

01/16/2019

on

12/2019

ASSOCIATION OF GOLF COURSE SUPERINTENDENTS

# COURSE

OVERTIME RULES

THE TOBACCO PATCH

LEADERSHIP CHANGE

## Tree Time

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

PAID  
PONTIAC, MI  
PERMIT NO 002

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100

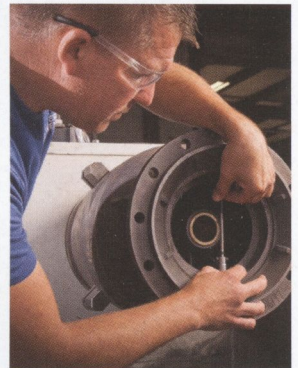
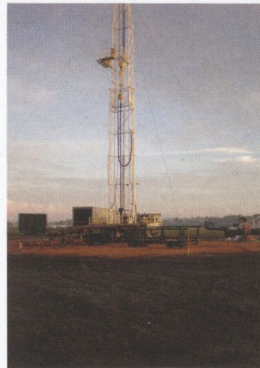
\*\*\*\*\*  
MICHIGAN  
100 LIBR  
EAST LANSING MI 48023



# your water supply experts

## water well services

- well/pumps emergency maintenance services
- well rehabilitation & maintenance program
- pump sales & maintenance
- well drilling
- water system engineering/construction
- hydrogeological services



### Contact Us:

888.769.9009

Oconomowoc, WI • Elburn, IL

[www.waterwellsolutions.com](http://www.waterwellsolutions.com)



Water Well Solutions is now  
SUEZ Water Advanced Solutions

[advancedturf.com](http://advancedturf.com)

@AdvancedTurf



# ADVANCED TURF SOLUTIONS®

Fertilizer, chemical, and seed solutions for your golf course.

### Illinois - New Location!

24317 W 143rd Street, Unit 103  
Plainfield, IL 60544  
(815) 556-1370

### Illinois

1225 Lunt Avenue  
Elk Grove Village, IL 60007  
(847) 258-5904

### Wisconsin

2556 Advance Road, Unit C  
Madison, WI 53718  
(608) 709-1331



**Todd Fregien**

@ToddFregien\_ATS  
(414) 949-1089  
[tfregien@advancedturf.com](mailto:tfregien@advancedturf.com)



**Rusty Stachlewitz**

@RustyStack  
(630) 779-0761  
[rstachlewitz@advancedturf.com](mailto:rstachlewitz@advancedturf.com)



**Craig Shepherd**

@Shepdog2101982  
(563) 213-1632  
[cshepherd@advancedturf.com](mailto:cshepherd@advancedturf.com)



**Mike Werth**

@werthashot  
(608) 214-7011  
[mwerth@advancedturf.com](mailto:mwerth@advancedturf.com)



# toc

TABLE OF CONTENTS

## front cover

Winter work includes tree trimming for most golf courses. One of this month's features is a review on chainsaws for you and your crew as some will start to use them more frequently.

4

FEATURE

### In the Tobacco Patch

Josh Cull

SERIALS

JAN 06 2020

I4

FEATURE

### Tree Time

Luke Cella

MICHIGAN STATE UNIVERSITY  
LIBRARIES

Josh Cull shares his story about growing up in Kentucky immersed in growing tobacco. It started out as a Director's Column but soon developed into a full article, one that you'll enjoy reading.

## DEPARTMENTS

- 03 President's Column  
Justin Kirtland
- 07 The Bull Sheet  
John Gurke
- 20 News from Allied Groups  
Shane Conroy

## DATES

### 2020 UPCOMING MIDWEST EVENTS

1/15/20 Midwest January Meeting and Wee One Fundraiser

01/29/20 Midwest Hospitality Reception: Tin Roof, Orlando

## 2019 Board of Directors

### PRESIDENT

Justin Kirtland, Arrowhead Golf Club

### VICE PRESIDENT

Brian Stout, Arboretum Club

### SECRETARY / TREASURER

Jim Canning, White Eagle Golf Club

### EXECUTIVE DIRECTOR

Luke Cella, CGCS

### BOARD OF DIRECTORS

Nate Bolhous, Naperville Country Club

Josh Cull, Chicago Highlands

John Ekstrom, Inwood Golf Course

Mark Kosbab, Sportsman's Country Club

Michael Paciga, Kemper Lakes Golf Club

Todd Schmitz, Phillips Park Golf Course

### PRESIDENT EMERITUS

Jim Pedersen, Hughes Creek Golf Course

### COMMERCIAL REPRESENTATIVE

Rusty Stachlewitz, Advanced Turf Solutions

### CLASS C REPRESENTATIVE

Conrad Pannkuk, Biltmore Country Club

### CLASS DT REPRESENTATIVE

Wes Danielewicz, Butterfield

Country Club

### EDITORIAL CHAIRMAN

Brian Stout

### ASSOCIATE EDITORS

John Gurke, CGCS

Chuck Barber



Midwest Association of Golf Course Superintendents (MAGCS) exists to promote professionalism and integrity, to provide networking, education and career enhancement opportunities to all members who facilitate the growth and enjoyment of golf.

*On Course* is published monthly with original member content. For advertising opportunities please call 630-685-2420.

© 2019 by Midwest Association of Golf Course Superintendents. All rights reserved. Reproduction without permission is prohibited.

Reuse permissions: [admin@magcs.org](mailto:admin@magcs.org)



• THE PROS OF BEING A PRO •

# EXPERT ADVICE

At SiteOne® Landscape Supply, our industry pros deliver ideas and answers to help you take your course to the next level. When you package that with a large inventory of leading brands, time-saving delivery service and flexible financing options, it's easy to see why SiteOne is the top choice for green industry pros.



Visit your nearest SiteOne Landscape Supply location.

Charles Hill | [Chill@siteone.com](mailto:Chill@siteone.com) | 630.768.9275 | Key Account Manager

Paul Yerkes | [Pyerkes@siteone.com](mailto:Pyerkes@siteone.com) | 630.514.9373 | Business Development Manager







Justin Kirtland

## A Spin Around the Sun

Well, to quote one of my favorite movies of all time, Ferris Bueller's Day Off, "Life moves pretty fast. If you don't stop and look around once in a while, you could miss it." He's not wrong--the years are going by really fast.

My time as a MAGCS President is coming to a close. It has been amazing to meet and converse with so many superintendents and professionals within our organization. I'm proud to be a part of it.


This year like all the ones before it has been productive and valuable to our members. The addition of Equipment Technicians to MAGCS has made more horizons available to our members such as tech talks, round table discussions, and more camaraderie for our members. The implementation of BMPs for the state of Illinois are aligned and ready to be launched.

I ask myself and you the reader the question what did I learn from this growing season?

As I start going through notes from the season during these frosty mornings and in some cases a snowy morning, I try not to project myself too far forward yet to my happy place of skiing, snowmobiling, and playing hockey in slower off season. I ask myself and you the reader the question what did I learn from this growing season? What did I learn from the education seminars I attended? What continuing education opportunities do I want to engage in next year?

Our association is among the elite in the country due to its strong membership. Just like our golf course we want to leave them better than we found them. I encourage all MAGCS members to contribute to your organization and leave it better than you found it each year. Whether you serve on the board, host monthly meetings, or write articles. Find a way to get involved.

Finally in closing I would like to thank the board members Mark Kosbab, John Ekstrom, Brian Stout, Jim Pedersen, Todd Schmitz, Jim Canning, Michael Paciga, Josh Cull, Nate Bolhous, Rusty Stachlewitz, Ed Braunsky, John Gurke, Wes Danielewicz, Conrad Pannkuk, and Executive Director Luke Cella. The MAGCS membership would not be the elite association that it is without these professionals.

I would also like to wish Brian Stout the best of luck in his new role as acting President and would like to thank Jim Pedersen for his service as acting past president, Luke Cella Executive Director for evolving and guiding the association over the years past and the years to come. 



# In the Tobacco Patch

Josh Cull, Chicago Highlnds

PHOTO CREDITS:VARIOUS

Around here when you think of cash crops you immediately think corn and soy beans. However, growing up in Kentucky, tobacco was the major cash crop (the major legal cash crop that is).

I was introduced to tobacco when I was about 6 years old when I found a pouch of Red Man in my dad's truck and thought it would be cool to try some. Yeah, I got sick. My dad thought it was funny. My mom, not so much. I got my first paying job at 11 years old working in the tobacco patch for a neighboring farmer and spent the next 8 years of my life working in his fields. What follows is not a "how to", but more a quick synopsis of what was a way of life for so many people where I grew up. So the next time you light up or dip you think of this and have a laugh.

First and foremost, you must understand that, though it is spelled "tobacco" it is pronounced "backer" by anyone who grows it within the boundaries of the state of Kentucky. I am fairly certain that is a state law. Therefore, for the purposes of this article, you should hear it that way in your head! Next, the place where tobacco was grown was not referred to as a field, but rather the "backer-patch". There were no unions or child labor laws, and simply saying "don't get hurt" was regarded as sufficient safety precaution. Raising a crop of tobacco is a long arduous process. More accurately, it is a collection of long, arduous processes strung together over the course of 9 months. Trying to list all of the processes sounds a lot like Bubba explaining to Forrest how many ways you can

cook shrimp. There's:

- Sowing tobacco
- Pulling tobacco plants (to be transplanted in the field)
- Setting tobacco (the process of transplanting starter plants from the nursery beds to the field)
- Chopping out tobacco (weed control)
- Irrigating tobacco (no center pivot system or automated – laying pipe sections and setting up guns in individual fields as needed)
- Topping tobacco (process of removing the flowering parts of the plant)
- Suckering tobacco (removing suckers from the plants)
- Dropping sticks in tobacco (placing tobacco sticks down the plant rows before harvest)
- Cutting tobacco (harvesting plants from the field)
- Loading tobacco (loading the harvested stalks on wagons for transport to the barn)
- Housing tobacco (hanging plants in the barn to cure)
- Curing tobacco (no actual work here other than managing ventilation in the barn)
- Booking tobacco (removing plants from the barn and stacking in preparation for stripping)
- Stripping tobacco (process of removing tobacco leaves from the stalks)
- Baling tobacco (bundling & baling the harvested leaves)
- Selling tobacco

Nearly everything gets done by hand. Pulling plants – by hand. Chopping weeds – by hand. Topping out, pulling suckers, dropping sticks, hanging, stripping, etcetera --- by hand, by hand, by hand. Setting tobacco was the only somewhat mechanized process. A tobacco setter looks like some sort of Rube Goldberg contraption that cultivates the plant row, transplants or "sets" the plant, waters it and packs soil around the plant all in one process. Operators simply have to sit on the machine and feed plants into the cartridges. Most people had a two row setter. Each row took two operators



More than 70 species of tobacco are known, but the chief commercial crop is *Nicotiana tabacum*. The more potent variant *Nicotiana rustica* is also used around the world.



so that a five person crew was needed to do the job: one to drive the tractor and four people on the setter feeding plants. Of course, before people could afford tobacco setters, the plants were transplanted, you guessed it, by hand.

I learned a lot of things over the years working in the tobacco patch. For example, when the boss drops you off in a field and gives you a big water jug, then says "you get started here and I'll be back with help in a while", that actually meant, you are going to need this water because no one is coming to help. I also learned to appreciate the peacefulness of working by myself after spending countless hours on the tobacco setter with an elderly woman, who despite her good physical health,



did not hear very well and consequently yelled when she spoke – and she liked to talk. I learned that any time you are routinely wielding a razor sharp hatchet anywhere near the vicinity of your feet, you should probably wear heavy leather work boots as opposed to tennis shoes. Probably one of the most important

life lessons I picked up out in the tobacco patch was how to positively identify poison oak ... and that you should always have a roll of toilet paper with you just in case you don't know what poison oak looks like!

Tobacco is harvested from the fields in August. Workers go out in the field, outfitted with only a tomahawk, a metal spear that can be fitted onto the end of a tobacco stick, a roll of toilet paper, and lots of Mountain Dew – I am certain that agriculture cannot be performed in Kentucky without Mountain Dew. The process, in theory, is simple. Jab one end of a tobacco stick in the ground so that it stands up and place your spear over the other end. In one smooth motion, you bend over and grasp a plant at about mid-stalk, cut it at the base with your tomahawk, pick up the plant and skewer it over the spear onto the tobacco stick like a shish kabob, all without impaling your hand on the spear or cutting your foot off with the tomahawk. Typically, you can fit about 6 plants per stick. Once you fill one stick, you grab another and repeat.



Over and over and over. Farmers always paid people by the number of sticks they cut rather than by the hour. The going rate ranged from 10-12 cents per stick. Therefore, productivity was measured in terms of "sticks". Much like fishing stories, people often embellished about just how many sticks



*A screen shot from a youtube video cutting the plants and placing them on a stick stuck in the ground with a spear on the end.*

they could cut in a day. I know it seems like a silly thing to brag about, but who among us has not bragged about something silly – especially after 10 or 12 beers. In fact, I believe the whole redneck "hold my beer" thing likely started from 2 guys arguing who could cut the most tobacco. 1000 sticks a day was like the redneck equivalent of a unicorn. It was often talked about but never actually witnessed. Ill-advised bets were often levied toward this mark. To hit this mark, you would have to average a stick per minute every minute for just over 16 hours. But let's face it, there is no room for simple math when your redneck honor has been called into question. Fueled by pride, Red Man and Mountain Dew, men young and old would hit the fields before dawn to climb the Everest that was 1000 sticks a day. Of course, no one ever reached that summit. Many would end up with serious flesh wounds before the sun ever came up. Even more would end up getting tobacco poisoning if there was a heavy dew that morning. Tobacco poisoning is actually over exposure to nicotine as the dew on the tobacco plants is laden with nicotine. Just for the record, roughly 700 sticks was the most I ever cut in a day. Yes, I speared my hand more than once, and cut my foot with my tomahawk, but I was never dumb enough to bet my day's earnings that I could cut 1000 sticks. It turns out I could actually do simple math.

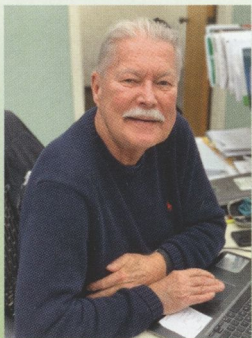


With all of the 13th century weapons being heaved around the field while cutting, you would think that would likely be the most dangerous part of the job. However, for as many flesh wounds that occurred at the end of a spear in the field, the scariest part of the job, at least for anyone with a fear of heights, was housing tobacco in the tobacco barn. Just to be clear, there are no NEW tobacco barns. Even new barns were

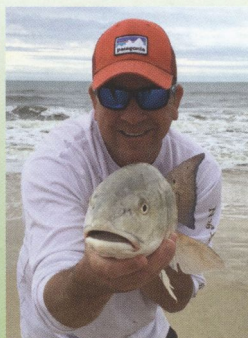


# IT'S ALL ABOUT PLAYABILITY...

At Chicagoland Turf, we have over 206 years experience in the golf course industry! Allow us to share our experience with you.



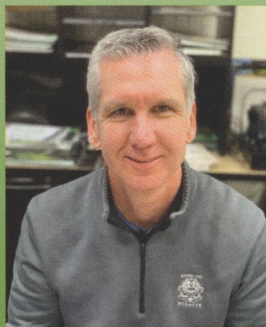
John Lebedevs  
630-742-4905



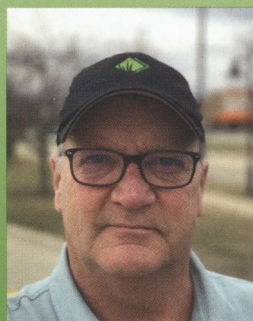
Brian Baker  
630-546-1454



Nick Baker  
630-621-5826



Dave Radaj, CGCS  
847-366-5802



Dave Blomquist, CGCS  
630-945-4365



Erwin McKone, CGCS  
219-688-0089



# THE BullSheet



DEC 2019

## DATES TO REMEMBER

**December 9** – Annual Southside Superintendent Party - Bier Stube, Frankfort, IL.

**December 11, 2019** - 21st Annual Westside Superintendent Holiday Party - Seven Bridges Golf Club

**December 11, 2019** - CAGCS Annual Meeting and Luncheon, Oak Park Country Club

**December 22** – The United States Golf Association's 125th Birthday.

**December 24** – MAGCS Birthday (93<sup>rd</sup>)

**January 15** – 11th Annual Midwest Meeting/Wee One Fundraiser at Seven Bridges Golf Club, Don and Dave still hosts.

**January 25-30** – Golf Industry Show in Orlando, FL.

**January 29** – Midwest Hospitality Room from 7-11 PM at the Tin Roof Orlando.

Mark your calendars for the  
**MIDWEST  
JANUARY MEETING  
& WEE ONE  
FUNDRAISER**

**January 15, 2020**

**Seven Bridges Golf Club**

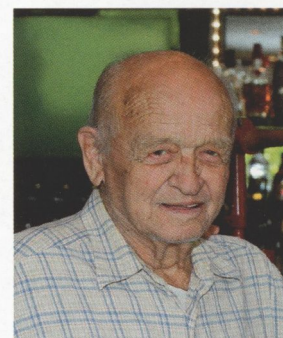
Seasons Greetings to all MAGCS members, and a warm welcome to our newest arrivals:

David Bibler, Northmoor Country Club, Class A  
Brandon Burns, Weed Man, Class E  
Todd Ford, HPRTK, Class E  
Mike Gavinski, Shoreacres, Class DT  
Bobby Key, Skokie Country Club, Class DT  
Ryan Moore, Northmoor Country Club, Class C  
Tanner Neal, Westmoreland Country Club, Class C  
Tristan Norwood, Westmoreland Country Club, Class DT  
Glenn Peters, North Shore Country Club, Class DT  
Daniel Pirkle, Milwaukee Country Club, Class C  
Jason Sus, Park Ridge Country Club, Class DT  
Robert Voldan, EZ-Go Cushman, Class DT

Congratulations to our new Board of Directors, who were elected at our Annual Meeting at Medinah Country Club on the 4th of this month. Your new Board consists of the following dedicated and selfless individuals:

President: **Brian Stout**, The Arboretum Club  
Vice President: **Mark Kosbab**, Sportsman's Country Club  
Secretary/Treasurer: **Todd Schmitz**, Phillips Park Golf Course  
Directors: **Nate Bolhaus**, Naperville Country Club, **Josh Cull**, Chicago Highlands, **John Ekstrom**, Inwood Golf Course, **Craig Kight**, Eagle Brook Country Club, **Mike Paciga**, Kemper Lakes Golf Club, **Dan Stahl**, Orchard Valley Golf Course and moving to Immediatet  
Past President: **Justin Kirtland**, Arrowhead Golf Course. Thank you for your service to our association.

Our association lost one of its longest-standing members last month when AA Life Member **Art Benson, Jr.** passed away. Art was the longtime superintendent at Butterfield Country Club, and one of the true nice guys in our world. It was great to see Art as recently as September 23rd, when he came out to Blackberry Oaks GC to take part in the Fox Valley Golf League's 25<sup>th</sup> Anniversary outing. May he rest in peace.



Condolences to the family and friends of Richard Reinders, who passed away last month. Dick made major contributions in the





"The fairways are immaculate!"



"It was like playing on carpet."



"The course is in amazing shape."



"Best fairways and greens I've ever played on."



"Great lies in the fairways!"

## When you can protect your fairways like your greens, you'll get rave reviews.

Golf's leading fungicide, Secure<sup>®</sup>, is now even better. New Secure<sup>®</sup> Action<sup>™</sup> fungicide now includes a boost of *acibenzolar-S-methyl* (ASM), giving turf abiotic benefits such as increased drought tolerance, heat tolerance and quicker recovery. The enhanced formulation also offers improved dollar spot performance, including an increased control interval of 14-21 days.

Visit [GreenCastOnline.com/SecureAction](http://GreenCastOnline.com/SecureAction) to learn more or contact:  
Brian Winkel | 630-391-2170 | [Brian.Winkel@Syngenta.com](mailto:Brian.Winkel@Syngenta.com)



[@SyngentaTurf](https://twitter.com/SyngentaTurf) #Time4SecureAction

©2018 Syngenta. Important: Always read and follow label instructions. Some products may not be registered for sale or use in all states or counties. Please check with your state or local extension service to ensure registration status. Action<sup>™</sup>, Greencast<sup>®</sup>, the Alliance Frame, the Purpose Icon and the Syngenta logo are trademarks of a Syngenta Group Company. Secure<sup>®</sup> is a trademark of Ishihara Sangyo Kaisha, LTD. All other trademarks used herein are the property of their respective owner. MW 1LGG8011 09/18



## DELIVERING EXTRAORDINARY WATER RESOURCE SOLUTIONS TO STRENGTHEN YOUR EVERYDAY OPERATING NEEDS

- Well Drilling & Rehabilitation
- Pump Repair & Installation
- Well & Irrigation Pump Maintenance
- Emergency Repair

### Aurora, IL

Tom Healy

[tom.healy@layne.com](mailto:tom.healy@layne.com)

630.897.6941

### Beecher, IL

Jeff Stollhans

[jeff.stollhans@layne.com](mailto:jeff.stollhans@layne.com)

779.701.7667

Joe Eisha

[joseph.eisha@layne.com](mailto:joseph.eisha@layne.com)

708.946.2244



[layne.com](http://layne.com)



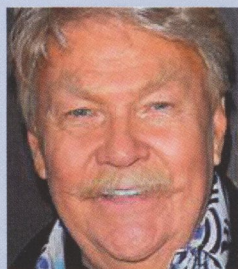
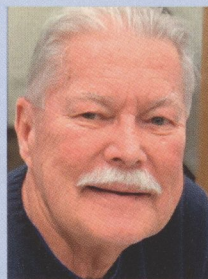
irrigation industry and played an integral role in developing Watertronics Pumping Systems, and along with Bob Reinders built the foundation of the Reinders, Inc. business that we all know today.

Make a note of it—a couple of well-known companies in our midst have changed their names. First, Water Well Solutions is now SUEZ Advanced Solutions, which will continue to offer all the services for which they are known (**Todd Kerry** is the local rep). Second, VGM Club, the group-purchasing business serving private club and golf course industry since 1994 is now ClubProcure (**Chris Kehe** is our area contact).

Aside from the obvious birthday that took place 2,019 years ago this month, we have another pretty big birthday to celebrate this month. The USGA turns 125 years old on December 22nd! Founded in 1894, its original member clubs were Newport Golf Club in Newport, Rhode Island, Shinnecock Hills in Southampton, NY, The Country Club in Brookline, Massachusetts, St. Andrews Golf Club in Yonkers, NY and Chicago Golf Club in Wheaton, Illinois. Happy Birthday, USGA!

R.I.P. to the appropriately-named Rip Taylor. The flamboyant, confetti-throwing comic went to that great game show in the sky last month. Or did he? Word is out that he has been seen making the rounds as a sales rep for Chicagoland Turf....

## MIDWEST Doppelgänger



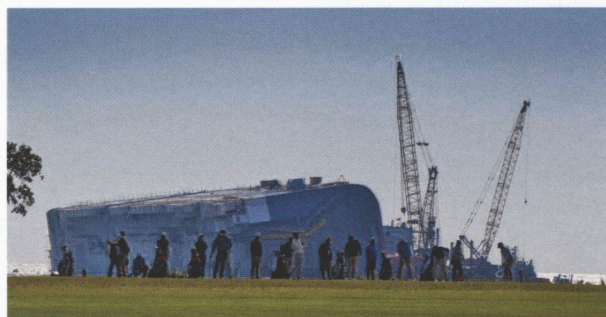
John Lebedevs or Rip Taylor?

OK, why not? My mood ring is missing, and I don't know how I feel about that.

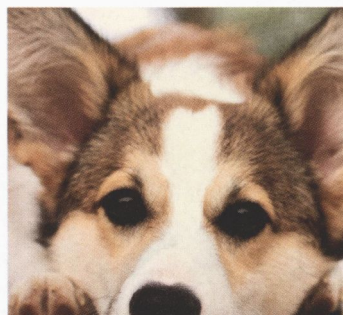
Piling On! **Greg Martin** has been honored once again for his work on The Preserve at Oak Meadows. The American Society of Golf Course Architects (ASGCA) has recognized Greg and The Preserve with its first-ever Environmental Excellence Awards for the massive project that included re-routing Salt Creek among many other improvements benefitting both golf and the environment. Congrats, Greg and the Forest Preserve

District of DuPage County on this honor.

You don't see this every day while watching the PGA Tour on TV. This ship was carrying over 4,000 vehicles in its hold when it caught fire and capsized off St. Simons Island, GA, home of the Sea Island Resort where the RSM Classic was being played last month (and home of retired MAGCS member **Gene Thompson** by the way). Makes an eerie backdrop for a practice tee, huh?



Another calendar, another MAGCS dog gets its day in the spotlight. The GCSAA's 2020 Dog Days of Golf calendar sponsored by Lebanon Turf is out, and its March featured dog is none other than Bubba, the 8-month-old Corgi that patrols



the grounds at Onwentsia Club in Lake Forest, owned by assistant superintendent **Aaron Butler**.

Golf witticism of the month (from Arnold Palmer): If you're stupid enough to whiff, you should be smart enough to forget it.

After 17+ years at the helm at The Wilderness at Fortune Bay in Tower, MN, **Vince Dodge** has a new address. Vinnie is moving south to the Sun Belt of Superior, Wisconsin, where he has taken the golf course superintendent's position at the 36-hole municipal Nemadji Golf Club. He will continue working with KemperSports, as they recently signed on to manage the facility. Congratulations to Vinnie, and the best of fortune (catch that?) to him!



The Topgolf facility adjacent to Salt Creek Golf Club will merge, thanks to an operations transfer agreement between the Wood Dale Park District and Topgolf Entertainment Group. The staff at Salt Creek will manage the indoor facility, working together to provide a wider array of amenities to



FROM SMITHCO AND TEEJET® TECHNOLOGIES

## STAR COMMAND 2.0

### The Next Generation of Sprayers

#### EXPERIENCE TOTAL CONTROL

- Control droplet size for greater efficacy independent of rate or speed.
- Spray from 2 to 10 mph. Up to twice as fast as other sprayers.
- Get the ongoing support of Smithco and TeeJet®.
- Plus the dependability of the only GPS sprayers tested over 4 years by superintendents.

Start with the 2 finest sprayers Smithco makes. The Spray Star 3180 and 2000. Both factory-fitted with a DynaJet® Nozzle Control System and Aeros Field Computer from TeeJet.

**Smithco.com**



**Burris**  
**EQUIPMENT**  
burrisequipment.com

#### WAUKEGAN

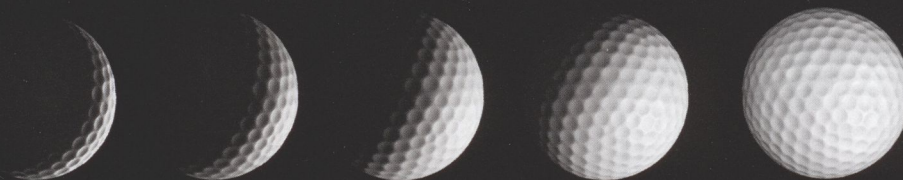
2216 N. Greenbay Rd.  
Waukegan, IL 60087  
847.336.120

#### LAKEMOOR

27919 Concrete Dr.  
Ingleside, IL 60041  
815.363.4100

#### JOLIET

2001 Cherry Hill Rd.  
Joliet, IL 60433  
815.464.6650



### The fungicide that holds strong for many moons.

Introducing Posterity® fungicide, the most active SDHI in the turf market that elevates the control of key diseases including **dollar spot** and **spring dead spot**. Posterity delivers power that lasts, holding stronger for up to **28 days** of dollar spot control, and setting a new standard for spring dead spot control. With Posterity, you can manage the toughest and most prevalent diseases with confidence.

Visit [GreenCastOnline.com/Posterity](http://GreenCastOnline.com/Posterity) to learn more or contact:  
Brian Winkel | 630-391-2170 | [Brian.Winkel@Syngenta.com](mailto:Brian.Winkel@Syngenta.com)



**syngenta**

#Time4Posterity

©2018 Syngenta. Important: Always read and follow label instructions. Some products may not be registered for sale or use in all states or counties. Please check with your local extension service to ensure registration status. GreenCast®, Posterity®, the Alliance Frame, the Purpose Icon and the Syngenta logo are trademarks of a Syngenta Group Company. All other trademarks used herein are the property of their respective company.

1LGG8011 08/18



their patrons. Does this mean **Aaron Hearn** will be responsible for mowing the artificial turf?

Here's a neat idea that I'm sure **Dave Ward** had a hand in—Coyote Run Golf Course in Flossmoor held its post-Halloween "Pumpkin Smash" event early last month, and it was, well, a big smash. Families bring their leftover jack-o'-lanterns to the course and get to decide from several fun options how they want to destroy them—sledge hammers, baseball bats, shooting a target from a giant slingshot, or dropping from an aerial bucket high above the parking lot (with Dave Ward doing the honors of course). After the carnage, members of the Heather Hill Green Team and the Homewood-Flossmoor High School Key Club scooped up the remains into a container and donated it to the local Possibility Place Nursery for compost. Great idea, and great fun for the kids (and kids at heart).



Deember's "Clavin-ism:" Did you know—it's a little-known fact—that Daylight Savings Time was originally conceived by Benjamin Franklin? It's true—he facetiously suggested a form of DST in 1784, but it wasn't until 1918 that the U.S. adopted a summer DST as a fuel-saving measure during WWI. Then it wasn't until 1967 that the U.S. standardized time zones, and reportedly, the driving forces behind the lengthening of DST included the barbeque and golf industries. Lobbyists told Congress that an additional month of daylight saving was worth \$200 million in additional sales of golf clubs and green fees, and another \$100 million in grill and charcoal sales. How about that?

Q: How does **Josh Langell** react to vandalism on his golf course?

A: He's Ridgemoortified.

The USGA and R & A are ready to launch the World Handicap System (WHS) next month. The WHS will provide all golfers with a unified and more inclusive handicapping system, allowing them to transport their handicaps globally and compete or play a casual round with players from other regions on a fair basis. Though many countries will adopt the new system in January, 2020, several others will implement it throughout the year, so if you want an equitable match with a local while you're in Uruguay, you're good to go in January; however, if your plans take you to Singapore, you'll have to wait until April.

If you've been keeping tabs on the Environmental Institute for Golf's banks account (and really, who doesn't?), you'll have noticed a deposit of \$250,000 made recently. This is thanks to the PGA of America, who is historically a big fan of the

EIFG, and it marks the fifth time it has donated \$100,000 or more to the cause.

Speaking of causes, the Midwest is hosting their annual fundraiser for the Wee One Foundation at our January Meeting at Seven Bridges. We're taking donations of products, rounds of golf, sporting event tickets and other items to auction off for the Wee One. It's on the 15th of January and promises to be a great day; the education is going to be on drones and how they've moved past just taking pictures. Aerial Influence (a local drone distributor/training/education company) is going to be on hand teaching us about drones and what we need and how we can use them on the golf course make spray applications and scout for trouble spots. Pretty soon we'll need a computer science degree with a turf minor to do what we do.

Attention Turf students: GCSAA and John Deere have partnered to offer complimentary GCSAA memberships for students enrolled in or intending to enroll in a full-time turfgrass or related scholastic program.

Remember National Golf Day? It was held on April 30th in Washington, D.C., and the World Golf Foundation showed up 200-strong for the third-annual Community Service Project, volunteering to lay sod, rake, aerate, over-seed, mow, mulch, plant flowers, prune shrubs, and much more across 18 projects along the National Mall. The reason I ask is this—the National Park Service has recognized the golf industry represented by the WGF as its "Group Volunteer of the Year" for outstanding service. That one day was the equivalent of 800 hours of work and four months of labor from one National Park Service employee.

On November 13 the Midwest set up a Midwest Tech Talk (below) at Northmoor Country Club, Tommy Witt hosted the event for us and Brian Termini of EZ-GO Cushman arranged the education for us. Almost 50 Techs attended to learn about golf car maintenance and troubleshooting. The section on lithium ion batteries seemed to draw the most attention from even the experienced techs in the crowd. Thanks to Brian Termini and Dick Wagget for taking the time to present to the group.



Happy Holidays to you and your loved ones—here's wishing that all of us may experience the joy of family and holiday cheer this season!



old and rickety. Have you ever seen one of these old barns? Most of them are leaning askew in one direction or the other, and at least part of the roof is always gone. Farmers apparently never had the time to go to the hardware store. They would use baling wire, chains, ropes ... anything, really, to fasten timbers together in the absence of nails. I never really had a fear of heights, but when you are 30+ feet up in a barn standing on a couple of hickory limbs tied together with baling wire and suspended by swing set chain ... it can be somewhat un-nerving. My first time in the top tier was like the barn was one of those "magic fingers" beds and someone was feeding it quarters. I actually did fall out of the barn once when a tier rail I was standing on broke. Luckily I was not in the top tier and only fell about 8 feet.



*Traveling through Kentucky we've seen those barns that look like they're about to fall over. Those are the ones used to dry the tobacco leaf, the harrowing part is climbing up in them to hang the plants.*

At some point, you actually have to harvest leaves from the plant. After curing in the barn for about 60 days, the leaves dry up and resemble something similar to what you might smoke or chew. Some of the old timers would pull leaves right out of the barn and chew them after they had cured. I thought to myself, why not? Just for the record, I do not recommend this. As I mentioned earlier, everything is done by hand. Harvesting the leaves is no different. Picture an assembly line working in reverse. Instead of adding parts, people are taking parts off. Tobacco plants are brought in and leaves removed by hand and separated according to grade. Leaves from different parts of the plant are used to make different types of tobacco, thus it is stripped in grades. Every year from mid-November until nearly Christmas, I spent all of my free time after school in the stripping room. Yeah, I know ... that doesn't sound so bad, but I promise, the stripping room is not nearly as fun as the name might imply. It is a narrow, poorly lit room built on the outside wall of the barn. It has a dirt floor, a wood burning stove, and a long flat bench along one wall that serves as the "disassembly" line. Much like some crappy dive bar, the room was always filled with a cloud of cigarette smoke. The work is extremely mundane so you can imagine that conversation is lively to keep you from going insane. For an 11 year old boy, it was liberating to be able to tell dirty jokes and cuss freely. I inad-

vertently had my first taste of bourbon in the stripping room, and thereafter, had many others over the years on purpose. There were always a few 2 liter bottles of Mountain Dew around, but one of them, as I found out, was not just Mountain Dew (FYI – bourbon and Mountain Dew is a thing in Kentucky). The bottle was never labeled and no precautions were taken to keep it separated from the non-spiked bottles. It was kind of like bourbon Russian roulette ... you never knew what you were getting until you got it. To be clear, no one was getting tanked in the stripping room, but a little bourbon certainly did make the day better. I suppose the thinking was if you were old enough to work like a man, you should be able to have a drink like a man. I doubt that is really true, but as a kid, I liked to think it was.



*Rural families all gathered in the stripping barns to help with the harvest going back many generations.*

Ultimately, I think back and appreciate all of the things I was able to do as I was growing up. I joke about a lot of those things as you can imagine how today's society of hyper-protective adults, who seem to want to shelter their kids from everything, would not approve of the child rearing habits of rural farm families. I joke about it because it is funny to think about myself as a young, naïve kid being treated as if I were an adult, in many regards, and all of the times I learned about things the "hard way". It was awesome! I think how a lot of what I did growing up relates to what I do now. It is funny because as I was ready to go off to college, I knew I did not want to be a farmer. I was tired of working seven days a week. I was tired of working holidays. I was tired of getting up before 5 a.m. I was tired of the weather having such a significant impact on how you make a living. Raising cash crops was no smart way to make a living. So I went to turf school and now ..... Well, now I am still a farmer. My farm looks a little different. I have no livestock to tend. There is no stripping room; though, after writing this, I am thinking of hanging a sign over the work bench in the shop. If nothing else, it will be a good conversation piece. There is no tobacco, but let's face it, I'm definitely raising a cash crop.





# When it comes to Turf Nutrition Technology, there are Leaders and there are Followers.

Biostimulants - 1991  
Humic Acid - 1992  
Amino Acids - 2000  
Anti-Oxidants - 2001  
Plant Defense - 2002  
Crenic Sapins - 2005  
Root Exudates - 2007  
Glycomics - 2014

## Go with the Leader.



616.805.4718 / www.greatlakesturf.com

# NELS JOHNSON

## TREE EXPERTS

Since 1930



CONFIDENCE



[nelsjohnsontree.com](http://nelsjohnsontree.com)

# S O D

## Sod That Fits Your Course To A Tee

All varieties available as washed sod, traditionally cut sod or big roll sod.

Your Single Source for:

- Pennncross™ Bentgrass Sod
- Pennlinks II™ Bentgrass Sod
- Penneagle II™ Bentgrass Sod
- 007™ Bentgrass Sod
- XL 2000™ Low Mow Bluegrass
- 60-40 Fine Fescue KBG Blend
- Black Beauty™ Tall Fescue

We can custom grow to your specifications, please inquire.

### H&E SOD NURSERY inc.

13246 E. 1250 N. Road  
Mokenca, IL 60954

815-472-2364

1-800-244-7200

[WWW.HESOD.COM](http://WWW.HESOD.COM)



## Demanding Jobs Demand Kubota.



**RTV-X1140 Utility Vehicle**  
• 24.8 HP\* Kubota Diesel Engine  
• K-Vertible™ Second Row of Seating and Expandable Cargo Bed with Hydraulic Lift  
• 1,300 lbs. Rugged Towing Capacity



**ZD1211 Commercial Zero-Turn Mower**  
• 24.8 HP\* Kubota Diesel Engine  
• All-New 60" or 72" Kubota PRO Deck  
• Deluxe Reclining Suspension Seat with Lumbar Support



**SSV75 Skid Steer Loader**  
• Tier 4 Final Engine with 74.3 Gross HP\* at 2600 RPM  
• Spacious Cab Designed to Reduce Stress and Fatigue  
• Available Hard-Working, Performance-Matched Attachments and Implements



**M5-111 Deluxe Utility Tractor**  
• 105.6 HP\* Tier 4 Final Kubota Diesel Engine  
• Available Climate-Controlled, Ultra Grand Cab II  
• Kubota-Exclusive, Bevel-Gear Front Axle for Easy Handling and Maneuverability

## Martin Implement Sales, Inc.

18405 115th Avenue  
Orland Park, IL 60467  
(708) 349-8430



[kubota.com](http://kubota.com)

\*For complete warranty, safety and product information, consult your local Kubota dealer and the product operator's manual. Power (HP/KW) and other specifications are based on various standards or recommended practices. Kubota Tractor Corporation markets a full line of tractors and construction equipment through a nationwide network of over 1,000 authorized dealers. Custom equipment may be shown.



© Kubota Tractor Corporation, 2016



# Tree Time

Luke Cella, MAGCS

PHOTO CREDITS: VARIOUS

It's that time of year when many golf courses will fill some of their days with tree work. Whether hiring outside contractors or tackling your tree-list with your staff, chances are your crew will operate a chainsaw in the coming months. Chainsaws are one of the modern era's great inventions (unless you're a tree) and their origins are founded in the medical field for cutting through bone.



The first patent granted (circa 1908) for the wood cutting variety was issued to Samuel J. Bens of San Francisco to cut through the giant redwoods found there. The overall design really hasn't changed that much using an "endless chain of links carrying saw teeth around a guide mechanism" as the early patent read.

However, the operation of the chainsaw has progressed over time. The first saws were so large, they were moved by cranes to get them into position. During the mid 1920s Andres Stihl patented a two-person saw that ran on electricity and weighed in at 116 lbs. These saws were on wheels and it wasn't until after WWII that lighter weight materials (like aluminum and forged steel) made it possible for two men to operate the saws. It wasn't until the 1950s that the chain saw shape we know today (only needing one person) was designed and put into the marketplace. The McCulloch Motors Corporation developed the first saw under 25 lbs. There really haven't been many improvements to the chainsaw since Joseph Buford Cox (1952) invented his Cox Chipper Chain a saw tooth design based on the chewing parts of the timber beetle larvae that is able to chew both across and down grain.

Improvements were made to the chainsaw over the years to make them safer. In 1964 Stihl introduced the first ever antivibration handle lessening the condition known as Vibration White Finger or Hand Arm Vibration Syndrome. In 1973 Husqvarna created the automatic chain break—a lever that stops the chain after kickback, literally saving faces. Smaller nosed bars also helped to reduce kickback. Other innovations made the saws quieter, lighter and more fuel efficient, but even with battery powered chainsaws on the market today, chainsaws pose a real threat to you and your staff each time one is used.



*The first chainsaws used in logging were operated by two men. They were so heavy, wheels were needed to transport them.*

There really isn't much guarding on a chainsaw to protect the operator, that's why Personal Protective Equipment (PPE) is important for an operator to employ when using a chainsaw. Prolonged use of any power tool that expose an operator to vibrations may produce white finger disease (Raynaud's phenomenon) and or carpal tunnel syndrome. While the exact cause of white finger disease is not known, both it and carpal tunnel syndrome can reduce the hand's ability to feel and regulate temperature. Long term exposure can cause nerve,



circulation and even tissue damage. If a saw has an anti-vibration (AV) system, make sure it is in good working order – most are buffers between the handle and frame – sometimes they can become loose or worn. Gloves can help reduce the vibration of the saw and also keep the operator's hands warm; cold flesh is believed to be a contributing factor of white finger disease and carpal tunnel syndrome. Operators should not squeeze the saw with constant excessive pressure and should take frequent breaks.



*The basis of the design of the chainsaw tooth was copied from the chewing parts of the timber beetle larvae. The larvae had no problem cutting the wood fibers down and across the grain of the wood.*

All chain saws are designed to be operated with two hands with the right hand in the back or on top (handle with throttle control) and the left hand on front handle. The fingers should be wrapped around both handles with a firm grip. There are several reasons why:

The front hand guard on most saws also act as a chain brake and will be activated when kick back occurs. This arm configuration allows the operator to stand to the left of the cut line comfortably when bucking. (If the saw kicks back, the operator should be out of the path of the blade.)



*The operator is bucking logs, standing to the left of the saw in case of kickback.*

Long pants should be worn at a minimum and chaps or pants with cut retardant padding can also be used. Clothing should be snug fitting but not restrict movement and nothing should be hanging from one's person that could get tangled in the saw such as hair, a scarf or jewelry. Steel toed boots can save a toe two when cut limbs are falling – at the very least, boots that provide a firm under standing should be worn.

Hard hats with ear mufflers and face screens should be required. All of the large saw manufacturers make these units specifically for tree work – they are light weight and form fitting. Protective eye-wear is a no brainer even when employing a face screen.

There are other items to go over with the operator, some seem to be common sense, but nevertheless a good review prior to chainsaw season. Some of these include:

- Be aware of your surroundings, especially your footing if working on wet or snow covered ground.
- Don't use a chainsaw above shoulder height; don't overreach with the saw.
- Be aware of falling limbs and branches – always have an out or a safe zone to move to.
- Don't work alone with a chainsaw – keep bystanders at a safe distance, but close enough to hear you if help is needed.
- Be aware of what is around (especially on the other



*Chainsaws really don't offer that much protection to the operator. They are a dangerous tool especially when cutting wood that is unknown and can contain old nails, wire, or the grain itself. It's up to the operator to protect themselves with PPE and proper techniques.*

*continued on next page...*



side) of the limb that is being cut; if a rotating chain strikes another object a reactive force may cause the chain to strike the operator.

- Cut only one log at a time.
- Keep your saw clean and free from built up dust and oil, especially near the exhaust, sprockets and tensioner.

Keep your saw in good operating condition:

A sharpened chain will produce larger wood chips instead of saw dust. A sharp saw will cut through wood almost effortlessly and requires very little pressure from the operator. When the chain begins to dull, stop and re-sharpen or change the chain. – If swapping out chains, make sure it is the same size for the saw – there are different sized chains, including width, pitch and depth. When swapping or changing chains, it's a good practice to flip the bar over so it wears more evenly. Bars will wear on the bottom and the tip.

Keep the bar well lubricated with proper bar lube and at the proper tension. Tension should be checked when the chain is cold, prior to operation – it should fit snugly on the underside of the bar but still be able to be moved by hand (wear gloves when checking).

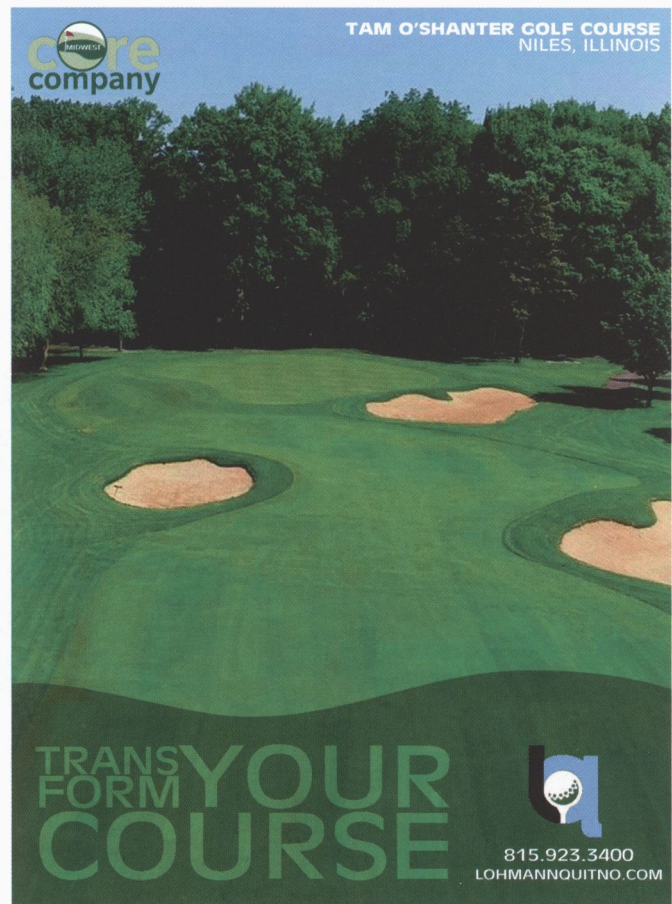
Some saws have an adjustment for the amount of bar lube released; the chain should always have a film of lubricant on it and the bar length, wood species and cutting techniques can factor into the amount of lubricant needed.

It's not uncommon for the air filter on a chainsaw to become clogged and impact the saw's performance. If there's a noticeable loss of power; check the air filter and clean as needed.

Breathing saw dust can cause lung problems over time – if possible use the wind to move dust away from the operator. If dust can't be controlled use an approved respirator/mask for the type of dust created.

Each manufacturer has a set of different guidelines and maintenance schedules for their saws; follow your specific saw's manual for its proper operation and maintenance.

Happy tree work this winter. @



**core company**

**TAM O'SHANTER GOLF COURSE**  
NILES, ILLINOIS

**TRANSFORM YOUR COURSE**

**LOHMANQUITNO.COM**  
815.923.3400

## It's Topdressing Time!

Schedule your loads today



**Waupaca Sand & Solutions**  
Sales: Chris 630-336-7626  
Customer Service: 715-258-8566  
[www.WaupacaSand.com](http://www.WaupacaSand.com)



# BENT GRASS SOD

**CUT FRESH  
DELIVERED FAST  
INSTALLATION AVAILABLE**



Your source for pickup & delivery of fresh-cut Bentgrass sod.  
Contact us for wholesale pricing in your region today!

630.669.0384 Paul Carlson, President

847.404.4346 Pete Kiraly, VP of Production

[www.GreenSourceUSA.com](http://www.GreenSourceUSA.com)



**Green  
Source**  
INC.

## WORTH THE SWITCH

**Anuew**<sup>TM</sup>

**3 REASONS ANUEW<sup>TM</sup> PGR  
PERFORMS BETTER ON BENTGRASS**  
— TRIAL PERFORMANCE VS THE COMPETITION —

Long-lasting and more active  
at lower application rates

Only late-stage inhibitor to evenly  
regulate Poa in mixed stands

Fast improvement of turfgrass  
density and appearance

// SEE RESULTS AT [NUFARM.COM/USTURF](http://NUFARM.COM/USTURF)



 **Nufarm**  
Grow a better tomorrow

©2019 Nufarm. Anuew<sup>TM</sup> is a trademark of Nufarm.





### Seaborn Flags

Buy 18 Custom Embroidered Flags, Receive 6 Free

Order today from **Pendelton Turf Supply**

Kristin

414.640.2241

Clark

608.228.1782

# Lemont Paving Co.

**MURPHY'S • EST. 1957**



**Tracy Murphy**  
11550 Archer Ave.  
Lemont, IL 60439

630-257-6701 phone  
630-257-5194 fax

**Asphalt Paving and Sealing** [www.lemontpaving.com](http://www.lemontpaving.com)

**COMMERCIAL • INDUSTRIAL • RESIDENTIAL • CART PATHS**

**CHAD O. HAUTH**  
AREA SALES MANAGER

Crop Science Division  
Bayer CropScience LP  
Environmental Science

39W355 Weaver Lane  
Geneva, IL 60134  
Mobile: 1-630-945-2123  
[chad.hauth@bayer.com](mailto:chad.hauth@bayer.com)  
[www.bayer.com](http://www.bayer.com)



**PRECISION**  
LABORATORIES  
Results. Expect it.

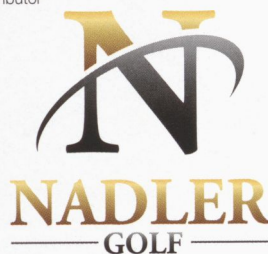
**CHIP HOUMES**  
District Manager

[www.precisionlab.com](http://www.precisionlab.com)

Precision Laboratories, LLC  
1429 S. Shields Drive  
Waukegan, IL 60085  
(800) 323-6280 Office  
(847) 596-3017 Fax

Mobile: (217) 260-6943  
Twitter: @precision\_labs  
[choumes@precisionlab.com](mailto:choumes@precisionlab.com)  
80 N 2500 E Road, Hoopston, IL 60942

Authorized  
**Club Car**  
Distributor



**ERIC NADLER**  
President

2700 North Farnsworth Avenue  
Aurora Illinois 60502  
630.898.1616  
630.898.1638 Fax  
[eric@nadlergolf.com](mailto:eric@nadlergolf.com)  
[www.nadlergolf.com](http://www.nadlergolf.com)

Golf Cars • Utility Vehicles  
Sales • Service • Leasing

**NEED SOD?**



**HGT**  
healthy grass  
TECHNOLOGY

**RPR**  
REGENERATING  
Perennial Ryegrass

**Payne Sod Farm, Inc.**  
815-468-6400  
[www.paynesodfarm.com](http://www.paynesodfarm.com)

## DAVEY CONTRACT GRINDING SERVICE

"With Davey, they handled the scheduling, supplied the operator and loader, and ground the material which made it very easy. I'm definitely bringing them back next spring."

~ Scott Finnander, City Forester,  
Village of Schaumburg

**630.326.5224**  
[chicagomulch@davey.com](mailto:chicagomulch@davey.com)

**CALL TODAY!**



**DAVEY**  
Proven Solutions for a Growing World

## RIVERWALLS

27 W 930 Industrial Drive, Lake Barrington, Illinois 60010

### GOLF COURSE ENHANCEMENT

Shoreline Stabilization, Creek Crossings  
Stream and Spillway Re-Construction  
Arched Stone Bridges

Member: G.C.B.A.A.  
M.A.G.C.S.

DARRYL SCOTT BURKETT

MOBILE: 847-366-5400  
E-mail: [riverwalls@hotmail.com](mailto:riverwalls@hotmail.com)

Service Disabled Veteran Owned Business  
USMC 67-68



**John "JT" Turner**

Territory Manager,  
Aquatrols

☎ 1-630-215-6110

☎ 1-630-443-7807

✉ [jturner@aquatrols.com](mailto:jturner@aquatrols.com)

📍 40W665 Campton Woods Drive  
Elburn, IL 60119

Chicago's Leading Industrial Cleaning Equipment Dealer



- Pressure Washers
- Detergents
- Parts
- Service



[www.highpsi.com](http://www.highpsi.com)

630-893-0777

75 Brandon Drive, Glendale Heights, IL 60139



A Textron Company



**CUSHMAN**



**Brian Termini**  
Fleet and Specialty Sales  
Chicago/Northern Illinois

cell 847.204.8373  
fax 847.890.6698  
email [btermini@textron.com](mailto:btermini@textron.com)



Common Sense Turf Management

**Renny Jacobson**  
815.791.7404 | [renny@csturf.net](mailto:renny@csturf.net)

**TURF SPECIALISTS**



We create chemistry

**Andy Morris**

Sales Representative  
BASF Turf and Ornamental Team  
Cell: 309-264-9942  
[@amorris\\_andrew](mailto:@amorris_andrew)

**Please**

**Support our Advertisers**

To place an ad: 630-685-2420



**Leibold Irrigation, Inc.**

18950 County Hwy 5 West • East Dubuque, IL 61025  
Office: (815) 747-6024 • [www.li-inc.com](http://www.li-inc.com)



**Irrigation**

**Golf Construction**

**Service**

**Jim Boyer (815) 747-6024**

**Kevin Stieneke (563) 564-9333**  
**Bill Michalski (563) 845-9724**

**Mike Skopik (563) 564-6908**

Photo Courtesy of Skokie CC & Don Cross



## Overtime Pay Rule Finalized

Shane Conroy, GCSAA

Along with many industries, the golf industry has been following the proposed changes to the Department of Labor's Fair Labor Standards Act (FLSA). A proposed final rule change to the overtime thresholds was barred by the United States District Court for the Eastern District of Texas on November 22, 2016 and was subsequently invalidated by that court. Three years later, and after a few changes, the rule has been finalized.

On September 24, the Department of Labor (DOL) announced the new Overtime Pay rule will raise the standard salary level from \$455 to \$684 a week. The rule becomes effective January 1, 2020. This will allow all employees who earn less than \$35,568 annually eligible for overtime pay of at least time-and-a-half after they complete a 40-hour work week. The DOL estimates the new rule will affect 1.3 million employees nationwide.

This is the first time the rule has been changed since 2004 where the threshold for exemption of eligible employees from overtime pay was \$23,660. According to the DOL press release, the final rule updates the earnings thresholds necessary to exempt executive, administrative, or professional employees from the FLSA's minimum wage and overtime pay requirements, and allows employers to count a portion of certain bonuses (and commissions) towards meeting the salary level. The new thresholds account for growth in employee earnings since the currently enforced thresholds were set in 2004. In the final rule, the Department is:


- Raising the "standard salary level" from the currently enforced level of \$455 to \$684 per week (equivalent to \$35,568 per year for a full-year worker).
- Raising the total annual compensation level for "highly compensated employees (HCE)" from the currently enforced level of \$100,000 to \$107,432 per year.
- Allowing employers to use nondiscretionary bonuses and incentive payments (including commissions) that are paid at least annually to satisfy up to 10 percent of the standard salary level, in recognition of evolving pay practices.
- Revising the special salary levels for workers in U.S. territories and in the motion picture industry.

The GCSAA government affairs team has been following the proposed changes closely and have worked with other golf industry associations including the Club Management As-



sociation of America, National Golf Course Owners Association of America and National Club Association in May 2019 to submit comments to the federal docket on the proposed Overtime Pay rule.

The DOL is making available many resources to help employers and employees better understand the new rule. GCSAA's government affairs department is working to ensure members are well-prepared and will host a webinar to help educate GCSAA members on the new requirements. Please be on the lookout for more information in the Advocacy section of This Week, the weekly email updates from GCSAA. If for any reason you are not receiving the This Week emails, please reach out to me.

If you have any questions on the DOL Overtime Pay Rule, please contact the GCSAA government affairs department at 800-472-7878. 



SINCE 1967

28322 BALLARD DRIVE  
LAKE FOREST, IL 60045

847-281-9400 – Telephone  
847-281-9780 - Fax  
service@hyirrigation.com

Irrigation Installation & Repairs

Pump Station Start Up & Replacement

Irrigation Wiring Troubleshooting

Irrigation Pipe & Supplies

Drinking Fountains and HDPE Fusing

Drainage & Aerators



# JW TURF



SINCE 1987

## SALES, SERVICE & PARTS

WHATEVER YOU NEED!

180 Corporate Drive  
Elgin, IL  
(847)683-4653

Not just John Deere, JW Turf has over 30 allied product lines.



**BERNHARD**

**STIHL**

**BUFFALO TURBINE**

**LASTEC**

**TRU-TURF**

Golf & Sports Turf Products

**OAKOTA**

**Salsco**

**Wiedenmann**



**wadsworth**  
GOLF CONSTRUCTION COMPANY

**America's Premier Golf Course  
Builder & Renovation Specialist**

[www.wadsworthgolf.com](http://www.wadsworthgolf.com)



**CLASSIC RESTORATIONS**

**MAJOR RENOVATIONS & MINOR REMODELS**

**STORM WATER MANAGEMENT**



815.436.8400  
Plainfield, Illinois

SINCE 1958



# ALWAYS IN SEASON

## Toro Outcross™ 9060



**TORO**



### COMMERCIAL EQUIPMENT SALES

*John Jensen, Sales Manager*  
(414) 313-5130

*Brian Placzowski*  
(815) 347-3888

*Joe Etten*  
(630) 284-8492

*Grant Rundblade*  
(815) 988-6303

*Whitey Anderson*  
(630) 251-4832

*Reinders*

Solutions & Supplies for the Green Industry  
911 Tower Road,  
Mundelein, IL (888) 838-5778  
[www.reinders.com](http://www.reinders.com)