Happy FootGolfing!!

Hole-in-one at hole number 16 at Columbia Golf Club - Minneapolis, MN
2015 Great Lakes School of Turfgrass Science Online (For Professionals)

Online Program (Jan. 7th – Mar. 25th 2015)
- Live Wednesday night online sessions from 6-8pm (CST)
- 12 internationally renowned turfgrass science faculty from across the Great Lakes Region
- 24 hrs of in-depth training in turfgrass science and management

Questions about the class?
Contact: Sam Bauer (sjbauer@umn.edu, 763-767-3518)

Class fee: $495.00/person
Registration deadline: Wed. Dec 31st, 2014

Register at: http://z.umn.edu/2015greatlakesturfschool

2015 Great Lakes School of Turfgrass Science Instructors
Without question, the strength of this new online school lies within the depth and experience of the turfgrass faculty. This program allows for extensive interaction with researchers and educators having national and international recognition.

Sam Bauer, M.Sc.
Assistant Extension Professor
CFANS Extension
University of Minnesota-TC

Paul Koch, Ph.D.
Assistant Professor
Department of Plant Pathology
University of Wisconsin-Madison

Dave Chalmers, Ph.D.
Professor and Extension Specialist Emeritus
Department of Soil and Crop Science
Texas A&M AgriLife Extension

Aaron Patton, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Agronomy
Purdue University

Kevin Frank, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Crop and Soil Sciences
Michigan State University

Frank Rossi, Ph.D.
Associate Professor and Extension Turfgrass Specialist
Department of Horticulture
Cornell University

David Gardner, Ph.D.
Associate Professor
Department of Horticulture and Crop Science
The Ohio State University

Doug Soldat, Ph.D.
Associate Professor and Extension Turfgrass Specialist
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Brian Horgan, Ph.D.
Professor and Extension Turfgrass Specialist
Department of Horticultural Science
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Chris Williamson, Ph.D.
Professor and Extension Specialist
Department of Entomology
University of Wisconsin-Madison

Ed Nangle, Ph.D.
Director of Turfgrass Programs
Chicago District Golf Association

Zac Reicher, Ph.D.
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Session 1
Wednesday, January 7th
Turfgrass identification, physiology and growth

Session 2
Wednesday, January 14th
Soil science and management

Session 3
Wednesday, January 21st
Selection and establishment

Session 4
Wednesday, January 28th
Nutrition and fertility programming

Session 5
Wednesday, February 4th
Mowing and additional cultural practices

Session 6
Wednesday, February 11th
Abiotic stresses

Session 7
Wednesday, February 18th
Irrigation

Session 8
Wednesday, February 25th
Insect biology, identification and management

Session 9
Wednesday, March 4th
Disease biology, identification and management

Session 10
Wednesday, March 11th
Weed biology, identification and management

Session 11
Wednesday, March 18th
Specialty product usage

Session 12
Wednesday, March 25th
Mathematics and calibration

New format
Expert instructors
Open to anyone
Fully online
Learn at your convenience
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All questions regarding this course can be directed to:

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Supporting Partners

MRTF
Midwest Regional Turf Foundation

MTGF
Minnesota Turf and Grounds Foundation

WISA
Wisconsin Turfgrass Association

MINNESOTA SUPERINTENDENTS ASSOCIATION
H2B Program,
Just the facts Jack!
Compiled from US Government Wage and Hour Division

Overview

The H-2B nonimmigrant program permits employers to temporarily hire nonimmigrants to perform nonagricultural labor or services in the United States. The employment must be of a temporary nature for a limited period of time such as a one-time occurrence, seasonal need, peakload need or intermittent need. The H-2B program requires the employer to attest to the Department of Labor that it will offer a wage that equals or exceeds the highest of the prevailing wage, applicable Federal minimum wage, the State minimum wage, or local minimum wage to the H-2B nonimmigrant worker for the occupation in the area of intended employment during the entire period of the approved H-2B labor certification. The H-2B program also establishes certain recruitment and displacement standards in order to protect similarly employed U.S. workers.

The Wage and Hour Division has been delegated enforcement responsibility by the Department of Homeland Security effective January 18, 2009, to ensure H-2B workers are employed in compliance with H-2B labor certification requirements. The Wage and Hour Division may impose administrative remedies such as wage payments and civil money penalties against employers who violate certain H-2B provisions.

Who May Qualify for H-2B Classification?

To qualify for H-2B nonimmigrant classification, the petitioner must establish that:
- There are not enough U.S. workers who are able, willing, qualified, and available to do the temporary work.
- The employment of H-2B workers will not adversely affect the wages and working conditions of similarly employed U.S. workers.
- Its need for the prospective worker’s services or labor is temporary, regardless of whether the underlying job can be described as temporary. The employer’s need is considered temporary if it is a(n):
  - one-time occurrence – A petitioner claiming a one-time occurrence must show that it has:
    - Not employed workers to perform the service or labor in the past, and
    - An employment situation that is otherwise permanent, but a temporary event of short duration has created the need for a temporary worker.
  - seasonal need – A petitioner claiming a seasonal need must show that the service or labor for which it seeks workers is:
    - Traditionally tied to a season of the year by an event or pattern; and
    - Of a recurring nature.
- Employment is not seasonal if the period during which the service or labor is needed is:
  - Unpredictable;
  - Subject to change; or
  - Considered a vacation period for the employer’s permanent employees.
- peakload need – A petitioner claiming a peakload need must show that it:
  - ...
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    -
• Regularly employs permanent workers to perform the services or labor at the place of employment;
• Needs to temporarily supplement its permanent staff at the place of employment due to a seasonal or short-term demand; and
• The temporary additions to staff will not become part of the employer’s regular operation.

or

• intermittent need – A petitioner claiming an intermittent need must show that it:
  • Has not employed permanent or full-time workers to perform the services or labor; and
  • Occasionally or intermittently needs temporary workers to perform services or labor for short periods.

H-2B petitioners must also provide a single valid temporary labor certification from the U.S. Department of Labor (DOL)

H-2B Program Process

• Step 1: Petitioner submits temporary labor certification application to DOL. Before requesting H-2B classification from USCIS, the employer must apply for and receive a temporary labor certification for H-2B workers with the U.S. Department of Labor (or Guam DOL if the employment will be in Guam).* For further information regarding the temporary labor certification application requirements and process, see the “Foreign Labor Certification, Department of Labor” and “Foreign Labor Certification, Guam Department of Labor” pages.

• Step 2: Petitioner submits Form I-129 to USCIS. After receiving a temporary labor certification for H-2B employment from either DOL or Guam DOL (if applicable), the employer should file Form I-129 with USCIS. With limited exceptions, the original temporary labor certification must be submitted with Form I-129. (See the instructions to Form I-129 for additional filing requirements.)

• Step 3: Prospective workers outside the United States apply for visa and/or admission. After USCIS approved Form I-129, prospective H-2B workers who are outside the United States must:
  • Apply for an H-2B visa with the U.S. Department of State (DOS) at a U.S. Embassy or Consulate abroad, then seek admission to the United States with U.S. Customs and Border Protection (CBP) at a U.S. port of entry; or
  • Directly seek admission to the United States in H-2B classification with CBP at a U.S. port of entry.

* Note: Employers requesting employment in a position that is exempt from the U.S. Department of Labor’s temporary labor certification application filing requirement may skip step 1 in the H-2B process.

How do I notify USCIS?

Notification should be made via email or mail to the USCIS Service Center that approved the I-129 petition. Although not required, email notific-
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Fee-Related Notifications to USCIS

A petitioner, agent, facilitator, recruiter, or similar employment service is prohibited from collecting a job placement fee or other compensation (either direct or indirect) at any time from an alien H-2B worker as a condition of employment. Petitioners may avoid denial or revocation of their H-2B petitions if they notify USCIS that they obtained information concerning the beneficiary’s payment (or agreement to pay) a prohibited fee or compensation to any agent, facilitator, recruiter, or similar employment service only after they filed their H-2B petition. This narrow exception does not apply, however, where a petitioner knew or should have known at the time of the filing of its H-2B petition that the prospective worker had paid (or agreed to pay) such recruitment-related fees to any such persons or entities. Petitioners must notify USCIS of an H-2A worker’s payment or agreement to pay prohibited fees to a recruiter, facilitator, or similar employment service within 2 workdays of gaining knowledge of such payment or agreement.

Petitioners must include the following information in the fee-related notification:
1. The reason for the notification;
2. The USCIS receipt number of the approved H-2B petition;
3. The petitioner’s information
   o Name:
   o Address
   o Phone number
4. The employer’s information (if different from that of the petitioner):
   o Name
   o Address
   o Phone number
5. Information about the recruiter, facilitator, or placement service to which the beneficiaries paid or agreed to pay the prohibited fees:
   o Name
   o Address

Fees not prohibited are:

- The lesser of the fair market value or actual costs of transportation;
- Any government-mandated passport, visa, or inspection fees to the extent that the payment of such costs and fees by the H-2B worker is not prohibited by statute or other laws. This includes, but is not limited to, the FLSA, DOL regulations, case law, and DOL interpretations of the FLSA and other relevant labor laws.