pect to return in June for three months, unless I can convince them to come in April. One will not return. I know that they all have gotten valuable experience to take back to school which will help them in their classroom work. It has been an enjoyable summer. In fact, the college students are home in Ohio now running the business while I attend this meeting. Normally, I close down during the ISA convention.

Recently, the NAA put on a 3-day pilot training program for tree climbers in Cleveland, Ohio. Dennis Ryan, professor in charge of the arboriculture program at the State University of New York in Farmingdale, was the instructor. The NAA is now talking of having a training school next summer for the teachers of our high schools and colleges to show them what we want our employees to know.

There is a lot we, as employers, must do:

1) We must pay wages and have benefits similar to those of other industries. We don't pay the kind of wages we should, but we must. We expect our employees to have ten times the skills for half the pay.

2) We must offer our employees year-round employment. If we cannot, we should look at unemployment compensation and use it as a tool to keep employees.

3) Our equipment must be professional, our business must be professional, and our employees must be professional.

4) We must build a good image that will attract both customers and employees.

The tree industry must sell and educate the customer to good tree work and, in return, pay our employees so they can make a decent living. In the June 1979 issue of Arbor Action Bob Felix summed it up by saying, "If we continue to give our talents away and pay mediocre wages, we will continue to have personnel shortages."

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ABSTRACTS

SHURTLEFF, M.C. 1979. **Trees for a city environment.** Grounds Maintenance 14(7): 44, 46, 48, 50.

To grow well in spite of the hazards of city life, a tree must be hardy and disease-resistant. It must withstand air pollution and soil compaction caused by pedestrian or vehicular traffic. It must also be easy to maintain, with a growing habit that conforms to available space. This is the last in a series of articles listing the best trees for a city environment. This article describes the characteristics and utility of the following trees: oak, pear, pecan, redbud, sassafras, serviceberry, silktree, Sophora, sourgum, sweetgum, sycamore, tulip tree, yellowwood, and Zelkova.

SMITH, R.C. 1979. **Effects of air pollution on landscape plants.** Grounds Maintenance 14(6): 59, 79.

Knowing the kinds of air pollution and their effects on landscape plants can help the grounds manager protect vauable plant material. Common air pollutant gases and their effects: 1) sulfur dioxide — ivory-colored foliage; bleaching; chlorosis (loss of normal green color); 2) hydrogen fluoride — same as above, quickly affects Prunus, Quercus, Abies and Pinus; 3) chlorine — interveinal chlorosis; upper leaf surface has silvery appearance; 4) nitrogen oxides — toxic range: 25 ppm or greater, (lower levels may be useful as fertilizer), at toxic levels, leaves have brown margins and black spots; 5) smog — bleached appearance; drying, brown color; 6) ethylene — in low concentrations, has strong hormonal effect on plant material, at toxic levels, epinasty, chlorosis and leaf drop will occur; and 7) hydrogen sulfide — leaf scorch on young foliage, older, mature foliage usually left uninjured.