

teamnews

ClearWay
Industries, LLC

JULY 2024



President's Report

Percy Caraballo,
President, Owner

I am incredibly excited about the path we're charting for future growth. Expanding our services and reaching new clients is on the horizon, always with a continued commitment to safety and service excellence.

Every day, our team tackles challenging jobs that require precision, expertise, and a steadfast dedication to safety protocols. It's this commitment that not only protects our crew but also ensures the high-quality service our clients have come to expect.

Our crew is the backbone of our operation. Their skills, experience, and dedication are what make our company thrive. They face physically demanding and sometimes hazardous conditions with professionalism and a focus on safety that is second to none. I am continually impressed by their teamwork and resilience, and I know that their hard work is the cornerstone of our success.

Equally important is our administrative team. They keep everything running smoothly behind the scenes, from coordinating schedules to handling client communications and managing logistics. Their efficiency and attention to detail allow us to deliver seamless service and maintain strong client relationships.

As we look ahead, I am confident that with our exceptional crew and administrative team, we are well-positioned for continued growth and success.



Safety training is at the core of service excellence.
See story inside.

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Reiner Promoted to ClearWay General Manager of Operations

Thomas Reiner was promoted to the position of General Manager of Operations for ClearWay Industries LLC this spring.

Tom has been with ClearWay for over 5 years and has been an invaluable part of the team. He has shown passion, heart and a sincere work ethics, plus the trustworthy qualities of a true leader.

“Tom has repeatedly shown excellent leadership skills, demonstrated ability to undertake any and all tasks asked and has faced multiple adverse circumstances ... yet overcome them all,” says Percy Caraballo, Owner at ClearWay Industries LLC.

Tom has attended trade shows, purchased equipment for the company, successfully scheduled workforce, managed scheduling, trained employees, navigated contracts, helped accreditation with TCIA as a Utilities Industry Certified

Contractor, maintained and managed employee development, in addition to business development and his Project Management duties. Tom, has demonstrated true team participation and has been counted on endless times with additional responsibilities as they arose.

Tom came to ClearWay Industries LLC with many years of vegetation management experience. He is a graduate of University of Maine with a Bachelor of Science in Environmental Studies. His professional career has provided him opportunities in various aspects of industrial, commercial and residential tree care. Having worked at Bartlett Tree Service, Wickes, Tru Green, Almstead, New York Botanical Garden and Care of Trees, his

experiences from sales to identification of species of trees to management of personnel make him the perfect leader to help ClearWay Industries move into the next level of success and excellence.

Caraballo continues, “I am confident that Tom in his new role of General Manager of Operations will continue to make significant contributions to our steady path of growth and success in our industry.”

Please join us in congratulating Tom on his well deserved promotion to ClearWay’s GM of Operations! fall meeting; it’s going to be another one for the books – over 300 abstract submissions!

Safety is Always the Top Priority

The ClearWay Industries team always puts safety first.

Safety excellence is the number one priority at ClearWay – and staff safety training is a routine part of keeping our crews up to date on the latest equipment, safety protocols, standards, and knowledge on best practices.

Safety training at ClearWay Industries is an on-going priority.

The crew was led through an aerial lift evacuation safety practice and training at one of the ClearWay equipment yards by Andy Zamora, who serves as ClearWay’s Assistant of Operations, Compliance, and Safety.

“Prepare and prevent – that’s how we keep our employees safe and keep the people in our work areas safe as well,” says Percy Caraballo, ClearWay Industries President and Owner.





ClearWay Adds Director of Sales and Marketing to Executive Team

The Executive Team at ClearWay Industries is proud to welcome Phillip Swart as Director of Sales & Marketing.

Phillip will be marketing ClearWay Industries' services in the utilities industry nation-wide.

He comes to ClearWay Industries with many years of experience in sales and marketing of vegetation management for utilities with Growth Solutions and Rainbow Tree Care. He is the current chairman of the Professional Development Committee for the Utility Arborist Association and is on the Board of Directors for the Mid-Western Chapter of the International Society of Arboriculture.

Phil will be based out of Edmond, Oklahoma, where he lives with his wife and two sons.

If you haven't already met Phil, you will! Please give him a warm ClearWay welcome!

ClearWay Hosts Workforce Vegetation Management Safety Training

At ClearWay Industries, safety is our top priority. Safety for our employees, our clients, the public our project sites serve, as well as the environment.

To keep safety a priority, we regularly host workforce trainings to keep new and experienced crew continually updated, informed, and aware of safety protocol, contract requirements, and equipment handling.

ClearWay hosts vegetation management safety training for crew

In December 2023, ClearWay Industries, LLC held a workforce training session. We are committed to safety and employee development and hold these trainings to hone the skills of our employees and drive home safety.

During this session, we focused on chipper safety and operations as well as aerial lift maintenance and operations.

This training was led by Andy Zamora, one of ClearWay's General Foremen, with assistance from Kenneth Esquivel, General Foreman.

Although the weather was dreary, spirits were high as everyone took home valuable information to keep them and their teammates safe and productive as we serve our customers vegetation management needs.



Dead Tree Presents Opportunity for Safety Protocols

Out visiting our Con Edison Hazardous Tree Removal crew in June and Foreman/Bucket operator Candido Arriaza and crew were working on a dead Elm tree. The tree was in a serious state of decomposition and was far too hazardous to climb. The bucket was the only option, but with some incredible communication between the crew members and some out of the box thinking from Candido, the tree was taken down safely with little disruption to local traffic.

This is what we call "The ClearWay Way!" Awesome job, Candido and crew! A huge shout out goes to Elioenai Aldana for setting up a great crew, this is what I call "Setting up for Success!"



Happy Employees, Team Spirit, Service Excellence!

At ClearWay Industries, we love our employees.

We're proud of how hard they work, their love for their job, their dedication to service excellence, and their team spirit. (Their positive attitudes are contagious!)



How Trees Respond to Pruning

Trees are complex organisms that respond to pruning in development, root growth, and quantity of leaf tissue produced. In simplest terms, pruning creates potentially serious wounds in the tree. However, pruned properly, a healthy tree can completely recover from the wounds caused by pruning cuts.

Trees wounded in any way have a natural defense mechanism, which allows them to recover. This process is called CODIT (Compartmentalization of Decay in Trees), which is walling-off or sealing affected areas to prevent decay from spreading from the point of the wound into the

tree. CODIT allows the tree to survive from wounds such as pruning. However, it is important to minimize wounding to facilitate faster recovery. The ability to seal off wounds is largely dependent on the age, health, and species of tree. The healthier the tree, the better it recovers from injuries. Younger trees and those not suffering from stress can recover more rapidly than those subject to stress, pests, or other problems. Some species of trees are just more resourceful in their

recovery process and recover more effectively.

It is important to make proper cuts that allow callus growth to begin to close the wounded area. Each pruning cut requires valuable resources from the tree for healing. The larger the cut, the more time and resources are required to recover. Small cuts always are better than larger pruning cuts. The smaller cuts minimize the amount of tissue exposed to pathogens and expedite the healing time more efficiently.

Research suggests that in trees that seal poorly (such as maples, birches, poplars, and crabapples) pruning cuts should be no larger than 2 inches in diameter. On trees that are better compartmentalizers or better at sealing off wounded areas (most oaks, elms, lindens, and hornbeams), 4 inches in diameter should be the maximum-size branch removed. Limiting the size of the wound better enables the tree to seal the wound. If larger branches need to be removed, consider a progressive pruning cycle. This makes a great case for structural pruning of trees while they are still

young and relatively smaller (more on this later). Wound size and efficiency of the tree's ability to seal the wound are critical for long-term health.

Pruning can strengthen a stem by encouraging growth or stimulating additional branching, but the affects depend upon both the amount of cutting and timing of the practice. Overall, the practice of pruning not only affects the canopy, but can also affect the roots. Fewer green leaves to produce food can also mean fewer roots and less food storage capability.

Excessive removal of large branches and removal of large masses of leaves reduces the tree's ability to create food and energy. Also, this excessive pruning creates serious root issues and can limit root growth dramatically. Food, water, hormones, and other phytochemicals are constantly moving in the pathways between the roots and shoots of the tree. Excessive pruning will cause roots to recede and decline, leaving the tree less able to take up needed water and transport important nutrients.

¿Cómo reacciona el árbol a la poda?

Los árboles son organismos complejos que responden a la poda en su desarrollo, crecimiento de la raíz y cantidad de tejido que la hoja produce. La manera más sencilla de explicarlo es que la poda crea potencialmente heridas graves en el árbol; sin embargo, si la poda es adecuada, un árbol sano puede recuperarse por completo de las heridas producidas por los cortes de la poda.

Figure 1: Una rama podada y adecuadamente se curan bien. Note el callo que rodea la herida.

Los árboles podados en cualquiera de sus formas tienen un mecanismo de defensa natural que les permite recuperarse. Este proceso se llama CODIT (un acrónimo en inglés que significa compartimentación de la descomposición en árboles), que es la cicatrización de las áreas afectadas

para prevenir que la descomposición avance del lugar de la herida al interior del árbol. El proceso CODIT permite que el árbol sobreviva a las heridas generadas por la poda. Sin embargo, es importante reducir las heridas para facilitar una recuperación más rápida.

La capacidad para sellar las heridas depende mucho de la edad, la salud y la especie del árbol. Cuanto más sano sea el árbol, mejor se va recuperar de las heridas. Los árboles más jóvenes y los que no están sufriendo estrés pueden recuperarse más rápidamente que aquellos sometidos a estrés, plagas u otros problemas. Algunas especies de árboles tienen más recursos y se recuperan más eficientemente.

Es importante hacer cortes adecuados que permitan que el crecimiento calloso comience a cerrar el área

cortada. Cada corte de la poda requiere recursos valiosos del árbol para su recuperación.

Cuanto más grande es el corte, más tiempo y recursos se necesitan para la recuperación. Los cortes pequeños siempre son mejores que los más grandes. Los más pequeños reducen la cantidad del tejido expuesto a agentes patógenos y aceleran el tiempo para sanar.

Estudios científicos sugieren que, en los árboles que no sellan bien (como los arces, abedules, álamos y manzanos silvestres), los cortes de la poda deben ser de no más de 2 pulgadas de diámetro.

Cuando los árboles son mejores para compartimentar o cerrar heridas (la mayoría de los robles, olmos, tilos y carpes), 4 pulgadas de diámetro debe

ser el máximo tamaño de rama que se quita. Limitar el tamaño de la herida permite que el árbol la selle mejor.

Si es necesario quitar ramas más grandes, considere un ciclo progresivo de poda. Este es un buen argumento para la poda estructural de árboles mientras son jóvenes y de un tamaño relativamente pequeño (más información sobre este tema luego). El tamaño de la herida y la eficacia de la habilidad del árbol para sellar la herida son cruciales para una salud duradera.

La poda puede fortalecer un tallo promoviendo el crecimiento o estimulando la ramificación adicional, pero los efectos dependen tanto de la cantidad de cortes como del momento de la práctica. En general, la práctica de la poda no solo afecta el follaje, sino también las raíces. Menos hojas verdes para producir alimento puede significar también menos raíces y menos capacidad de almacenamiento.

La remoción excesiva de ramas grandes y grandes cantidades de hojas reduce la capacidad del árbol para generar alimento y energía. Además, la poda excesiva crea problemas graves en las raíces y puede limitar radicalmente su crecimiento. El alimento, agua, hormonas y otros fitoquímicos siempre se mueven en las canales entre las raíces y los brotes del árbol. La poda excesiva hará que se retraigan y decaigan las raíces, dejando al árbol con menos capacidad para absorber la cantidad de agua necesaria y transportar los nutrientes importantes.

Antes de sacar las herramientas, no se olvide de los siguientes conceptos fundamentales:

- Cada corte tiene el potencial de cambiar el árbol para siempre.
- La remoción de las ramas afecta la capacidad del árbol para captar la luz solar y producir nutrientes.
- La remoción de ramas grandes puede impactar en la forma y la geometría, lo cual afecta la estabilidad.
- La remoción inconsiderada de las ramas puede dejar al árbol susceptible a la descomposición.



Figure 1: Una rama podada y adecuadamente se curan bien. Note el callo que rodea la herida.



Figure 2. Este árbol de mediana edad con pobre estructura requerirá ciclos progresivos de poda durante varios años para corregir estos problemas.



UAA
UTILITY ARBORIST ASSOCIATION

PROVIDED BY THE
UTILITY ARBORIST
ASSOCIATION
*Adapted from materials
provided by Duke Energy.*

PROPER HYDRATION AND HEAT RELATED ILLNESS PREVENTION

Proper hydration is essential to your health and your performance, which is essential to your personal safety. Those that are performing hard work must increase their hydration level and take frequent water breaks. This fact sheet discusses general guidelines for protecting your health.

Four environmental factors affect the amount of stress a worker faces in a hot work area: temperature, humidity, radiant heat (such as from the sun) and air velocity. The body reacts to high external temperature by circulating blood to the skin, which increases skin temperature and allows the body to give off its excess heat through the skin. However, if the muscles are being used for physical labor, less blood is available to flow to the skin and release the heat. A combination of environmental factors, physical exertion and inadequate hydration will lead to heat-related illness(es).

Each employee should consider personal factors that influence hydration, hydration targets and the need for hydration breaks. Examples of important factors to be considered include health, medications, physical fitness, and heat acclimation.

- People with a history of kidney failure or congestive heart failure need to be cautious of over hydrating.
- It is dangerous for anyone to drink more than 48oz per hour or a total of 12 quarts (384oz) per day.



HEAT RELATED ILLNESSES AND FIRST AID

CONDITION	DESCRIPTION/CAUSE	FIRST AID
Heat Rash	• Prickly heat, a skin irritation caused by sweat that does not evaporate from the skin • Red bumps on skin • Most common heat illness	• Rest in cool area, drink fluids • Keep skin dry • Monitor for infection
Heat Cramps	• Muscle spasms caused by heavy sweating and electrolyte loss • Usually affects large muscle groups such as legs, arms, abdomen • Can be caused by drinking large amounts of water without electrolytes	• Drink fluids with electrolytes • Rest in a cool place • Gently stretch cramped muscles then massage muscle
Heat Exhaustion	• Caused by insufficient flow of blood to the brain • Symptoms include heavy sweating, headache, nausea, vomiting, fatigue, dizziness, rapid pulse, fainting	• Move person to cool area, use fans or A/C, lie down on back, elevate legs, drink fluids • Loosen clothing, apply cool wet cloth or ice packs under armpits and groin area • If symptoms do not improve, seek medical evaluation • Do not leave person alone
Heat Stroke	• Life threatening medical emergency caused by failure of the body to cool properly • Symptoms include very high body temp, sweating stops, irritability, confusion, hot and dry skin, rapid pulse, dizziness, seizures, unconsciousness	• Call 911 immediately • Place worker in shady, cool area on their back with head tilted to the side • Wet worker with cool water • Apply ice packs to armpits and groin area • Drink fluids if possible • Do not leave person alone

**WORKERS SHOULD FOLLOW THEIR EMPLOYER'S
HYDRATION GUIDELINES AT ALL TIMES.**



PROPORCIONADO POR
UTILITY ARBORIST
ASSOCIATION
*Adaptado de los materiales
preparados por Duke Energy.*

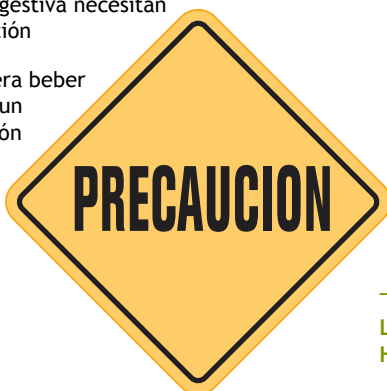
HIDRATACIÓN ADECUADA Y PREVENCIÓN DE ENFERMEDADES RELACIONADAS CON EL CALOR

Una hidratación adecuada es esencial para su salud y su rendimiento, lo cual es básico para su bienestar personal. Quienes tienen un trabajo de alto rendimiento necesitan incrementar su nivel de hidratación y tomar frecuentemente pausas para tomar agua. Esta hoja informativa contiene reglas generales para proteger su salud.

Existen cuatro factores ambientales que afectan la cantidad de estrés que enfrenta un trabajador en un área de trabajo caliente: temperatura, humedad, calor radiante (como el del sol) y la velocidad del aire. El cuerpo reacciona a las altas temperaturas exteriores haciendo circular la sangre hacia la piel, lo que aumenta la temperatura de la piel y permite que el cuerpo se deshaga del exceso de calor por medio de ésta. Sin embargo, si los músculos están siendo usados para alguna labor física, hay menos sangre disponible para fluir hacia la piel y quitar el calor. Una combinación de factores ambientales, esfuerzo corporal e hidratación inadecuada conducirán a una enfermedad(es) relacionada(s) con el calor.

Cada empleado debería considerar los factores personales que influyen en la hidratación, metas de hidratación y en la necesidad de pausas para hidratarse. Algunos ejemplos de factores importantes a considerar incluyen salud, medicamentos, condición física y aclimatación al calor.

- Las personas con un historial de fallas renales o insuficiencia cardíaca congestiva necesitan prevenir la sobre-hidratación
- Es peligroso para cualquiera beber más de 48 oz. por hora o un total de 12 cuartos de galón (384 oz.) al día.



UAA HOJA INFORMATIVA

FS 108.02 S • 11-2019

ENFERMEDADES RELACIONADAS CON EL CALOR Y PRIMEROS AUXILIOS

SÍNTOMA	DESCRIPCIÓN/CAUSA	PRIMEROS AUXILIOS
Sarpullido	• Sarpullido, irritación de la piel causada por el sudor que no se evapora de la piel • Protuberancias rojas en la piel • Enfermedad por calor más común	• Descanse en un lugar fresco, beba líquidos • Mantenga la piel seca • Monitoree por infección
Calambres	• Espasmos musculares causados por una fuerte sudoración y pérdida de electrolitos • Por lo general, afecta a grandes grupos musculares como las piernas, los brazos, el abdomen • Puede ser causada por el consumo de grandes cantidades de agua sin electrolitos	• Beba líquidos con electrolitos • Descanse en un lugar fresco • Estire suavemente los músculos acalambrados y después masajee el músculo
Insolación	• Provocado por insuficiencia de flujo de sangre al cerebro • Los síntomas incluyen sudoración excesiva, dolor de cabeza, náuseas, vómito, fatiga, mareo, taquicardia, desvanecimientos.	• Mueva a la persona a un área fresca, use ventiladores o Aire Acondicionado, recueste sobre la espalda, eleve piernas, beba líquidos • Afloje la ropa, aplique un paño húmedo frío o compresas de hielo bajo las axilas y en las ingles • Si los síntomas no mejoran, busque una evaluación médica • No deje sola a la persona
Choque de Calor	• Urgencia médica de gravedad causada por la incapacidad del cuerpo para enfriarse adecuadamente • Los síntomas incluyen temperatura corporal muy alta, falta de sudoración, irritabilidad, confusión, piel caliente y seca, taquicardia, mareos, convulsiones, pérdida de la conciencia	• Llame al 911 inmediatamente • Lleve al trabajador a un lugar fresco a la sombra, recuéstelo de espaldas, con la cabeza inclinada hacia un lado • Moje al trabajador con agua fría • Aplique compresas de hielo en las axilas y en la ingle • Procure que beba líquidos, si es posible • No deje sola a la persona

**LOS TRABAJADORES DEBEN SEGUIR LAS INDICACIONES DE
HIDRATACIÓN DE SUS PATRONES EN TODO MOMENTO.**



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ClearWay Industries LLC will be an exhibitor at the AREMA 2024 Conference & Expo scheduled to take place September 15-18, in Louisville, KY! This expo is an excellent opportunity for our company to network and participate in a forum for exchanging ideas.

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