result in damaging layers of ice is very specific, occurring infrequently at any given location. Across the region however,

damaging ice is formed in fragmented areas every year. Occasionally as in December 2013 and January 1998, a closely-spaced series of ice storms severely damaged large rural and urban areas in Ontario and adjacent provinces and states.

Ice storms immediately affect people's lives through damage to buildings and to the infrastructure for transportation and energy. By necessity, governments and news media focus on public safety and human effects of infrastructure damage. With major storm events, aerial and ground surveys assess the impact of tree injury on infrastructure over large areas of the landscape

or along stretch of roadway or utility corridors. After the immediate safety and cleanup needs are met, public attention moves on to other topics. But what contributes to the severity of tree injury and eventual recovery? Some of the lessons learned from the tracking of individual trees in rural forests since the northeastern ice storm of 1998 (Shortle and others 2014) are summarized in this article.

Kraemer, M. J. and Nyland, R.D. 2010. Hardwood crown injuries and rebuilding following ice storms: a literature review. USDA For. Serv. Gen. Tech. Rep. NRS-60. 29 pp. (Available at http://www.treesearch.fs.fed.us/

Shortle, W.C. and Dudzik, K.R. 2012. Wood decay in living and dead trees: A pictorial overview. USDA For. Serv. Gen. Tech. Rep. NRS-97. 26 pp. (Available at http://www.nrs.fs.fed.us/pubs/40899)

Shortle, W.C., Smith, K.T., and Dudzik, K.R. 2014. Tree survival 15 years after the ice storm of January 1998. USDA For. Serv. Res. Pap. NRS-25. 4 pp. (Available at http://www.treesearch.fs.fed.us/pubs/45483)

Smith, K.T. 2014. Origin of buds, branches, and sprouts. Tree Care Industry 25(5): 22-27. (Available at http://www.treesearch.fs.fed.us/ pubs/45865)

Crown injury that occurs over a time span of minutes to hours induces a cascade of changes that affects trees for years to decades to come. The force of accumulated ice aggravated by wind (Fig. 1) can exceed the strength of the stem and

> branch system in tree crowns (Kraemer and Nyland 2010). Breakage and tree crown loss result from stem snaps, branch breaks and pullouts, and ripped forks. The strength limits may be due to inherent wood properties such as compression or bending properties as measured in a wood testing lab. Under sufficiently extreme conditions, any size of branch or stem of any tree species is vulnerable to breakage. Under less extreme loading, branches or stems may bend and become supported by neighbor trees or by the ground without breaking. Crown architecture contributes greatly to the degree of stress loading with the upright decurrent shape of pine and hemlock

being less vulnerable than the spreading excurrent shape of elm and ash. At the level of tree biology, crown breakage affects tree budgets through: (1) reduced income from photosynthesis and (2) increased expenses for defense and recovery.

Less obvious than broken branches but still a consequence of breaks is the sudden blockage of potential water flow from air bubbles or emboli introduced into the water-conducting sapwood cells or pores. Living xylem parenchyma cells quickly die from desiccation following introduction of air into sapwood. Into the growing season, metabolic shifts form compartmentalization boundaries at the margin of healthy and killed sapwood (Shortle and Dudzik 2012). These boundaries consist of plugging, waterproofing, and antimicrobial materials that resist the spread of lost function and infection. The sapwood killed by desiccation and subsequent infection discolors, usually becoming darker than healthy sapwood. This wound-initiated discoloration generally occurs within compartmentalization boundaries. Eventually, wooddestroying fungi can spread within the discolored wood.

Crown breakage and wounding contribute to tree infection through (1) providing an entry pathway for new infections of killed sapwood and (2) the release of previously



compartmentalized infections in the stem and root system. Intact bark provides good protection from invasive wood decay fungi. The high moisture content and low oxygen levels in healthy sapwood limits the growth of most aerobic organisms responsible for decay. Mechanical injury, sapwood cell death, and wood aeration favors initial infection and spread. However, the production of compartmentalization boundaries both in wood present at the time of injury and in wood formed after injury resists the loss of healthy sapwood function (Shortle and Dudzik 2012). Compartmentalization boundaries are expensive as organic compounds are diverted from normal energy-yielding to defensive processes. Tree species vary to the extent to which they commit resources to compartmentalization boundaries and individual trees vary in the availability of metabolic resources for defense at the time of injury and during recovery.

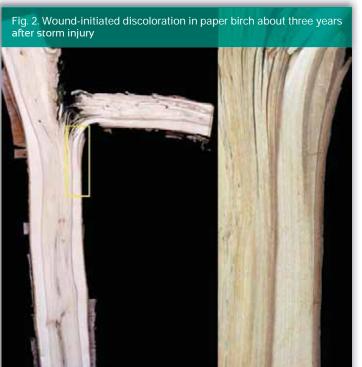
Systematic dissection of storm-injured trees show that discoloration and decay moves slowly from broken branches and may take years to reach the main stem. Dissection also revealed that trees that initially survived canopy loss were at risk from the release of previously compartmentalized infections, particularly infections introduced by earlier wounds of the lower stem or woody root system. Infections can be released by mechanical breaching of compartmentalization boundaries, low availability of energy to

maintain those boundaries, or increased aeration of infected and adjacent wood

Following crown breakage, the key to long-term survival and restoration of growth rates is the building of a new crown to replace the lost photosynthetic capacity. New branches can form from sprouts that arise from pre-formed latent buds and from new meristematic points, frequently at the wound margin (Smith 2014). Sprouting is sometimes viewed negatively as a source of timber defects in rural forests or as a source of unsightly and weak branch attachments in urban trees. However, the ability to reiteratively sprout and build a new crown is fundamental for tree survival. Frequently, the character of high-value veteran trees is the result of sprouting and crown recovery after storm injury of long ago.

Initial surveys of severity and extent of ice storms document the footprint of human disruption. Such "snapshots" usually do not provide a measure of net economic or ecosystem loss. The tracking of individual trees showed that damage was strongly related to: 1) Tree health before the storm, particularly with respect to root disease, 2) Ability to sprout and rebuild crowns, and 3) Closure of open wounds. Accurate prediction of recovery requires looking for signs of infection in the roots and butt of trees and assessing the capacity for crown restoration. (More images cont'd on next page).





CLASSIFIED: Crawler 78

CRAWLER 78 SPIDER FOR RENT

Daily/Weekly/Monthly Rentals Available. At 34.5 inches wide, the Crawler 78 will fit into any backyard or tight access area.

Contact Jimmy:

E-m: jimmy@upanddown.ca | Ph: 519-588-5438

Up and Down Lifting Solutions



CONFERENCE & TRADE SHOW

WE WELCOME YOU TO THE UPCOMING 66TH ANNUAL ISAO EDUCATIONAL



DEAR ISA ONTARIO MEMBERS,

With us having a strong line-up of educational speakers for the conference including Dr. Linda Chalker-Scott from Washington State University, award-winning journalist, Andrew Nikiforuk, and Dr. Kevin T. Smith from the USDA Forest Service; we welcome you to learn the latest research, expertise and knowledge of Arboriculture in North America. In addition to our educational speakers, we are pleased to announce that hockey legend Dennis Hull will be our guest speaker for our Gala Dinner. It was 1972 when one of the most historic hockey events ever took place. A team of Canadian born NHLers took on a squad of Russia's hockey stars in an eight-game series that would change how the world looked at hockey and how the game would be played in the future. Dennis Hull was one of those NHLers! Come and listen to one of the top after-dinner entertainers in North America tell us about his stories. It's going to be a great conference and networking opportunity!



BRIEF UPDATES FROM THE EDUCATION COMMITTEE:

- Conference planning and preparations are well underway;
- ISAO Bookstore will be open at the conference & tradeshow;
- Education Committee members to date include:
 - Mike Watson
- o Rebecca Lord
- John Ransom
- o Heidi Breen
- o Rory Quigley
- Mandy Vandenburg
- Linda Hawkins
- Mark Burleton
- Murray Potts
- o Emma Gilmour

- 2015 Workshop series is under review:
 - o Continued partnership with the Ontario Tree Climbing Committee for a September workshop
 - o Scoping two workshops with Jen Llewellyn, one in the GTA and one in the Ottawa area.
- We always value new ideas for the educational conference and workshop series!

For more information, please visit www.isaontario.com. We look forward to seeing you at Caesars Windsor in February!

EARLY-BIRD REGISTRATION BY JANUARY 16TH, 2015!

Book the full 3-day Conference and book your room at Caesars Windsor Hotel & Casino, our host hotel (with confirmation) by January 16 and receive a 10% reduction on the conference price with our thanks! That means a savings of \$47 as your conference cost decreases from \$467 to \$420. See the registration form enclosed with this issue.



STARTING AT

1-800-991-8888 • www.caesarswindsor.com Guests should quote Group Code AIS0210 when booking





We welcome you to bring your spouse and allow Caesars Windsor to spoil you both, in exceedingly wonderful luxury. Whether it be the refreshing treatments at Estetica Spa, a great workout at the gym, a few hours around the indoor pool, or a few minutes on the 100,000 square foot gaming floor...Caesars Windsor will not only leave you amazed, it will be a great venue to network, socialize, learn and take home some great memories! Be sure to take advantage of the complimentary VALET PARKING (parking is also complimentary)!

PLEASE JOIN US AT CAESARS WINDSOR!



CAESARS WINDSOR | MODERN LUXURY IN THE MIDST OF TIMELESS ELEGANCE

Please join us at the deluxe Caesars Windsor Hotel and Casino, overlooking the artistically manicured riverfront trails of Windsor and Detroit!

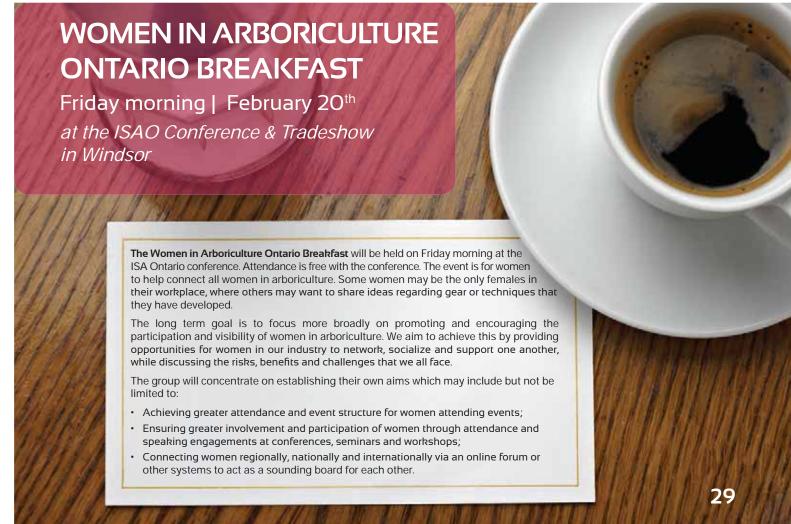
Winner of the AAA Four Diamond award, Caesars Windsor defines modern luxury in the midst of timeless elegance.

Easily accessible, Caesars Windsor is the only Four Diamond downtown Windsor hotel, with 758 rooms in two towers overlooking the riverfront trails of Windsor and Detroit. A sensational conference venue, allow Caesars Windsor to spoil you with masterfully appointed award winning guest rooms at every level. Caesars Windsor will welcome you with indulgent amenities - a spa, an indoor pool, a fitness centre, and concierge attention. ISAO conference delegates will also enjoy complimentary valet parking and free in-suite internet, as well as internet access in the meeting rooms. Conference attendees will also enjoy complimentary use of the Health Club and an opportunity to sign up for Total Rewards and receive a \$10.00 free slot play per qualified delegate... the list of perks goes on!

BOOK EARLY!







THANK YOU to our

66th Annual ISAO Conference & Trade Show

SPONSORS & EXHIBITORS











TRADESHOW SPONSORS

















Membership Savings Programme \$



Vehicles and Equipment plus Industry Training



Enterprise: Save 10% off daily, weekly and monthly posted retail rates for commercial truck rentals. Receive a 5% discount off the lowest internet pricing for Enterprise Rent A Car and 25% off National Car Rental and Alamo Rent A Car.

Esso: Save time and money while using the Esso Business and Fleet Cards. Discount of 2.9¢/litre (at retail locations only).

General Motors Canada: Huge savings on select NEW GMC Vehicles. A \$200 administration fee applies, program is non-stackable and cannot be used in conjunction with any other retail incentives including 0% or any other special finance rate.

Isuzu Trucks: Save up to \$4,000 on select NEW Isuzu Trucks.

Krown Rust Control: Receive access to special fleet pricing program and discounts on specified products.

Petro-Canada: Save 2.4¢/litre off the posted retail price at retail locations only, 15% off car washes and 3% discount on propane.

Employers First: Members receive a 10% discount on over 40 landscape and safety training courses.

LS Training System: Members receive 5% savings on published rates for training modules. Special pricing available for garden centre training videos (5% discount does not apply









































2015 Conference Agenda*

CHART YOUR COURSE. HERE'S A LIST OF ALL THE VALUE-ADDED COMPONENTS.

Wednesday, February 18th, 2015



Thursday, February 19th, 2015

Thai sady, i ck	,	., , 20.0				
7:30 am - 8:00 am	30min	REGISTRATION				
7:00 am - 8:00 am	1hr	DELEGATES AND PAST-PRESIDENTS' BREAKFAST				
8:00 am - 8:30 am	30min					
		ISAO MEMBER	UPDAT	_	DUCING OUR NEV ine Finn, <i>CNLA</i>	W BENEFITS PACKAGE
8:30 am - 9:30 am	1hr				e Of The Beetle rew Nikiforuk	
930 am - 10:00 am	30min	-	TRADE:	SHOW AN	D REFRESHMENT	BREAK
10:00 am - 10:30 am	30min	TREE WORKER STREAM		IT HEALTH STREAM	LEADERSHIP STREA	AM
		Worker Safety in Ontario Ron Lucas <i>MOL</i>	Plant I Pro Mii Ma	Healthcare oducts: racle or orketing	Responsibility & Awareness of Fall Protection Gear and Techniques Sean Hooper IHSA	
10:40 am - 11:10 am	30min	Fall Protection Sean Hooper IHSA	SCOTT		Electrical Awarene Responsibility Andy Kerr	USAO Policy & Procedure Question and Answer
11:20 am - 11:50 am	30min	Electrical Awareness Andy Kerr IHSA	Urba I Enha and Ap	AF & The an Forest Local Incement Oppreciation lests (LEAF)	Employer Safety Training & Recordin Requirements Ron Lucas <i>MOL</i>	Arthur Beauregard
12:00 pm - 1:00 pm	1hr		TRA	ADESHOW	AND LUNCH BRE	EAK
1:00 pm - 1:30 pm	30min	Student Session to N	Neet the		NTARIO AGM ND/OR Climbers Corne	er - Understanding Your Ge
1:30 pm - 2:30 pm		Reduce the Cro Weather the St Ryan Redver	Improving Street Tree Performance - York Region Experience		Severe Weather In Ontario Geoff Coulson Environment Canada Meteorologist	
2:30 pm - 3:00 pm	30min	SPONS	OR: TI	RADESHO	W AND REFRESH	MENT BREAK
3:00 pm - 4:30 pm		SRT - Single Ro Technique Gareth Tudor-Jo	SRT - Single Rope Wandging Forests in A Changing Climate		Lessons Learned, The Town of Richmond Hill's Successfu Approach To 2013 Ice Storn Jeff Stewart Town of Richmond Hill	
5:30 pm - 7:00 pm	1hr, 30min	CANADIAN TREE FUND SILENT AUCTION & SOCIAL (CASH BAR)				
7:00 pm - 9:30 pm	2hr, 30min	CONFEREN	CONFERENCE DINNER & BANQUET feat. entertainer Dennis Hull			

Friday, February 20th, 2015

30min

1hr,

45min

7:00 am - 8:30 am

8:30 am - 9:00 am

9:00 am - 10:30 am

11:45 am - 12:30 pm

12:30 pm - 1:30 pm

1hr, 30min	DELEGATE BREAKFAST	Women's Only: Women in Arboriculture Ontario Breakfast
30111111		Alboriculture Officiallo breaklast

ONTARIO TREE CLIMBING COMPETITION 2014 AWARDS & UPDATE

Julie Tucker (Committee Chair)

HEAR FROM THE EXPERTS ON RISK MANAGEMENT FROM TREE CLIMBING, TREE MANAGEMENT TO STORM RESPONSE

Panel Discussion with Sean Hooper (IHSA), Andy Kerr (IHSA - Hydro Specialist), Ron Lucas (Ontario Ministry of Labour), Sharon Lilly, Jeff Stewart, Gareth Tudor-Jones, Dr. Linda Chalker-Scott, Washington State University.

Moderated by Ian Bruce

10:30 am - 11:00 am	30min	REFRESHMENT BREAK
11:00 am - 11:45 am	45min	Key Performance Areas
		Gareth Tudor-Jones Bartlett Safety & Training Coordinator

Life After Production Tree Work & Tree Risk Management

Sharon Lilly, Director of Educational Goods and Services at the International Society of Arboriculture

CONFERENCE CLOSE

Ken Gillies, ISA Ontario Chapter President
Packed Lunch



WE ARE NOT UNIQUE, BUT WE ARE GOOD.
We are convenient. We try hard. But most importantly,
your lease will suit your requirements (not ours).

NNL
Automotive & Equipment
NISCO
NATIONAL
LENSING

We lease new and used equipment, chipper and bucket trucks, any make/model of truck or equipment used by arboriculture and landscape industry professionals.

Call Laura Catalano at 1-888-634-9559

(throughout Ontario) or 905-634-9559 Email: lcatalano@niscocanada.com

Over 25 years in the leasing business.





ISAO CONFERENCE 2015 REGISTRATION FORM

Weathering the Storms

ISAO'S 66TH ANNUAL EDUCATIONAL CONFERENCE & TRADE SHOW FEBRUARY 18 to 20, 2015, CAESARS WINDSOR HOTEL & CASINO, WINDSOR, ONT.

Book Your
Room at our
Host Hotel
Rooms starting at
\$129 PER NIGHT

Registration Fo	rm: Please print	or type. This in	formation will	be used for yo	our conference i	name tag
				Г		

Name:		TO REGISTER USING VISA/MC
Company/Agency:		Card Number:
Address:		
City:	Postal Code:	Expiry Date:/
Phone:	Fax:	Name on Card:
Email:		Signature:
PAYMENT MUST ACCOMPANY REGIST	TRATION FORM	

Please make cheques payable to ISA Ontario.

Important! Payment with cheque, Visa, Mastercard or PO# must accompany registrations. Notification will only be sent if registration is not accepted. To reserve at our host hotel, the Caesars Windsor Hotel & Casino, call the Reservations Department at 1(800) 991-7777 and request the special convention rate for ISAO. Rooms start at \$129.00 and a block will be held on a first-come, first-serve basis. For more information about the Caesars Windsor Hotel & Casino, visit them online at http://www.caesarswindsor.com.

PLEASE REGISTER ME FOR:	■ Member	□ Non-Member	□Student*
■ Wednesday only**	\$223	\$294	\$91
☐ Thursday only**	\$223	\$294	\$91
☐ Friday only** **Single day registration for Wednesday, Thursday and Frid	\$213 day only includes coffee breaks a	\$284 nd lunch only. Banquet ticket e	\$81 extra.
☐ Wednesday and Thursday only Includes breakfast, coffee breaks and lunch both days. Bar	\$355 nquet ticket extra.	\$467	\$152
☐ Thursday and Friday only Includes breakfast, coffee breaks and lunch both days. Bar	\$345 nquet ticket extra.	\$456	\$142
☐ Full Conference (3 day package) Includes all coffee breaks and meals, including banquet tick	\$467-10%=\$420*** ket. ** * 10% off before Jan. 17 th!	\$599-10%=\$539***	\$284-10%=\$256**
☐ Banquet Ticket (Thursday pm)	\$90	\$90	\$90
13 % HST	\$	\$	\$
Total including HST	\$	\$	\$

How did you hear about the conference?	☐ Ontario Arborist	☐ ISAO Website ☐ ISAO Email Notice	☐ Colleague
What is your sector industry? 🗅 Commerc	cial 🗖 Utility 🗖 Mu	nicipal 🗅 Climber 🗅 Foreman 🗅 Ow	ner 🗆 PHC 🗆 Sales

Complete Insurance for Arborists

ArborGuard provides customized, yet flexible, insurance coverage at market leading premiums.



Trust ArborGuard to protect your unique business.

Available coverage includes:

- Property Liability
- Automobile Crime
- Pollution (Spraying) Liability
- Errors & Omissions Liability

TRIM your insurance cost with ArborGuard. Contact us for a quote at:

arborguard@milmineinsurance.com or call TOLL FREE: 1-888-695-9994

www.arborguardinsurance.com







Your Job Starts Here!

Davey Tree is seeking experienced Arborists, Plant Health Care Technicians and Sales Arborists.

We are the largest employee-owned company in the green industry, and Canada's trusted source for complete plant health care. Our roots extend back to 1880, and we have branches from Ontario to British Columbia.

Visit *daveytree.ca/careers* or call **800.465.6367** to learn more.

- Excellent training
- Career advancement opportunity
- Diverse jobs in diverse locations
- Safety as a Value Culture



^{*} Students must show proof of enrolment in a recognized full-time arboriculture, horticultural or other approved program.

*** To receive 10% off the full conference price, you must also book your room at the Caesars Windsor Hotel and show proof of purchase to ISAO. All early bird registrants are entered in a draw for the chance to win 1/5 ISAO bookstore gift certificates.



NEW YEAR GREETINGS THE CANADIAN TREE FUND

Greetings to all from the Canadian TREE Fund. Although not as harsh as last year, winter is upon us and it is nearly time to gather for the *ISAO Annual Conference* in Windsor.

This is my first year with the *Canadian TREE fund (CTF)* and it has certainly been an insightful one. I volunteered because trees have always been a big part of my life and it has taken me this long to find some time to give back.

Working in the MNR Fire Program in the early 2000s supported my schooling at both U of T and U of G. I graduated with degrees in both architecture and landscape architecture, but it has been the trees to which I keep going back. I completed my ISA certification in 2012 and have kept busy since then working on tree issues for the development industry and working as hard as possible to see that our forest resources are maintained. When development chooses to bulldoze, we work to replant with trees that will not only satisfy municipal requirements, but thrive in the conditions in which we plant.

I've found that the folks who volunteer with the *CTF* are key to its relevance. It is rare to find people so committed to bringing together members of the arboricultural community, whether it is through golf tournaments or a *Tour des Trees* bicycle tour. These events not only raise money for better understanding of arboricultural issues, but also foster that sense of community that I find so special within the arboricultural field.

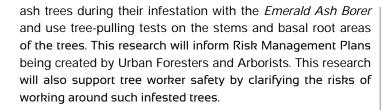
One of the interesting aspects of my involvement with the *CTF* was going through the selection process for the *Canadian Jack Kimmel Grants*. This year we received nine worthy applications from across the country - the research presented came with a broad focus, from high school outreach on the west coast, medicinal research in the centre, to *Spruce Budworm* research in the east. Each application was evaluated on a standard set of criteria, including its potential impact on the arboriculture industry. Three deserving applicants were given research funding for their projects totally, close to \$35,000 total:

1. Take a Stand: Youth for Conservation - Prof. Alison Kermode, Simon Fraser University, Victoria BC - \$13,000 awarded!

This project seeks to foster environmental stewardship in youth in the Greater Vancouver Area through an outreach program hosted by graduate students at Simon Fraser University. Outreach activities will be performed at high schools and within the community to provide knowledge and skills "in tree biology, physiology and maintenance, urban forest design, and leadership mentorship for youth caring for trees in their school or community."

2. Structural Evaluation of EAB affected Trees – Phillip van Wassenaer, Urban Forest Innovations, Mississauga ON - \$15,000 awarded!

This project will investigate the expected structural decline of



3. Impacts of an Invasive Beetle on Spruce Budworm Outbreaks

– Steve Heard, University of New Brunswick, Fredericton NB -\$6980 awarded!

This project will investigate the interaction between a currently escalating *Spruce Budworm* infestation and the slow moving *Brown Spruce Longhorn Beetle* on native red spruces in the Halifax area. This research has the potential to affect decision making for urban forest managers when dealing with infected trees.

In addition to the Canadian grants, the *CTF* provides funding for *Jack Kimmel International Grants* with money that is donated to riders who participate in the *Tour des Trees* annual cycling event. These grants are awarded by the *International TREE Fund*, with recommendations made by a selection committee, which includes two *CTF* trustees. At the present time those two trustees are Cathy Bentley and Gerard Fournier. Similar to the *CTF* process, fund selection is based on certain criteria with the intention of supporting projects that will have significant impact on our industry. This year three projects were chosen, collectively accounting for \$30,000 of funding:

- Oleksandr Gromyko, Ivan Franko National, University of Lviv, Ukraine: "Screening of actinobacteria for activities that protect trees against bacterial and fungal diseases." \$10,000
- 2. Manuela Baietto, University of Milan, Italy: "Effect of root-

stimulating treatments on physiologic and growth performance of *Platanus x acerifolia* and *Ulmus pumila* seedlings". \$10,000

Decorated by the Children of

The Canadian TREE Fund would like to thank *Vermeer Canada* for including Professor Elwood Prickletorn (Warren Hoselton) in their staff and family Christmas party, held at the Brampton office back in early December. His Christmas message about the importance of trees was well

received by all in attendance. The CTF would also like to make special mention of Vermeer's very generous \$1000 Christmas donation. Vermeer Canada continues to be one of the CTF's

largest contributors and their support is always appreciated!

3. Johanna Deak Sjoman, Swedish University of Agricultural Science, Sweden: "The role of tree species in cooling the urban climate – application in tree planning and landscape architecture." \$10,000

We would like to thank all who submitted proposals for their interest in the *Canadian TREE Fund*. Our trustees debated each of the proposals, their merits and applicability to the field of arboriculture. We take the responsibility very seriously, but due to the number of proposals and funds raised, we are unable to fund all proposals received. A list of previously funded proposals can be found on our website.

All of this important research could not take place without the generosity of our donors! You can donate any time on our website - www.canadiantreefund.org. With the upcoming Annual Conference, please don't forget that we will be hosting a silent auction on Thursday, February 19th.

Furthermore, the Canadian TREE Fund's AGM will be held on Wednesday, February 18th at 4:45pm for those who would like to attend.

We are always looking for volunteers to help us with our work, if you are interested, please don't hesitate to stop by and let us know.

Ryan Paliga

Canadian TREE Fund Trustee

thepaliga@hotmail.com

The Canadian TREE Fund: "Making a difference in the future of urban forestry through research and education."



The Canadian TREE Fund continues to influence the evolution of our industry

On behalf of all those who will benefit from the education and research projects made possible over the past year a sincere THANK YOU and CONGRATULATIONS go out to our Canadian TREE Fund community including the people and organizations below who generously donated their time and money in 2014.

You should be proud of what you have made possible and the impact it has and will continue to have on our industry.

While this year's campaign unfortunately fell short of our \$50,000 goal, we remain committed to our overall mission. Since our humble beginning back in 1996 we have accumulated nearly \$900,000 in donations which supported 70 Canadian projects, 6 International projects, 9 Harold Van Dyke Bursaries and 7 Randy Lidkea Scholarships. That is a lot of tree knowledge and arboriculture know how, that has positively contributed to healthier trees and safer work environments.

As we look ahead to the coming year, we are optimistic that \$50,000 will be realistic and achievable goal for 2015. In addition to our financial goals we hope to raise awareness to the benefits trees provide our urban environments and extend our Tree Fund community by appealing to a wider and more diverse audience who will understand and appreciate the importance giving something back to our industry. And finally we are hoping to attract positive and energetic individuals to join our team of Trustees. If you or someone you know would like to be directly involved in identifying research and education programs to meet the challenges of our urban forests and help to advance the evolution of our dynamic industry, please let us know. Detail information on who we are and what we do can be found on our website www.canadiantreefund.org

John Wilson, CTF Trustee

Why I donate to the TREE Fund...

- "I ride in the Tour des Trees and support the Canadian TREE Fund because it is a wonderful experience that is life enriching"
- John McNeil,

RPF Manager, Forestry Services Parks and Open Space, Town of Oakville



Platinum Donors

\$1,000 and above

Phil Graham

Vernon, B.C.





Vermeer⁶









Don Smith Cor Bultena Sussex, New Brunswick











Gold Donors

\$500 to \$999

• David Hoselton

Brian Hughes

• Lori Morris-Hughes

• Heather & Randy Lidkea



Dwayne Neustaeter www.arborcanada.com



www.allanfyfe.com

Burlington, ON www.davey.com





Rob Brewer www.tamaracktreecare.ca





Andrew Handley www.centraltreecare.com



Duane Maki, Prince George BC



John Renaud www.premiertech.com

Silver Donors

\$200 to \$499

Nicolina Ambrosetti, Woodbridge, ON Greg Hill, Maple Hill Tree Service Stephen Anderson, Stihl Canada Duncan Isberg, Vancouver, BC Peter Chilibeck, Mississauga, ON Dave Jollymore, Lucas Tree Experts Del Cressman, Cobourg, ON Steve Lang, Meadowood Tree Service Philip Dickie, Champion Tree Hunt Patrick Loubert, Toronto, ON Tony Di Giovanni, Landscape Ontario Gary Lovas, Toronto, ON Remo Maddalozzo, Brad Friesner, Bradfords Highlands Golf Course Asplundh Canada Betty Graham, Mississauga, ON Randy Moore, Nanaimo, BC

Tim Moore, Toronto, ON

Richard Nonnekes, Cobourg, ON

Rory Quigley, Cobourg, ON

John Ransom, ISAO

David Seychell, Toronto, ON

Stephen Thuringer, Toronto, ON

Larry Van Dyke, Van Dyke's Tree Care

Rob Young, Nova Scotia Power

Bronze Donors \$10 to \$199

Brenda Lester

Lisa Adkins Shayne Gabert Roalie Antman Jackie Gordon Bruce Baldwin Vanessa Gowing Vicki Graham Terry Barrett, The Bug Man **Grant Baxter** Philip Graham Lori Beatty Sig Guggenmoos Jim Belisle Gregg Hallaway Beth Bellaire Susan Hannah Tom Hanson Cathy Bentley, Cathy Bentley Forestry Consulting Gail Heffernan, Phyllis Berck Oregon Distribution Ltd. Mary Ann Best David Hein Barb Best Deb Hill Tim Boehmer Morris Hill **Gerard Bondy** Gary Horsting John Howard Ian Boyd Daryl Brodoway Stewart Hunt, Landgraff Grinding & Drilling Derek Brown Baye Hunter Neil Campbell Pauline Janitch Laura Catalano, Nisco Leasing Richard Jean, Town of Oakville Ben Cave Craig Jordan Patty & Wayne Chalmers, Spring Tree Farm Norma Keith Paul Kobold Pat & Vern Chase, Pine Ridge Vet Clinic Stan Kochanoff, Gordon Chhor Environova Planning Group Inc. Jordan Koenig Gary Chowen Alan & Joanne Cobham Bob Kotyk Maria Connell Christopher Kovach Luc Cote Ian Kozicky Jeff Labelle Diane & Bob Cushing Susan Day Lisa Landry Tita DeMattos Penny Lawler Joanne Drury Susanne Lee Marcia Ellison Debbie Leon, Ground Control

Kim Li Denise Lorenz Sharon Lynn-Weese Joan & Harold MacDonald Chris MacNeal Marian Makar Linda Marr Roy Martin, Spring Tree Farm Judy Martin Pam & Ron Mazza Kenneth McAuliffe Tara McCormick Ken & Judy McEwen Ken McGregor Janet Mckay Mike McNairn, Universal Field Supplies lan Meissner Teresa Moher Claudia Moniz-de-Sa Graham Mudge Susanne Munro Joanna Nakeff Thomas Napoleone Mary Neilans Mary Neilans Morley Nelson Paula Nelson Adele Neuman Norm North Mary Partridge

Berta Pavlov

Jan Pinney

Doreen Peace

Rick Plovie Donna Plumb Steven Poutney Rory Quigley Jack Radecki. Urban Forest Council Sharon Reid Rene Roddick Nancy Romain Paul Ronan Heidi Scheibmayr Ken Sharpe Les Sigal Jacob Smid Steve & Rose Steiger, Ontario Tree Experts Inc. Deb Stewart Pat Tanaka W.J. Taylor

Aarin Teich Madeleine Thibault-Smith Lia Thiesmann Allan Thomas

Emily Throop David & Shanon Throop **Brett Throop**

Sue Throop

Rob & Jennifer Tinney, **Tindall Tree Service** Brian Watson

Mke Watson, Kelly Tree Service Betty Wickman

43

John Wilson Lynne Wonnacott Linda Woodcock

*ARBORCANADA.COM



24 CEU's for 3 day courses, 16 CEU'S for 2 day courses, 8 CEU's for 1 day courses

Expert Safety Training & Qualification

Your Site. Your Schedule. Our Experts

Call 1-877-268-8733 or visit www.arborcanada.com









