What do we have to do to be in compliance?

Train Employees on New Label: December 1, 2013
Each facility is required to teach their employees what
they will see on the new labels and Safety Data Sheets (SDS).
Though new, the label has many similar or the same items as
the old labels, however this new standard once learned by
your employees will apply to all labels that they will see in the
future.

Employers are also required to train employees on the new standardized 16-section format of the Safety Data Sheets and the type of information they will find in the various sections.

> Caffeine 1,3,7-Trimethylxanthine



Acute Toxicity, Oral WARNING

Harmful if Swallowed Induce Vomiting if swallowed, get medical attention immediately.

Dust mask type N95, Eyeshields, Faceshield, Gloves

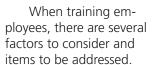
> CompanyName Address Phone Number

When training use an example Safety Data Sheet (SDS) to make your point. The label for caffeine molecule makes you think twice about having another cup of coffee.

Employers have been required to provide effective information and training on the hazardous chemicals in their work areas. It must be done at the time of initial assignment to work with a chemical, and when a new chemical hazard is introduced into the work area. This training may be done by individual chemical or by the hazard (i.e. flammable liquids).

The new required training includes: The details of the hazard communication program developed by the employer, including and explanation of the labels received on shipped containers and the workplace labeling system used by their employer; the safety data sheet, including the order of information and how employees can obtain and use the

appropriate hazard information. Since new labeling, OSHA is requiring employers to provide training on the new approach ensuring employees are able to access and use the information on the new labels and SDSs effectively. This is what needs to be done by December 1, 2013. At present. OSHA has not required employers to retrain employees on all hazards, just the new label elements and SDS format and approach.





SDSs still need to be readily accessible to employees for all hazardous chemicals in the workplace. Computers can now be used to store them, however they must be accessible at all times – so if the power goes out...it might be best to have a back up in place.

First, develop a plan or agenda covering: Who will do the training? What will be covered? How will it be conducted? Items that should be covered in your training:

- Role of Labels, they provide an immediate source of information
- New Labels, more information included
- Label elements explain each label element (pictogram(s), hazard statement(s), signal word and precautionary statement(s) for each hazard class and category)

Training on labels on shipping containers is similar. Labels must now include: product identifier, signal word, pictogram, hazard statement(s), precautionary statement(s) and the supplier identification including name, address and phone number The role of the SDS has not changed form the MSDS that has been in use; it still provides a detailed source of information about a specific chemical.

Employers must ensure that the SDSs are readily accessible to employees for all hazardous chemicals in their workplace. This may be done in many ways. For example, employers may keep the SDSs in a binder or on computers as long as the employees have immediate access to the information without leaving their work area when needed and a back-up is available for rapid access to the SDS in the case of a power outage or other emergency. Furthermore, employers may want to designate a person(s) responsible for obtaining and maintaining the SDSs. If the employer does not have an SDS, the employer or designated person(s) should contact the manufacturer to obtain one.

Hazard Communication Standard: Safety Data Sheets

The Hazard Communication Standard, revised in 2012, re-

Effective Completion Date	Requirements
December 1, 2013	Train employees on the new label elements and safety data sheet (SDS) format.
June 1, 2015 December 1, 2015	Compliance with all modified pro- visions of this final rule, except: The Distributor shall not ship con- tainers labeled by the chemical manufacturer or importer unless it is a GHS label
June 1, 2016	Update alternative workplace la- beling and hazard communication program as necessary, and provide additional employee training for newly identified physical or health hazards.

Important dates in the coming years for compliance.

quires that the chemical manufacturer, distributor, or importer provide Safety Data Sheets (SDSs) (formerly MSDSs or Material Safety Data Sheets) for each hazardous chemical to downstream users to communicate information on these hazards. The information contained in the SDS is largely the same as the MSDS, except now the SDSs are required to be presented in a consistent user-friendly, 16-section format.

The SDS includes information such as the properties of each chemical; the physical, health, and environmental health hazards; protective measures; and safety precautions for handling, storing, and transporting the chemical. The information contained in the SDS must be in English (although it may be in other languages as well).

Sections 1 through 8 contain general information about the chemical, identification, hazards, composition, safe handling practices, and emergency control measures (e.g., fire fighting). This information should be helpful to those that need to get the information quickly. Sections 9 through 11 and 16 contain other technical and scientific information, such as physical and chemical properties, stability and reactivity information, toxicological information, exposure control information, and other information including the date of preparation or last revision. The SDS must also state that no applicable information was found when the preparer does not find relevant information for any required element.

The SDS must also contain Sections 12 through 15, to be consistent with the UN Globally Harmonized System of Classification and Labeling of Chemicals (GHS), but OSHA will not enforce the content of these sections because they concern matters handled by other agencies.

In case you didn't know, the Department of Transportation (DOT), Environmental Protection Agency (EPA), and the Consumer Product Safety Commission (CPSC) were actively involved in developing the GHS. DOT has already modified their requirements for classification and labeling to make it consistent with international UN transport requirements and the GHS.

So when people ask you what you do during the winter,

explain the new lableling system and how you need to train your staff for the coming year. They will never ask you again.

Information for this article was taken from OSHAs website. If you need more information, please visit osha.gov

The pictograms can be found at www.osha.gov/dsg/hazcom/pictograms and downloaded in many different formats (opposite page).

Section 1, Identification includes product identifier; manufacturer or distributor name, address, phone number; emergency phone number; recommended use; restrictions on use.

Section 2, Hazard(s) identification includes all hazards regarding the chemical; required label elements.

Section 3, Composition/information on ingredients includes information on chemical ingredients; trade secret claims.

Section 4, First-aid measures includes important symptoms/ effects, acute, delayed; required treatment.

Section 5, Fire-fighting measures lists suitable extinguishing techniques, equipment; chemical hazards from fire.

Section 6, Accidental release measures lists emergency procedures; protective equipment; proper methods of containment and cleanup.

Section 7, Handling and storage lists precautions for safe handling and storage, including incompatibilities.

Section 8, Exposure controls/personal protection lists OSHA's Permissible Exposure Limits (PELs); Threshold Limit Values (TLVs); appropriate engineering controls; personal protective equipment (PPE).

Section 9, Physical and chemical properties lists the chemical's characteristics.

Section 10, Stability and reactivity lists chemical stability and possibility of hazardous reactions.

Section 11, Toxicological information includes routes of exposure; related symptoms, acute and chronic effects; numerical measures of toxicity.

Section 12, Ecological information

Section 13, Disposal considerations

Section 14, Transport information

Section 15, Regulatory information

Section 16, Other information, includes the date of preparation or last revision.

All SDSs will use this 16 section format to describe any hazardous chemical in the workplace.

The standardized pictograms found on all new labels



CORROSION Skin Corrosion/Burns Eve Damage Corrosive to Metals



FLAME OVER CIRCLE **Explosives** Self-Reactives Organic Peroxides



EXCLAMATION MARK Irritant (skin and eye) Skin Sensitizer Acute Toxicity Narcotic Effects Respiratory Tract Irritant Hazardous to Ozone Layer (Non-Mandatory)



HEALTH HAZARD Carcinogen Mutagenicity Reproductive Toxicity Respiratory Sensitizer Target Organ Toxicity Aspiration Toxicity



GAS CYLINDER Gases Under Pressure



ENVIRONMENT (non-mandatory) Aquatic Toxicity



FLAME Flammables **Pyrophorics** Self-Heating Emits Flammable Gas Self-Reactives Organic Peroxides



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#BullSheet



NOVEMBER 2013

Dates to Remember

November 5 – Member registration opens for the 2014 Golf Industry Show in Orlando, FL.

November 7 – CAGCS Annual Meeting at Oak Park Country Club, Al Fierst host.

November 14 – 61st Annual Midwest Turf Clinic at Medinah Country Club in Medinah, IL, Curtis Tyrrell, CGCS, MG host.

November 30 – Deadline for nominations for the 2013 TurfNet Supperintendent of the Year Award presented by Syngenta.

December 1 – Deadline to complete staff training for compliance with OSHA's revised Hazard Communication Standard.

December 2 – Annual South Side Superintendents Holiday Party at the Bier Stube in Frankfort, IL.

December 3-5 – Ohio Turfgrass Foundation Conference and Show at the Greater Columbus Convention Center in Columbus, OH.

December 3-6 – 2013 Golfdom Summit in Orlando, FL.

December 5 – Annual West Side Superintendents Holiday Party at Seven Bridges Golf Club, Don Ferreri and Dave Gelino hosts.

December 6 - Deadline for early bird discounts (room rate too) for ITF's Turf Conference January 7-8

December 9-12 – Syngenta Business Institute in Winston-Salem, NC.

December 10-11 – Wisconsin Turfgrass Symposium at the American Club in Kohler, WI.

January 7-8 – ITF's Turf Conference 2014 at the Hyatt Lodge in Oak Brook, IL.

January 22 – 5th Annual MAGCS/Wee One January Fundraiser at Seven Bridges Golf Club, Don Ferreri and Dave Gelino hosts.

February 1-6 – 2014 Golf Industry Show in Orlando, FL.

You only have a few days left to nominate someone (or yourself) for TurfNet's 2013 Superintendent of the Year Award presented by Syngenta. November 30th is the deadline to submit your nomination for someone who has consistently produced great playing conditions during times of extreme adversity. The criteria on which nominees are judged include labor management, maximizing budget limitations, educating and advancing the careers of colleagues and assistants, negotiating with government agencies, preparing for tournaments under unusual circumstances, service to golf clientele, upgrading or renovating the course and dealing with extreme or emergency conditions. To nominate someone, go to www.turfnet.com and click on the 2013 Nominations page. Past MAGCS winners are Paul Voykin in 2003 and Sam MacKenzie, CGCS in 2008.

Why is Andy Weadge smiling like this? Because he and Wendy welcomed their second child into the world on September 21st. Logan Andrew—pictured with his brother Parker Batman—was born at 7:50 AM, weighing in at a healthy 9 lbs., 10 ozs., and 20" long.



The 61st Annual Midwest Turf Clinic "Wendy! Diaper's full!" is right around the corner, and an all-star lineup of speakers is waiting to educate and entertain us, including Keynote speaker and Chicago Blackhawks play-by-play man Pat Foley. Aside from the education, there is some business to attend to during the MAGCS Annual Meeting, including our election of the board for 2014. The slate of candidates is as follows: For President Dave Kohley; For Vice President Chuck

Barber; For Secretary Treasurer Matt Harstad and Matt Kregel; For Director: Jim Pedersen, Jeff Hoste (with one of the aforementioned Matts to fill the third spot); Directors Kris Kvelland and Justin VanLanduit have one more year remaining on their terms; Dave Groelle, CGCS will move to Past President; and Bob Kohlstedt can breathe easy, as his board service is completed. Don't forget we will be collecting Toys For Tots this year, so please bring an unwrapped new toy or plan on making a cash donation to this worthy cause that helps make underprivileged kids' Christmases a little brighter. Anyone who makes a donation will have a chance to win a Kindle FireHD. Hope to see you there.

In keeping in the spirit of giving over the holidays, plan to attend the 5th Annual MAGCS Wee One Fundraiser on the 22nd of January at Seven Bridges Golf Club. The morning session will feature Dr. Thom Nikolai from Michigan State University, followed up with lunch and then the auctions and raffles and poker games that this event has come to be known for. Through events like this, the Wee One Foundation has gifted over \$700,000 to those in our industry who have needed help. Another way to help is to pledge your support through the "One For The Wee One Endowment," a simple giving program whereby you pledge to donate a total of one percent of your salary over the next ten years (a tenth of one percent each year, so if, for example, you earn \$100,000, you would pledge \$100 per year for the next ten years). Pretty simple, and a great cause. To participate, call or email Luke Cella.

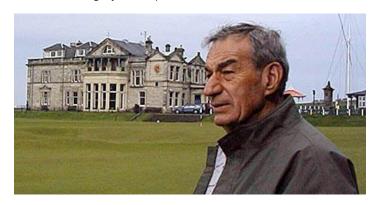
December 1 is the deadline for you to complete staff training for compliance with OSHA's revised Hazard Communication Standard, which has been in place since 1983 but has been revised to align with the Globally Harmonized System of Classification and Labeling of Chemicals. The new system is designed to provide a common and coherent approach to classifying chemicals and communicating hazard information on labels and Safety Data Sheets (formerly MDSD's). Go to www.osha.gov and try and figure it out, or just read Luke's article in this issue.

Deere & Company announced last month its intention to establish John Deere Landscapes as a new, freestanding enterprise owned jointly by Deere and Clayton, Dubliner, and Rice (CD&R), a highly respected investment firm. The leadership team will remain in place, and it will essentially be "business as usual" for JDL, with all the same products and services as before.

Illinois Turfgrass Foundation (ITF) is happy to announce its second annual Turfgrass Conference to be held at the Hyatt Lodge in Oak Brook on January 7th and 8th. The education and networking affair will feature concurrent sessions covering Golf, Sports Turf, Lawncare and General Turf with esteemed educators from across the country, including the University of Illinois, Michigan State, Clemson, Virginia Tech, Wisconsin and Iowa State. Go to www.iturf.org to register. Early bird registration ends December 6, do it before then and save a few dollars.

It was with great sadness that we learned of the passing of

Dr. Joe Duich, perhaps the greatest single contributor to the turfgrass industry ever. Dr. Duich, whose career spanned 35 years at Penn State University teaching countless future superintendents in his own creation—the two-year turf management program—and breeding and developing many turfgrass varieties we all use, passed away on October 11th at the age of 85. It was back in 1954 that Dr. Joe and Burt Musser developed the iconic Penncross creeping bentgrass, once the most widely used bentgrass on golf courses around the world. If it had a Penn in its name, it was probably developed by Dr. Duich. He was a great educator, scientist, writer, and he will certainly be missed by all who benefited from his haughty accomplishments.



Rest in peace, Dr. Joe Duich.

Our industry

lost a couple other of its legends recently, as well. Dr. James Watson, who spent 46 years at the Toro Company and spearheaded significant turf and water management research, and Charles G. Wilson, who pioneered the USGA Green Section, both passed away in September. The golf world will miss them.

Q: What does the board of directors at **Kurt Galisdorfer's** club say when they sign up new members? A: The Exmoor the merrier.

If you play golf like I do (badly), maybe you should stay away from Lakeridge Golf Course in Reno, Nevada. In September, a man pleaded guilty to a felony charge for shooting a golfer with a shotgun after the golfer's errant ball broke a window in his home. The golfer was in the process of taking a drop after he couldn't find his ball when the homeowner came out and shot him. Luckily only two pellets hit him, making the homeowner not only bats#*t crazy, but a really bad shot to boot.

Wednesday, October 9th was a busy day for the MAGCS golfing contingent. **Greg Rounds** and Sunset Ridge Country Club hosted the annual University of Illinois Turf Alumni Golf Outing, an event that has been around for over 20 years. Twenty-six players enjoyed Greg's golf course on a brisk but sunny day, which was in terrific condition and was a great venue for the event. Thanks to Greg for hosting, and to the numerous U of I alums who contributed to the event.



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Rick Wilson Connor Healy Greg Rounds Kris Kvelland

Kevin Barto Bill Sharp Brian Mores Eric Black



The very experienced foursome of John Lebedevs, Jan Jarvis, Steve Stewart and Paul Carlson anchored the Fox Valley Golf League team

Scot Spier Mark Kowaliczko Jeff Gerdes

Gary Hearn Al Pondel, CGCS Bob Fraley

Bob Kohlstedt

The American Society of Golf Course Architects (ASGCA) has named its second annual Design Excellence Recognition Program recipients, and among the twelve was Butterfield Country Club (Mike Vercautren superintendent) for its extensive renovation designed by Steve Meyers. The project corrected significant drainage and infrastructure problems on the 85-year-old course, including bank erosion and new county-mandated watershed management requirements. The program shines a light on the innovation and problem-solving skills required of today's golf course designs, whether a "small" bunker renovation, or a full-scale 18-hole layout. Congratulations to Butterfield CC on this honor.



Mike Paciga Eric Reed Justin VanLanduit

Brian Kalal Randy Wahler, CGCS John Anderson

Ben Larsen

MIDWEST Doppelgänger





You know that Australian golfer guy Marc Leishman? Exactly! Nobody does! That's because he only spends half his time golfing. The other half he's selling big iron for J.W. Turf under the alias of Travis Dykstra.

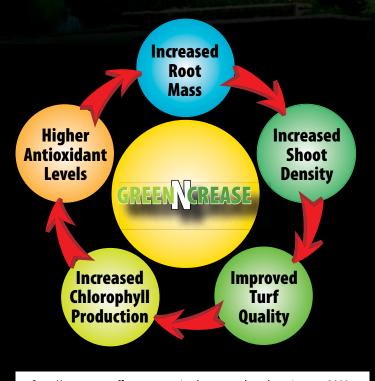
Nice to hear the PGA Tour is keeping the good stuff in mind. It has renewed its support of the Environmental Institute for Golf (EIFG) with a \$100,000 donation. In addition, Cal Roth, PGA Tour senior vice president of agronomy and 34-year GCSAA member has been named to the EIFG Board of Trustees. Hmmm.

At Naperville Country Club the Fox Valley Golf League faced off against its offshoot rival the Happy Hour league for the 3rd (or 4th—nobody seems to remember) Annual Cheryl Cup extravaganza, and once again, the old league walked away with the trophy. Thanks to **Tim Anderson** and **Steven Biehl** for their bravery in allowing this cheap, tawdry event to be contested on their very nice and way-too-good-for-us golf course.

The October MAGCS meeting was held on the 7th at Chicago Highlands Club in Westchester, IL, with Michael Heustis hosting. Dr. Rob Golembiewski of Bayer Environmental Science started the day with a great education presentation on "Maximizing Turf Disease Control," interspersing valuable life lessons throughout his talk. Lesson #1: Always let your boss speak first." Lesson #2: If you're going to be sitting around doing nothing, make sure you're sitting high up." And Lesson #3: Bulls%#t might get you to the top, but it won't keep you

GREEN CREASE

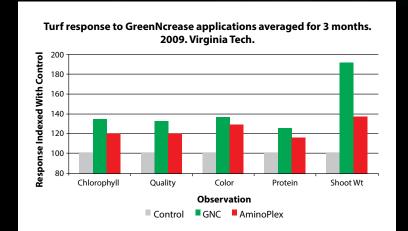
Say Hello to GreenNcrease and Goodbye to Stressed Out Turf!

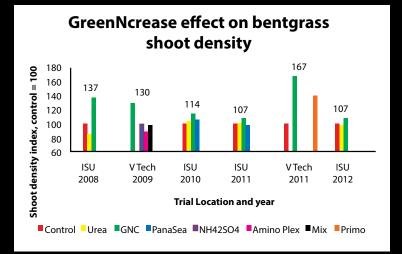


GreenNcrease rate effects on creeping bentgrass drought resistance. 2009. Ervin, E.H. and X. Zhang. Virginia Tech.



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Continued from page 18

there." All three worth remembering! It was on to the golf course with our box lunches after that, and what a FUN golf course to play! Conditions were exceptional, the weather was perfect, and a whole lotta fun was had with the Ryder Cup format of two-man teams playing six holes of alternate shot, 6 best ball, and 6 scramble. It was just a great day to be at a really special venue. Thanks to Michael and his crew and all the folks at Chicago Highlands, to Nadler Golf for the extra golf cars for the day, and to our generous sponsors: Arthur Clesen, Inc., BASF, Burris Equipment Company, JW Turf, Nels J. Johnson Tree Experts, Reinders, Inc., Syngenta Professional Products, and Water Well Solutions (pictured on opposite page)

The MAGCS bloggers have been busy as usual, with **Shane** Conroy (Park Ridge CC) showing up multiple times on TurfNet's Blog Aggregator describing various projects underway at his course, including a practice tee expansion and some cart path work; while Tim Christians at Makray Memorial chimed in on the emerald ash borer, and the marking of all ash trees on his property with yellow ribbons to demonstrate just how many trees might be lost and what his plan is moving forward for their replacement. In the September Golfdom magazine, writers Seth Jones, Chris Lewis, and Steven Tingle sat down with several veteran superintendents from across the country with over 250 years of combined experience in the industry to discuss their careers, the future of the business and their advice for today's superintendents. Among these renowned icons was Mike Bavier, CGCS, retired superintendent from Inverness Golf Club, and past MAGCS and GCSAA President. And in the September 26th edition of TurfNet News, Scott Witte, CGCS and Cantigny Golf Club were featured for their Bee Barometer Project that has spanned the ocean to include a school in Ghana (see the August Bull Sheet for that story). Scott's passion for bees not only provides a revenue stream at Cantigny through the sale of honey and wax products which keeps his beekeeping project self-sustaining, it also could provide a barometer of the overall health of the environment. Scott feels that world-class golf conditions can coexist with honeybees if both are managed correctly.

end. Also, the water issue was discussed at length—an issue of highest urgency for all of us, because although we here are fortunate to have the supply of fresh water that we have, it is just a matter of time before we will be pulled in to this as well, which will include mandates to reduce usage by 20% as is common in other parts of the country. FYI, Dr. Bruce Branham and ITF is at work on establishing a Best Management Practices (BMP) document for Illinois which will address this and other important issues facing the golf industry. Thank you Dan for this update.

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1990 Smithco Bunker Rake. Runs good--\$500 OBO



The agenda and official notice of the 2014 Annual Meeting at the Golf Industry Show in Orlando are now available online at www.gcsaa.org. The meeting will take place on Thursday, Feb. 6.

From **Dan Dinelli, CGCS**, who recently participated in GCSAA's Government Relations quarterly meeting, as diligently as GCSAA and others are trying to keep methyl bromide's use for turf on the label (until stock is exhausted), it is not looking rosy. The deadline has not been met yet, but it is looming at year's



165 Accuform rakes, refurbished in 2013 and used just two months. 54" green handles with 15" heads. All have "Place Rake Outside Bunker" decal on handle. Asking \$50/dozen.