Identifying Strategies to Assist Maine's Logging and Trucking Professionals

2008 Logger/Trucker Congresses

Report

Prepared by

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We help you make informed decisions about Maine's forests

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Content

Introduction

In November and December of 2008 the Maine Forest Service and the Trust to Conserve Northeast Forestlands sponsored a series of statewide meetings to identify the strengths and weaknesses of Maine's logging and trucking industry, the challenges it faces, and potential solutions. The purpose of the Logger/Trucker Congresses was to help secure the forest products supply chain by seeking grassroots involvement in developing recommendations to strengthen the logging and forest products trucking community. Since the spring of 2009, the Logger/Trucker Congress Steering Committee has met to develop a draft vision, interim recommendations and next steps for this effort. What sets this group's work apart from previous efforts is its focus on the supply chain, specifically loggers and truckers. That said, throughout the process the steering committee has viewed issues in the context of the larger supply chain with the goal of strengthening the logging and forest products trucking community.

The Congress built on previous efforts by the state, private industry, University of Maine, and individual researchers to assist the logging and trucking industry. Specific reports of note include:

- the 2005 Maine Future Forest Economy Project; "Current Conditions and Factors Influencing the Future of Maine's Forest Products Industry; "
- 2004 Report of the Committee to Study New Payment Models for the Logging Industry;
- 2008 Maine Tree Foundation's Logger Training and Educational Forum; and,
- 2009 Governor's Panel on Optimizing Wood Harvesting (unpublished draft).

Additionally, Professor Andy Egan (see appendix) has conducted research on a range of logging and trucking issues facing Maine and the Northeast.

The economic impact of the forest products industry is substantial. In 2007, the forest products industry directly supported 23,000 jobs and contributed $1.8 billion dollars to Maine's GDP. This represents 2.8% of state-wide employment and 3.7% of state GDP. Including the multiplier effects, the forest products industry directly and indirectly supported 64,000 jobs and contributed $4.3 billion to Maine's GDP. This represents 7.7% of statewide employment and 8.9% of state GDP.[1] Although these figures represent a downward trend from 1990, the forest industry's output has remained relatively steady, and it remains a major driver in the state's economy.

[1] State Planning Office, 2009. Economic Impact of the Forest Products Industry. Draft, unpublished report.

The following summarizes the steering committee's draft vision, recommendations and next steps.

Vision

Although many challenges lie ahead, the future is bright for Maine's highly adaptive, talented, and evolving forest products industry. Maine's 18 million acres of healthy forestland will continue to provide economic, social, and environmental benefits to all its citizens. There will be strong demand for high quality loggers, truckers, and progressive landowners. The future bodes well for Maine's forest products industry and its competitiveness in the world marketplace.

It is important to Maine's future that:

1. Maine has adequate harvesting and trucking capacity to harvest and transport current and future wood needs to various markets through variable weather and ground conditions;
2. Maine's working forests are kept as working forests, with no net loss of forest productive forest land that sustains the forest products industry.
3. Loggers and truckers remain profitable to assure their continued economic viability;
4. Maine's social conditions, educational programs, and economic development and business support programs support continued recruitment into the logging and trucking industries at replacement levels; and,
5. Operationally-based forest research and development across the entire supply chain is supported and encouraged;

Maine's loggers and truckers are well qualified to meet future challenges. They have a tremendous work ethic, a diverse set of skills, many years of experience, exceptional problem solving abilities, perseverance; are innovative and creative, and are always developing new ways to overcome obstacles.

Maine's forests are the largest contiguous block of undeveloped forest land east of the Mississippi and some of the most resilient in the world. The volume of pulpwood or better quality trees has increased over the last 50 years. Overall growing stock has doubled since 1959, while age class distribution is more balanced. According to Roger Milliken[2] "*the forests of Maine are an exemplar globally of what sustainable systems look like…*" There is a future for Maine's forests and its workforce – and the future is bright.

[2] Maine Public Broadcasting Network, June 4, 2009

Fundamental Principles

The Logger/Trucker Steering Committee's work rests on several fundamental principles[3]. The following principles guide implementation of the committee's recommendations:

1. People have a right to participate in decisions that affect them.
2. The history and culture of Maine's forest and the connections between people and the land must be respected.
3. Differences among the various forest interests throughout Maine must be recognized.
4. Proposals must be judged by their long-term benefits.
5. Existing policies and programs must be evaluated, built upon, improved, eliminated, or replaced before new ones are created.

Overarching Recommendation

Since the Logger/Trucker Congress sessions were conducted in 2008, the forest products economy has undergone significant change, experiencing the most drastic economic downturn in decades.

The downturn has, once again, demonstrated clearly that what affects one segment of the wood supply chain affects all segments. Landowners, land managers, loggers, truckers, wood using mills, and associated businesses and communities are all impacted. The recommendations in this report, although specifically focused on loggers and truckers, could apply to all segments of the industry.

In addition to the issues identified in the listening sessions, the most critical current issue affecting all segments of the industry is the loss of demand and markets for Maine forest products. While many of the factors responsible for the current economic situation are beyond the ability of Maine to influence, it is important to emphasize that Maine's forest products industry is not failing and that there are things that can be done to maintain and strengthen it.

The specific recommendations contained in this report are one component of a suite of solutions required to strengthen Maine's forest products industry. There is a need for fundamental, overarching changes in how Maine policy makers view and influence issues that affect Maine's forest products industry.

The overarching recommendations stated above are contingent on all members of the steering committee championing and communicating the importance of these recommendations, and importance to the future of this industry.

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[3] Adapted from Northern Forest Lands Council. 1994. Finding Common Ground: Conserving the Northern Forest. The Recommendations of the Northern Forest Lands Council. September 1994. 98 pp. + appendixes.

Recommendations Specific to Maine Policy Makers

1. Maine policy makers should demonstrate their commitment to the fact that the health of Maine's forest products industry is critical to the state's economic, social, and ecological values and future.
2. Maine policy makers should carefully evaluate the need for any policy that adds new costs, either short term or long term, to any sector of the forestry community if it does not yield a significant public benefit and concurrent benefit or return to the private sector.
3. Maine policy makers should support and implement the opportunities and solutions identified in this report which will reduce costs for loggers and truckers as well as other sectors of the forest industry and help improve the sector's economic viability.

Recommendations Specific to Maine Forestry Community

1. All members of the forestry community, including but not limited to loggers, foresters, truckers, mills, forest landowners, suppliers, support businesses, bio-energy companies, retail lumber suppliers, and building contactors, should acknowledge and demonstrate their commitment to the fact that a healthy forest products industry is critical to the state's economic, social, and ecological health and future.
2. The forestry community should highlight exemplary mill-contractor-landowner business relationships in ways that acknowledge and demonstrate sustainable forestry and business relationships;
3. The forestry community, university system, and the Departments of Labor, Education and Conservation should place a priority on supporting entry-level recruitment into the industry as/when market demand requires and support, enhance, and improve new and existing professional development programs.

The recommendations above are contingent on all members of the forest community engaging policy makers to reinforce the importance of these recommendations, and importance to the future of this industry.

Action Items

Overarching Recommendations "Spreading the word and moving the report forward"				
Action Item	Responsibility	Notes	Completion Date	Estimated Cost
Present report to ACF Committee.	Steering Committee		2011 legislative session	No cost
Steering committee members present report to their respective board, organizations, agencies, and constituents. Respective boards to create work plan for the one or two items they will address	Steering Committee		Spring 2010	No cost
Continue formal discussions with various interest groups	Steering Committee		Ongoing	No cost
Keep working forests as working forests. Emphasize the importance of maintaining public and private "conservation lands" as working forest with no net loss of forest production.	DOC			No Cost

Maine Policy Maker Recommendations

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Maine Policy Maker Recommendations				
Action Item	Responsibility	Notes	Completion Date	Est. Cost
▪ Maintain or improve access to financial capital o Continue Direct link and other low cost financing and loan programs o Research availability of financial resources via FAME, CEI, SBA, DOC, DECD, and other potential sources	DOC		Ongoing	No cost to continue programs
State agencies should review the effectiveness of administrative rules that govern business, land use, and the environment, using a process that repeats every five years and involves all interested parties.	State Agencies	Would enable agencies to evaluate the effectiveness, consistency, practicality, efficiency, and cost of existing programs. Likely to require a couple of weeks to a month of staff time (including higher level review).	One year from report delivery	$6000/agency
State agencies should develop and implement innovative approaches to simplify and stabilize the regulatory process.	DOC, DEP, DOT, DIFW, Agriculture	Such approaches would improve the business climate in general. Approaches should include single permitting for a single project; voluntary, no-fault environmental audits; and negotiated, outcome-based rulemaking.	Two years from report delivery	$6000/agency

Maine Forestry Community Recommendations

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Maine Forestry Community Recommendations				
Action Item	Responsibility	Notes	Start Date	Est. Cost
Leverage efforts of Maine's Logger Education Alliance (MLEA) to reach out to Maine's Community Colleges, Department of Labor, Department of Education, Maine Motor Transport, Unions, Department of Conservation, and forest products industry to coordinate recruitment and training efforts.	MLEA		March 2010	No cost
Explore possible partnerships with the construction and trucking industries.	MLEA		April 2010	No cost

Establish a training forest or outdoor/model classroom that is operationally based. The training forest would be a permanent educational site, modeling and showing exemplary forest practices, including; road construction, BMP's, harvest planning and layout, property lines, silviculture, , etc.	PLC, TCNEF, DOC, FRA, SFI, CLP, UMaine, and Vocational schools.		Fall 2010	Organizations will share expenses
Establish Distance Education & professional development programs for contractors. Start discussions w/various Boards/	MFPC, PLC, DOC, MLEA		Summer 2010	Initial estimated cost of $10,000
Outreach to Department of Labor to establish a method allowing those under 18 years old to work in the woods.	All organizations		Spring 2010	No cost
To improve effectiveness and reduce costs, work with Maine Department of Labor to improve recruitment tools to better suit the logger and trucker community.	FRA, MFPC, PLC, MLEA, DOC		Spring 2010	No cost
Communicate information about sources of financial capital to loggers, truckers and others in the forest industry.	FRA, SIC, SFI, MFPC,		Spring 2010	No Cost
▪ Communicate the opportunities for loggers to benefit from the BETE and BETR programs. o Develop information sheet w/mailing o Offer workshops offering technical expertise with BETE and BETR	PLC, CLP, MFPC, FRA		Ongoing	Organizations will share expenses
Provide the logging and trucking community educational opportunities to enhance business and management skills	All steering committee		Fall 2010 and Winter 2011	Organizations will share expenses

Provide workshops that enhance business relationships between suppliers and end-users. These workshops will be based on the FRA Supply Chain Workshop concept.	FRA		Ongoing	Organizations will share expenses
• Conduct ongoing forums for forest industry members and key policy makers to stay abreast of changes in the industry and future opportunities. Goal: Maintain or improve opportunities for existing and new wood using industries to conduct business in Maine on a level playing field.	SIC, MFPC, FRA,			Organizations will share expenses

Appendix

Steering committee members

- R. Alec Giffen, Director, Maine Forest Service
- Donald Mansius, Director Forest Policy and Management Division Maine Forest Service
- Sandy Brawders, Executive Director, Trust to Conserve Northeast Forestlands (until October 2009)
- Elizabeth Postlewaite, Executive Director, Trust to Conserve Northeast Forestlands (after January 2010)
- Rosaire Pelletier, Department of Conservation, Senior Forest Products Advisor
- Belinda Raymond, Co-Founder of Coalition To Lower Fuel Prices & Independent Trucking Advocate
- Pat Sirois, Director, Maine Sustainable Forest Initiative
- Brian Souers, President, Treeline, Inc.
- Mike St. Peter, Director, Certified Logging Professional Program
- Joel Swanton, Northeast Region Manager, Forest Resources Association

Congresses Methods and Agenda

All Congresses followed a prescribed format. The evening sessions started with a welcome and topic introduction by the organizers, followed by participant introductions. The majority of the time was a facilitated discussion ensued, led by Sandy Brawders and Donald Mansius. Congress notes were taken by Donald Mansius and the attending District Forester. Final note summaries were compiled by Don Mansius. Key themes emerged from the Logger/Trucker Congresses. They are summarized in the next session.

Results from the Congresses

Emerging Themes from Logger/Trucker Congresses

1. Strengths

Specific strengths of the logging and trucking profession and industry were repeated frequently in meeting discussions and on evaluations. They are:

- Work ethic
- Diverse industry
- Lots of Experience
- Problem Solving
- Perseverance
- Resilient forest
- Loggers are innovative/creative and are always developing new ways to overcome obstacles
- The five high school vocational forestry programs are a great asset to Maine
- Some smaller loggers report no problem marketing their wood currently, but larger contractors expressed concerns with the inconsistency of the market and stated that there has been a steady decline recently

2. Weaknesses

Major themes emerged, including;

Regulations

- Regulations: Vernal pools, liquidation harvesting
- Regulations too onerous, taxes too high
- Roads are getting posted earlier and earlier. Trucks are going to beat up the roads some, but they run the economy. Towns can't afford to fix roads. We shouldn't be any different then the lobster industry; they have a strong lobby with 8,500 members, and people listen to them. Police are calling for the temperature of the roads in other towns; there can be a great difference.

Mill and Contractor Relations

- Poor relationship between mills and logging contractors; log buyers and mills should have more contact with smaller contractors, not just large contractors
- Lack of transparency in contracting
- money incentives from the mill don’t trickle down to the man in the machine
- Contracts don't seem to mean much anymore
- We have to work. They drop the rates; we work harder, and they get more wood
- The mills keep dropping prices, but we all keep signing those contracts. We have to collectively say no to turn the whole ship around. The problem is, there is always someone who will say yes.
- Mills (paper) don’t live up to contracts – long term

Costs and Business Climate

- Loggers are operating on the same payments for trucking and logging as they were 20 years ago. The expenses for equipment, fuel and labor have increased but the payment for product has not kept pace. There hasn’t been a real increase in pay.
- There is a poor rate of return on investment for equipment because you can’t get enough profit to purchase worn out machinery
- Cost of equipment is high and must be used past its intended life (7 years) because you can’t afford to replace it. The cost of newer, replacement equipment increases faster than you can accumulate profit. Mechanized equipment costs more to buy and maintain and problems with breakdown and obtaining replacement parts (down time) eats into profits.
- Loggers are not good businessmen – need to work smarter than 20 years ago to find profit margins and new markets
- Support positions no longer filled because they can’t afford expense – bookkeepers, mechanic, and secretary – anyone not directly contributing to income – leads to things slipping through the cracks and inefficiencies
- Financing – hard to get, high rates
- Operating costs going up – tires, parts

Working Conditions, Recruitment, Training and Education

- Logging is a long hour / low pay profession. No one wants to do it because you work long hours to do the job and the profit is small, if any.
- One of the biggest changes in logging is the night shift and long work week
- Long hours and modest pay don’t provide incentive for young people to enter logging profession Recruitment, Training and Continuing Educations
- Little recruitment into the industry
- We can't have a sustainable forest without a sustainable workforce

- Logger education for kids is limited, with current programs closing down across the state
- Long hours and modest pay don't provide incentive for young people to enter logging profession
- Training is not relevant and/or is stale
- Continuing education through CLP, when do you graduate?
- No one to pass knowledge down to – can't afford to pay young people what they deserve or what would keep them, and loggers' negative attitudes discourage young people from going into logging

3. Solutions

Excessive Regulations

- Reduce overall regulations.
- Over-regulation could be improved with better communication between loggers and regulators
- Raise interstate highway road limit to 100,000 pounds

Mill and Contractor Relations

- Better communication (negotiations) between contractors, landowners and mills.
- It would help to have long term contracts with the mills, some stability in pricing, something we can't count on.
- Why don't mills buy a bunch of fuel in bulk and help truckers out? Give something back to the truckers and loggers that bring them wood. Irving does that, but you can be sure they are making money off it.
- All contracts should have a review clause in it. Some loggers work totally on percentage. At the end of the day, the cable skidder guys are making more. His equipment payment is $14,000.00/month. Have to cut a lot of wood to pay that.

Costs and Business Climate

- Sales tax relief on off-road fuel
- Penalize overweight trucks based on entire weight, not on a per-axle basis; Using mill weights for enforcement would reduce costs to state and would be more accurate
- Need to be better able to predict market conditions
- Increase payment for wood supplied by certified loggers (Master Logger, CLP, QLP)
- Abolish the personal property tax on equipment as well as sales tax
- There should be a direct link type of program for all equipment that is used in logging (harvesting, construction, trucking etc.).
- There needs to be an increase in pay when you compare payment for work to what the wood mill.

- Keep Canadian border crossing stations open longer to accommodate early and late day truck deliveries.
- Industry could set up a program to help loggers provide benefits to employees.
- It would help to have long term contracts with the mills, some stability in pricing, something we can't count on.
- Encourage Biomass + Pellet markets

Recruitment, Outreach, Training and Continuing Educations

- Training topics could be more interesting and relevant – topics could include utilization and on-site equipment operation; offer more educational opportunities and training for people who want to go into the woods business; bolster/reinvigorate logging education programs at high schools, vo-techs.
- Do a better job educating the general public about logging
- Develop a website to help with job placement following graduation from a high school vocational forestry program
- Public schools should be required to teach natural resource education, and discuss the management of our forests, and the role loggers have in harvesting and marketing the wood. This would improve the image of loggers in the public eye and educate students about the profession of logging.
- A program could be set up where loggers could sponsor students in learning skills through vocational training to become a logger.
- If loggers were promoted as the first green collar jobs, we might get some kids' attention.
- We need to educate others to get with legislators. We are not involving ourselves enough in the business (of politics). We need to be involved and lots of us.
- If industry could adopt a young person and bring them into the fold and train them, maybe get the state involved to help subsidize or something. The average age is 42.
- The state could help with that by having some kind of work-study program; Subsidized Logger Apprenticeship
- Cross Training for young people – construction + logging

4. Vision for the Future

- Expanded Markets – Biomass + pellets
- Infrastructure improvements
- Wood Prices up – as oil prices go up, demand for wood will increase
- Long term contracts in place- with fuel adjustments
- Prompt payment from mills

Additional Publications, Reports, Research, Initiatives

1) <u>Logging Capacity Survey Summary Report (Article from Forest Operations Review)</u>

Prepared by: Steve Jarvis, FRA Director of Forestry Programs

Date: February 2007

Summary:

The Forest Products Industry was interested in knowing what the match between logging capacity and manufacturing on a state-by-state basis was.

A survey about logging capacity and wood consumption for the year 2004-2005 was done. Twenty-two States took part in the survey from all regions of the US and a slight increase in logging production and manufacturing consumption was observed.

However, industrial wood consumption had declined considerably.

The survey also shows that the logging capacity in the Western States is dramatically decreasing.

2) <u>Wood Supply Chain Efficiency and Fiber Cost – What can we do better?</u>

Prepared by: Jacek Siry, W. Dale Greene, Thomas Harris Jr., Robert Izlar, Amanda Hamsley, Kenneth Eason, Tommy Tye, Sara Baldwin and Carol Hyldahl

Date: October 2006

Summary:

This article discusses how to profitably supply the mills with wood and how to keep the US market competitive through a global competition increasingly intense. A study based on the wood economy in four different countries: the US, Brazil, Sweden and Australia show how increasingly well the foreign markets are doing and what they are doing to keep themselves in the loop. The study also analyzed and compared what the 3 foreign countries are doing and what the US is doing in regards to wood supply.

3) <u>Survey from Timber Harvesting magazine: "Deeper Hole?"</u>

Prepared by: DK Knight

Date: May/June 2006

Summary:

This article shows the results of a survey taken in 2006 regarding how well the logging industry is doing in the US. The results are not very encouraging: for most, logging is not very profitable. This is based on a national average and is comparable to the results obtained by a similar survey dated 2003. Amongst the elements that impact logging operations there are: weather, labor, insurance and compensation. Also, as older loggers leave the business, younger loggers are not eager to take over.

4) <u>Loggers Loan Program - From the Woods to the Mill – The Keys to Independent Logging Business</u>

Prepared by: USM, SBA, Maine Small Business Centers, DOC

Date: August 9, 2005

Summary:

The Independent logger is a dying breed.

A series of factors is the cause why less and less people decide not to pursue a career in logging: for example, the job is not adequately paid, the market gets worse every year, the wood prices don't keep up with the costs, there is not much safety on the job, the speed of mechanization has shortened labor and others.

An 8-day course will be implemented for loggers in Maine on the base of the information gathered through extensive research on why many courses fail to attract the interest of the loggers. This particular course will be full of interactive presentations and hands-on demonstrations, as opposed to a classroom environment and all theoretical information, where the loggers would not feel at ease and stimulated.

5) <u>Governor's Council on the Sustainability of the Forest Products Industry – Final Report</u>

Prepared by: Jack Cashman, Chair - DECD

Date: March 2005

Summary:

In January 2004 the Governor's Council on the Sustainability of the Forest Products Industry was created to bring together leaders from the forest products industry, organized labor, landowners, state agencies and the Legislature to address challenges facing the forest product industry in Maine. Its goal was to provide concrete recommendations that can help make the state's forest products industry more competitive, since nowadays forest products manufacturers face intense competition from all over the world.

6) <u>Appendix B – Best Business Practices For Loggers</u>

Prepared by: Patrick Hackley - Forest Resources Association and Maine Forest products Council

Date: December 2004

Summary:

Maine's logging industry is suffering from lack of qualified labor. A group of state agencies representatives met to find ideas for recruiting and training loggers. One idea was to identify some of the characteristics that define a logging contractor by developing a "Best Business Practices" model. The BBP serves as a model for aspiring loggers and provide insight for the established logging contractors.

The information gathered proves that each contractor must constantly evaluate and assess their situation based on knowledge, skill, capital and market for his services.

The study also shows that two business qualities in particular helped the successful contractor: a positive attitude and reliable business relationships.

7) <u>Raising Awareness of Logging and Other Natural Science Careers</u>

Summary of Educational Programs

Prepared by: Kevin D. Doran, Natural Science Educator, Maine Forest Service

Date: August 2, 2004

Summary:

This report summarizes Maine Forest Service educational programs that provide exposure to careers in logging or other natural science careers. In an effort to capture complementary programs, the summary extends beyond the Bureau's mandates. This summary is one component of an effort by the Departments of Conservation, Labor and Education to determine if the current educational system supports careers in logging, or if not, how it might be augmented or supplemented.

8) <u>Improving the Situation of Maine Loggers: A Compilation of Ideas</u>

Prepared by:

Date: May 17, 2004

Summary:

The report suggests a number of ideas that could help people in Maine consider becoming a logger despite the difficult work conditions. It also gives advice on how to help those who already are loggers (Loans, mentoring, training programs, contracts…)

9) <u>The Future of Logging - Article</u>

Prepared by: Ryan Lenz – Bangor Daily News

Date: May 3, 2004

Summary:

The future of logging doesn't seem very bright for loggers throughout New England. Falling wages, lack of insurance, costly mechanization, Canadian competition and increasing average age, all contribute into making logging less and less appealing to younger generations.

10) <u>Final Report of the Committee to Study New Payment Models For the Logging Industry</u>

Prepared by: Office of Policy and Legal Analysis – Maine Legislature

Date: April 2004

Summary:

In Northern and western Maine, proximity to Quebec provides access to a Canadian workforce with a strong tradition of woods work. Availability of Canadian loggers has had an adverse impact on Maine workers in the St. John Valley. A better understanding of the use of bonded laborers, the number working as employees and the number coming in with their own equipment to work as independent contractors or subcontractors would be helpful in assessing the program's potential impact on Maine workers.

In the winter of 2003-2004, Maine mills reported low wood inventories and difficulty getting wood. Changes in landownership, mill inventory patterns and the availability of loggers and logging equipment to respond to surges in wood demand are factors discussed as contributing to the shortage. Of particular interest is the diminished logging capacity.

Also, surveys indicate that the loggers are not encouraging their children to enter the logging professions.

11) <u>The Inter-Generational Supply of Loggers Under Conditions of Declining Economic Well-Being</u>

Prepared by: Jonathan P. Goldstein (Department of Economics, Bowdoin College), Lloyd C. Irland (The Irland Group: Forestry Consultants), Jennifer A. Senick (J. Senick & Associates), Eric W. Bassett (Eduventures, Inc.)

Date: March 9, 2004

Summary:

A study carried out in Maine, shows that relative earnings have no statistically significant effect on the probability of entering the logging profession. It also shows that improvement in the public image/respectability of the logging industry does increase entry into logging.

It also shows that there still is a strong inter-generational supply linkage in the logging industry, which is however being eroded.

12) <u>Executive Order</u>

Prepared by: Office of Governor Baldacci

Date: January 8, 2004

Summary:

With this order, the Governor's Advisory Council on the Sustainability of the Forest Products Industry in Maine was created.

The purpose of the Council was to develop recommendations to improve the competitiveness of Maine's forest products industry nationally and internationally.

The Governor appointed 11 members who served under his guidance.

DECD and DOC provided all necessary staff.

The Advisory Council dissolved on August 30,2004 after having submitted its recommendations to the Governor.

13) <u>Curriculum Plan (Professional Forest Worker Certification) Mechanical Tree Length Forest Operations</u>

Prepared by: New Brunswick Community College Miramichi

Date: August 2003

Summary:

This document describes the various steps in the training of Professional Forest Workers in Mechanical Tree Length Forest Operations in New Brunswick.

The purpose of the training is to provide forest stakeholders with competent, certified machine operators.
New Brunswick Community College Miramichi is responsible for the development and maintenance of this program.

Follows program information (duration, admissions, program content…)

14) <u>The Forest Operations Network – A publication of the Forest Operations Science Program at the University of Maine</u>

Prepared by: The University of Maine (Forest Operations Science)

Date: June 2003

Summary:

The Forest Operations Network carried out a survey and made some research about loggers in New England. They especially concentrated on Maine, Vermont and New Hampshire, including also the Quebec region. The research shows that the loggers have an average age of 45, an average education of 12 years and have been logging for an average of 23 years. The average distance traveled to work is 42 miles.

The survey also shows that in general, logging as a profession is not that very well respected and loggers are considered unskilled. This, if added to a continuous mechanization of the industry, will lead to a steady decline in the availability of people to pursue this kind of career.

15) <u>Logging Businesses and Unused Production Capacity in Northern New England</u>
Prepared by: Andrew Egan and Isaac Annis, University of Maine; Dale Greene, University of Georgia; Neils de Hoop, Louisiana State University; and Jefferson Mayo, Wachovia Bank, LLC

Date: There is no specific date. Some of the literature cited however is dated 2003

Summary:

The costs related to unused production capacity can impose significant costs on the wood supply system.

According to a survey of logging business owners and representatives of wood consuming mills in the Northern New England states of Maine, New Hampshire and Vermont, approximately two-thirds of logging business owners said they experienced unused production capacity. Logging business with mechanized logging systems reported the highest unused capacity costs. Amongst the causes of unused logging capacity there are weather, poor road conditions, equipment breakdowns and mill-imposed quotas.

16) <u>CLP – Certified Logging Professional</u>

Prepared by: CLP

Date: August 2002

Summary:

CLP offers professional training and certification for Maine Loggers. The program was founded in 1991 as a combined effort of loggers, landowners, environmental specialists and safety consultants to establish a standard for professionalism in the Maine woods. The goal of the program was to combat high rate of logging accidents and the resulting Worker's Compensation costs for logging contractors. Thanks to this program the accident rate for loggers is less than one quarter what it was when the program began.

17) <u>Logging in Maine</u>

Prepared by: Jennifer Brickey (DOC, MFS)

Date: Summer 2001

Summary:

The MFS set out to establish the definition of a logger and determine the number of loggers working in Maine's woods.

After long researches the logger can be defined as someone who actively takes part in the harvesting of timber. This can then be further refined, by saying that a logger is involved in cutting and transporting timber and/or producing wood chips in the fields.

As far as the number of loggers in Maine, the surveys showed that it is extremely hard to account for all the loggers present in the State, due to a number of factors like a not required licensing or formal training, or surveys completed during periods of low harvest activity.

This study combined with others though, show that the number of loggers in Maine is decreasing annually.

18) <u>Maine Logging Industry and the Bonded Labor Program: An Economic Analysis</u>

Prepared by: Pan Atlantic Consultants & The Irland Group, Forestry Consultants

Date: November 18, 1999

Summary:

This report is a summary of the logging industry and the H-2 Bonded Labor Program in Maine (Visa workers)

- There were 3600 loggers in Maine between 1998-1999. The majority of these were US Citizens; the remainders were Canadians (permanent visa workers and temporary visa workers)
- The geography of Maine doesn't help the State find more labor
- The mechanization of logging is improving
- There is a labor shortage of US logging workers

19) <u>The Northern Maine Logging Situation – Update Packet for Policy Makers</u>

Prepared by: Maine Department of Labor
Date: August 1999

Summary:

Fall 98 to August 99:Continuous series of meeting between MDOL, loggers, contractors, landowners and the public

Request for Bonded Labor in the Maine Woods (comparison 1998-1999):

- The number of contractors requesting bonds is about the same
- The total number of bonds has decreased
- The # of bonds requested for all around logger has also decreased
- The # of bonds for operators, truck drivers etc has also decreased

The report also talks about Regulatory changes and new program features initiated by Maine DOL and USDOL (copies of contracts made available to all workers, equipment rental requirements clarified, scholarship for CLP training)

- The H-2 Program doesn't seem to affect the logging wage levels; on the contrary, raising wages would not attract sufficient workers (Demanding work conditions, commuting distances)
- There are less work related injuries thanks to the Certified Logging Professional Program
- The H-2 program needs a few changes to become more effective

20) <u>Article from Forest & Conservation History: Bonded Labor – Canadian Woods Workers in the Maine Pulpwood Industry, 1940-55</u>

Prepared by: Bill Parenteau

Date: July 1993

Summary:

This article shows the love-hate relationship between Maine loggers and the Canadians workers crossing the border due the more favorable work conditions. If on one side the Canadians were welcome especially before WWII, helping the more and more scarce logger population, on the other side changes in US immigration policy and tensions between American and Canadian officials interrupted the formal pattern of Canadian migration. Because of the strong Maine paper industry however, migration from Canada persisted despite labor program and a variety of labor laws.

Frequency Analysis of the Major Themes Emerging From the Materials

- 1 paper out of he 20 papers reviewed indicated that wood consumption in the US is in constant decrease.
- 11 out of he 20 papers reviewed indicated that the number of loggers in the US is constantly decreasing, due mainly to harsh work conditions and low wages.
- 3 out of the 20 papers reviewed both indicated that loggers are not inclined to recommend their job to their children and that youngsters are not eager to start a career in logging
- 2of the 20 papers reviewed showed how global competition in the wood supply industry is growing increasingly strong and how that affects the US market.
- 3 of the 20 papers reviewed showed how the Canadian presence in the USA is affecting, both in a positive and negative way, the US logging industry.
- 1 paper indicated that if the logging industry image was improved and more positively advertised more people would choose to make that their career.
- 1 paper of the 20 papers reviewed analyzed the profile of the average logger: a middle-aged man, with a short school career and a long history of logging.
- 3 papers urged the importance of having courses and classes for those people who want to become loggers before sending them to the woods.
- 1 paper underlined that the mechanization of the industry is a factor in the in why less and less people decide to pursue a career in logging.