



Hole Notes

The official publication of the MGCSA



Ready or Not; FootGolf in Minnesota

Vol. 48, No. 9 October 2014



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*November 19
Assistant's Professional Forum
Pinz Bowling Woodbury
Host Casey Andrus*

*December 3
Advanced Agronomic Forum
Medina Golf and Country Club
Host Erin McManus*

*January 15
Beer and Pretzel Social
Northern Green Expo
Hosts 27 Hole Challenge Affiliates*

*January 19
Shop Tours
Minnesota Valley, Olympic Hills
and TBD
Hosts Mike Brower, Jake Schmitz*

*February 25
The National
Hard Rock Cafe, San Antonio
Hosts Mike Kelly and Larry Gorman*



Range picker circa 1920



EDITOR

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Presidential Perspective

by Roger Stewart, CGCS Superintendent at TPC Twin Cities

My favorite time of the year has arrived.

What makes it my favorite time of the year? Well, there are a number of things that come to mind. First of all, I look forward to tipping the work/life scale a little more evenly weighted toward the life side. There are a lot of things that go into that process. On the work side, I can look back on a season and evaluate our successes and accomplishments. I can look at our failures and identify areas where we can do better for next year. For us, it is also budget time, so there is always the anxiety concerning the budget process and how the outcomes will affect how well we perform next year. I also love the weather. The almost daily changes, the colors, the brisk breeze.....you know the drill. Good times- so I hope you enjoy them as much as I do.

I also look forward to the planning process for next year. Whether it is the chemical and fertilizer plan, the staffing plan, capital

projects or anything else we want to do next year, the process is always interesting. I involve my assistants in this process as much as possible so they are immersed and engaged throughout the year and know the why and how of everything we do. It is great experience for them and trains them in the value of good planning yielding best results.

My challenge every year at this time is to make the best transition to winter activities and ensure my key staff remain engaged while reaping the benefits of the down time. I always think we can do more planning and seldom seem satisfied in the spring that we have done enough to prepare us for the coming season. Maybe that is just the long winter, or maybe it is just me over thinking it. I'm pretty sure there a few guys like me out there who feel winter is way more than snow removal, equipment repair and cribbage. To those who do feel that way, I hope you find what you are looking for.....pretty sure I will still be looking!

As MGCSA President, I look back on the past season and feel pretty good about our association and the accomplishments we have had. Member outreach this year has been very successful and the association has touched more members in more ways than ever before. We have succeeded in our mission to bring the MGCSA and its benefits to members in outlying areas who do not have the opportunity to participate in all the activities that we have in the Twin Cities metro area. The attendance numbers at these events have grown throughout the year due to the support of our Affiliate members making these outreach events more affordable and bringing valuable education and information to each event. Thank you to all our Affiliate members who see the value in supporting this worthwhile initiative and we look forward to continuing this effort next year.

Affiliate members and the support we receive from them play a key role in the ability of MGCSA to provide services and benefits for our members. Their generous support

drives educational opportunities, networking opportunities, social gatherings and is an essential part of the success of MGCSA. To all those Affiliate members who have supported us in the past and continue to support us in the future, we owe you a big thank you. So, the next time you are planning a purchase, ask your sales representative what their company does to support MGCSA and make that part of your decision process. Supporting those who support your association and your profession is the best way of saying thank you!

In closing, I would like to announce that the Board of Directors has recently completed a new multi-year agreement with our Executive Director, Jack MacKenzie, CGCS. We are excited that Jack will continue to be the face of our association, building bridges, establishing meaningful relationships and telling our story of professionalism, environmentalism and education. Thanks Jack, for all you do and we are glad to have you with us for the foreseeable future!

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FRANK WONG

Technical specialist Frank Wong will discuss fungicides and disease management sure to help you do your job more efficiently.



KEVIN ROSS

Want to learn from a professional director who's been in the trenches? Join Ross to discuss golf course construction and hear his tips and tricks from 40 years in the golf course business.

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GET YOUR CEU'S AT NORTHERN GREEN EXPO

Expo will once again afford you the opportunity to maintain many common green industry certifications and licensures. Many sessions during Expo will qualify for MGCSA recertification, plus if you're looking to stay current with MDA certifications, be sure to attend one of the following programs: Aquatics Recertification (category F) is available on Thursday from 2:00 p.m. – 3:50 p.m., and pesticide applicator recertification (category A & E) will be available between 7:30 a.m. – 3:35 p.m. on Friday.

To see a full listing of speakers and sessions,
visit www.NorthernGreenExpo.org.

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In Bounds

by Jack MacKenzie, CGCS

Fortunately for me, my wife Kim and I are of the

same thrifty mindset. Neither of us go “over the top” when it comes to personal luxury items and gifts to one another tend to be fairly conservative. We have maintained our pledges to each of our children and hope to someday support grandchildren in one form or another.

Some would say that we are rather selfish, for beyond the mandated federal and state tax base we contribute to; our voluntary support doesn't extend very far. Over the years we have participated in church groups, sponsored families during the holidays, gave to local animal shelters and of course tossed in the obligatory \$30 for a niece or nephew selling candy bars or St. Jude's pledges.

We don't tithe, limit our political endorsements and never, ever give anything too large to “not for profit” charitable corporations. Just Google America's worst charities and you will be as disgusted as we are over the lack of true charity going on. We hate being duped into supporting a good cause managed by a greedy corporate beneficent.

However, as passionate as we are about withholding our assistance to conglomerate charities, we are proud to extend help to the Wee One Foundation as the monies generated go directly to the people we care about; our peers and their families in times of medical crisis.

Perhaps it is because we know that very little of our contributions go to administrative duties. More likely it is because we appreciate the challenges of turf management families, without the added burden of a health or an accident issue.



Kim and I have talked about the unimaginable and cannot comprehend the turbulence and pressure brought about by illness or mishap.

Thank goodness for The Wee One Foundation and the support generated through tournaments across the country. Since its inception in 2004, the Wee One has gifted over \$800,000 to families in unpleasant situations. In Minnesota alone, over the last five years the MGCSA has generated over \$75,000 for the foundation and, through the process, helped four families.

Kim and I are also proud of the special club we belong to within the Wee One Foundation. After much discussion we agreed three years ago to join the One Percent Endowment Campaign, beyond our annual \$75 membership fee that immediately goes to help current needs.

The goal of the One Percent

Endowment Campaign is to raise \$10 million in 10 years to help support families in need forever. The One Percent Endowment Fund will provide a permanent source of supplemental funding for Wee One mission and new endeavors to benefit individuals and families in the golf course industry. 100% of funds generated through this campaign will be placed in a permanent endowment fund. We feel strongly that this is our opportunity to really make a difference in an industry that has provided us with our livelihood.

We are so enthusiastic about this organization, that this year we jacked up our contribution through additional support of The Rock contest at Brackett's Crossing Country Club. Thank you to those who forced us to make our match pledge.

However, surprisingly and unfortunately, across our whole country, and the over 17,000 members of the GCSAA, fewer than



Now that's what I'm talking about!

400 individuals participate as annual members for just \$75 and only 57 individuals and 8 companies support the Wee One cause at the One Percent Endowment level.

Please do not interpret my writing as being a braggart or attempting to shame anyone into participating. I guess I'm just startled at the limited individual support this amazing foundation receives. Yet on the flip side of the argument, Kim and I are thrilled to be able to support such a worthwhile cause so I guess it balances out my feelings.

Everybody gets to choose

who they support, how much they support, when they support and if they want to support anything at all. We have done our research and decided that rather than watch our discretionary resources dissolve in a bottomless cause, and as this is our primary philanthropic expenditure, we would rather share a gift with our peers and live comfortably knowing all of our support goes where we want it to go; to our friends in the industry and their families when the going gets tough.

It is our greatest wish however, that none of you will ever need benefit from our support.



One Cause. One Goal. One Percent.

One Cause: Help golf course management professionals and their dependents that are having trouble paying medical bills due to the lack of comprehensive insurance or adequate financial resources.

One Goal: Raise \$10 million in 10 years to support these families.

One Percent: Donate 1% of your 2014 revenue, maintenance budget, or salary over the next 10 years in 10 payments.

Example Contribution:

2014 Salary = \$70,000

1% = \$700

Donation = \$70 per year for 10 years

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Pre-registration closes on November 12, 2013

Assistant's Professional Forum

November 19, 2014

Pinz Oakdale

7520 32nd St N, Oakdale, MN 55128

Host Assistant Superintendent: Casey Andrus



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Following the morning program will be a lunch and bowling. Attire for the day is casual.

7:30 - 8:00

Registration *Breakfast by Mike Kelly and*

8:00 - 9:15

Changes In Direction

Matt Cavanaugh, UMN

9:15 - 10:00

You Can Own Your Future Part I

David Purdy, Wealth Management Midwest

10:00 - 10:20

Networking Break

10:20 - 11:00

You Can Own Your Future Part II

David Purdy, Wealth Management Midwest

11:00 - 12:00

USGA Reflections Upon the Industry

Bob Vavrek, USGA Senior Regional Agronomist

12:00 - 2:00

Pizza Bar and Bowling!

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Cost of the Day: \$30, Seats Limited to 60

Education, networking, lunch and bowling!

The MGCSA encourages all Assistants,
Technicians and Students to attend this fun event.

It won't be the same without you

Please use Universal Registration form at mgcsa.org

Is There FootGolf in Minnesota?

By Maciek Gralinski, FootGolf Minnesota

I have been asked that question many times in the last year or so and I am happy to report that the answer is an enthusiastic YES!! As this new and exciting sport is taking over the world, our local golf courses in beautiful Minnesota are not far behind. As of mid-October 2014 we can proudly say that we have over 264 FootGolf courses in 41 US states and 10 in Minnesota. When I say we, I mean American FootGolf League (AFGL), which is responsible for bringing this sport to the US, as well as overseeing the development of it in this country. What I admire the most about AFGL is the insistence on featuring FootGolf ONLY on existing golf courses. So, FootGolf is not competing with golf, but living in a special symbiotic relationship with golf, because if you ask yourself the question what FootGolf is, the simple answer is GOLF, but with a soccer ball. We follow the exact same rules and etiquette as golf and our dress code is closely related to traditional golf attire – think Payne Stewart. We do have bigger balls (!) and use our built-in clubs (feet), but that is where the differences end and similarities begin. We got pars, birdies, eagles and yes, hole is ones!!



Laying out the FootGolf course at Cragun's Resort in May 2014

FootGolf course parameters

An average FootGolf course is built on an existing Par 3, nine hole course. Due to shorter holes, Par 3 golf courses are perfect for featuring nine hole FootGolf courses.

The average FootGolf distances are shorter, as players do not kick the ball as far as golfers. FootGolf par 3 ranges between 50 to 90 yards, par 4: 90 to 150 yards and par 5s are longer than 150 yards.

Given those distances, executive Par 3 courses can install 18 holes of FootGolf, as the distances are a bit longer and you have room to implement two FootGolf holes for each traditional golf hole.

Same can be said about 18 hole golf courses, which can add 18 holes of FootGolf on either front or back nines of their courses. Currently in MN we have three 18 hole and seven 9 hole FootGolf courses. Two of the 18 hole courses are located on 18 hole golf courses (Columbia and Hiawatha, Minneapolis) and one on executive Par 3 (Angushire, St. Cloud).

Depending on the golf course layout, one can design the FootGolf course on each hole or skip a hole and install two FootGolf holes on a longer fairway. Water is generally avoided, but not always, as the ball floats, so depending on the depth of the pond it can be retrieved, but to make things easier for FootGolfers, holes featuring water are not used.

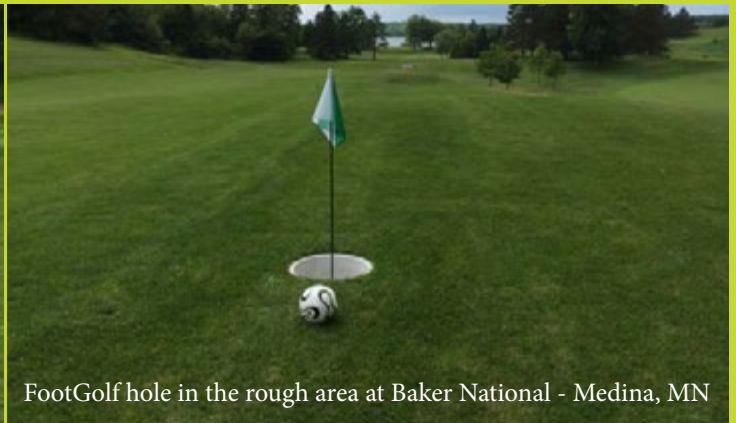
FootGolf greens

I can imagine reactions from golf enthusiasts when they are learning that this FootGolf thing is going to be installed at their course and there will be this huge 21 inch hole on their greens!!! Well, relax folks, we respect golf and we leave the greens alone. FootGolf greens are usually located off the golf greens and whenever our soccer ball lands on the golf green, we carefully remove it from there and take a free drop, then we take our kick from outside of green.

FootGolf green locations vary greatly, depending on the golf course layout. We do like to have a “green” as well. Not so perfect as golf green, but close enough. Having grass cut to a shorter length, fairway cut is perfect. Some holes are located on the fairways, in the rough, some are off fairways, allowing the maintenance crew an easier path to mowing. There are no regulations as far as how big the FootGolf green should be. It is left to the golf course designer or FootGolf course designer.



Nicely cut FootGolf green area at Angushire GC - St. Cloud, MN



FootGolf hole in the rough area at Baker National - Medina, MN

We have some awesome FootGolf greens in Minnesota. My most favorite hole in the state is at Cragun’s Legacy Reversible Par 3 course in Brainerd area. They have an interesting reversible Par 3 course, where you play to the same green from different tee boxes. As we were designing their FootGolf course in early spring, Eric Peterson, the course manager suggested that we actually put hole number 9 (or 1, depending which direction you are playing) on the actual golf green, as there was no other spot available off the green and the green was very big and able to accommodate the 21 inch cup, without interfering with golf holes.

The first time I played that hole after returning to Cragun’s last summer, I remained there, after our round, for at least 20 minutes just putting to that hole. My kids were getting antsy to leave, but I kept saying: “One more putt!”. They finally had to steal the ball from me to make me leave.



Hole number 9 (or 1) at Cragun’s Legacy GC - Brainerd, MN

FootGolf cups

AFGL regulation cups are 21 inches in diameter and 15 inches deep. They have a hole in the bottom to accommodate a standard golf cup and flag stick. Installation of FootGolf cups is fairly easy, if you have a 20 inch auger. The old fashioned way is not too bad, unless you have 18 holes to dig!

We FootGolf purists like to have the cup about quarter inch below the turf, so the ball rolls into the cup easily without any obstacles – just like golf!



FootGolf equipment

FootGolfers are very picky about their equipment, at least the more advanced ones. We use standard soccer balls, size 5 for adults or size 4 for younger FootGolfers.

We do not use cleats or studs. Recommended shoes for FootGolf are flat or turf soccer shoes, however any comfortable athletic shoe will do just fine.

It is very common for golf courses to have soccer balls available for rental, as the new wave of beginners may need them. Most players bring their own.

I met some South American FootGolfers during various FootGolf tournaments, who will search the internet for a specific kind of ball, which they claim can gain them a few yards as well as make their putts go in. Since they have been winning most tournaments, there must be something there!



Hole number 5 at Hyland Greens, Bloomington, MN



Laying up or going for it - at Hyland Greens, Bloomington, MN

Playing FootGolf

FootGolf is a lot of fun to play. It is a bit easier than golf, plays faster and less expensive. What else can I add to make it more attractive?

It is interesting to watch folks who play soccer trying FootGolf for the first time. They seem to think that they can just kick the ball very hard and it will just roll into the hole. Well, they forget about the wind, the grass, the fairways, the undulations, the bunkers (beach soccer anyone?), the smart alecks who play with them, the roll outs, the near misses, the ball stopping on the edge of the cup – sound familiar?

I like to compare FootGolf to a proportionally enlarged golf green and golf ball as the same rules of trying to get the ball in the hole apply. It takes a bit of thinking and strategy and paying attention to detail to make sure you make par or birdie or eagle or dare I say hole-in-one! It very much resembles the game that we have been playing for a long, long time!

Happy FootGolfing!!



Hole-in-one at hole number 16 at Columbia Golf Club - Minneapolis, MN



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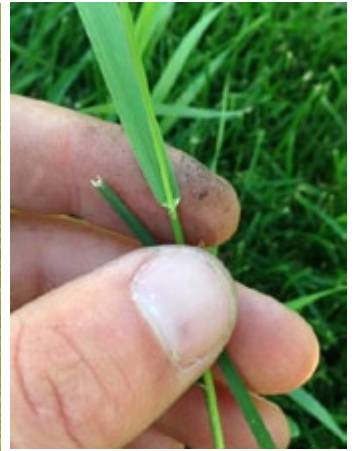


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2015 Great Lakes School of Turfgrass Science Online (For Professionals)



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>

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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
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Aaron Patton, Ph.D.
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Kevin Frank, Ph.D.
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Chris Williamson, Ph.D.
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Director of Turfgrass Programs
Chicago District Golf Association



Zac Reicher, Ph.D.
Professor of Turfgrass Science
Department of Agronomy and Horticulture
University of Nebraska- Lincoln



Register at: <http://z.umn.edu/2015greatlakesurfsschool>

2015 Great Lakes School of Turfgrass Science Schedule

Live sessions will be held on Wednesday nights from 6:00pm to 8:00pm (Central Standard Time).
Participants will have the option to view the live or recorded sessions.

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

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All questions regarding
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2015 Great Lakes School of Turfgrass Science Online

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Midwest Regional Turf Foundation



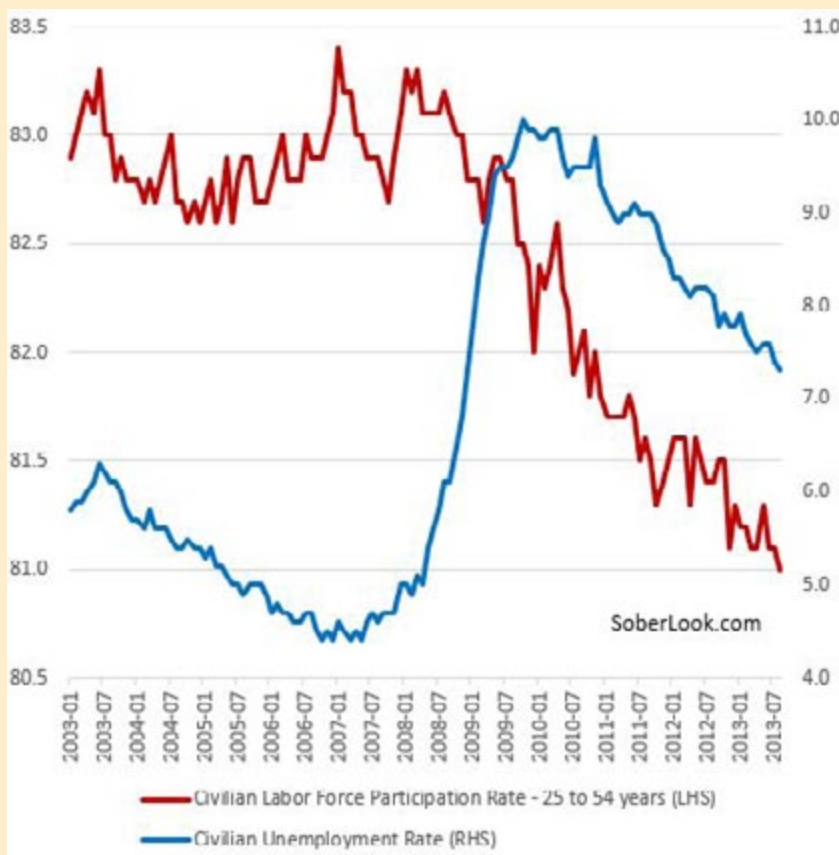
H2B Program,

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):
 - o one-time occurrence – A petitioner claiming a one-time occurrence must show that it has:
 - o Not employed workers to perform the service or labor in the past, and will not need workers to perform the services or labor in the future; or
 - o An employment situation that is otherwise permanent, but a temporary event of short duration has created the need for a temporary worker.

or

- o seasonal need – A petitioner claiming a seasonal need must show that the service or labor for which it seeks workers is:
 - o Traditionally tied to a season of the year by an event or pattern; and
 - o Of a recurring nature.

Note: Employment is not seasonal if the period during which the service or labor is needed is:

- o Unpredictable;
- o Subject to change; or
- o Considered a vacation period for the employer's permanent employees.

or

- peakload need – A petitioner claiming a peakload need must show that it:

- o Regularly employs permanent workers to perform the services or labor at the place of employment;
- o Needs to temporarily supplement its permanent staff at the place of employment due to a seasonal or short-term demand; and
- o 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:
 - o Has not employed permanent or full-time workers to perform the services or labor; and
 - o 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:

- o 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
- o 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 notifica-



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tion is strongly recommended to ensure timely notification.

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; and
- 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.



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*Other special rates and terms may be available, so see your dealer for details and financing options.

Requirements to Participate in the H-2B Program

The H-2B provisions of the Immigration and Nationality Act (INA) provide for the admission of nonimmigrants to the U.S. to perform temporary non-agricultural labor or services. [8 U.S.C. 1101(a)(15)(H)(ii)(b)]

The Wage and Hour Division (WHD) of the U.S. Department of Labor (Department) has been delegated enforcement responsibility to ensure H-2B workers are employed in compliance with H-2B labor certification requirements. This enforcement authority has been delegated by the Department of Homeland Security (DHS) pursuant to 8 U.S.C. 1184(c)(14)(B) and 8 U.S.C. 1103(a)(6). The Department's regulations implementing this authority became effective on January 18, 2009, and are applicable to applications for certifications filed on or after that date pursuant to 20 C.F.R. Part 655.

As part of the application process an employer seeking authorization to employ H-2B workers must attest that it:

Job Opportunity

1. Will offer terms and working conditions normal to U.S. workers similarly employed in the area of intended employment, which are no less favorable than those offered to H-2B workers. [20 C.F.R. § 655.22(a)]
2. Will offer a job opportunity to H-2B workers that is a bona fide, full-time temporary position with qualifications that are consistent with the normal and accepted qualifications required by non-H-2B employers in the same or comparable occupations. [20 C.F.R. § 655.22(h)]
3. Will truly and accurately state the dates of temporary need, reason for temporary need, and number of positions being requested for labor certification. [20 C.F.R. § 655.22(n)]

Strike/Lockout

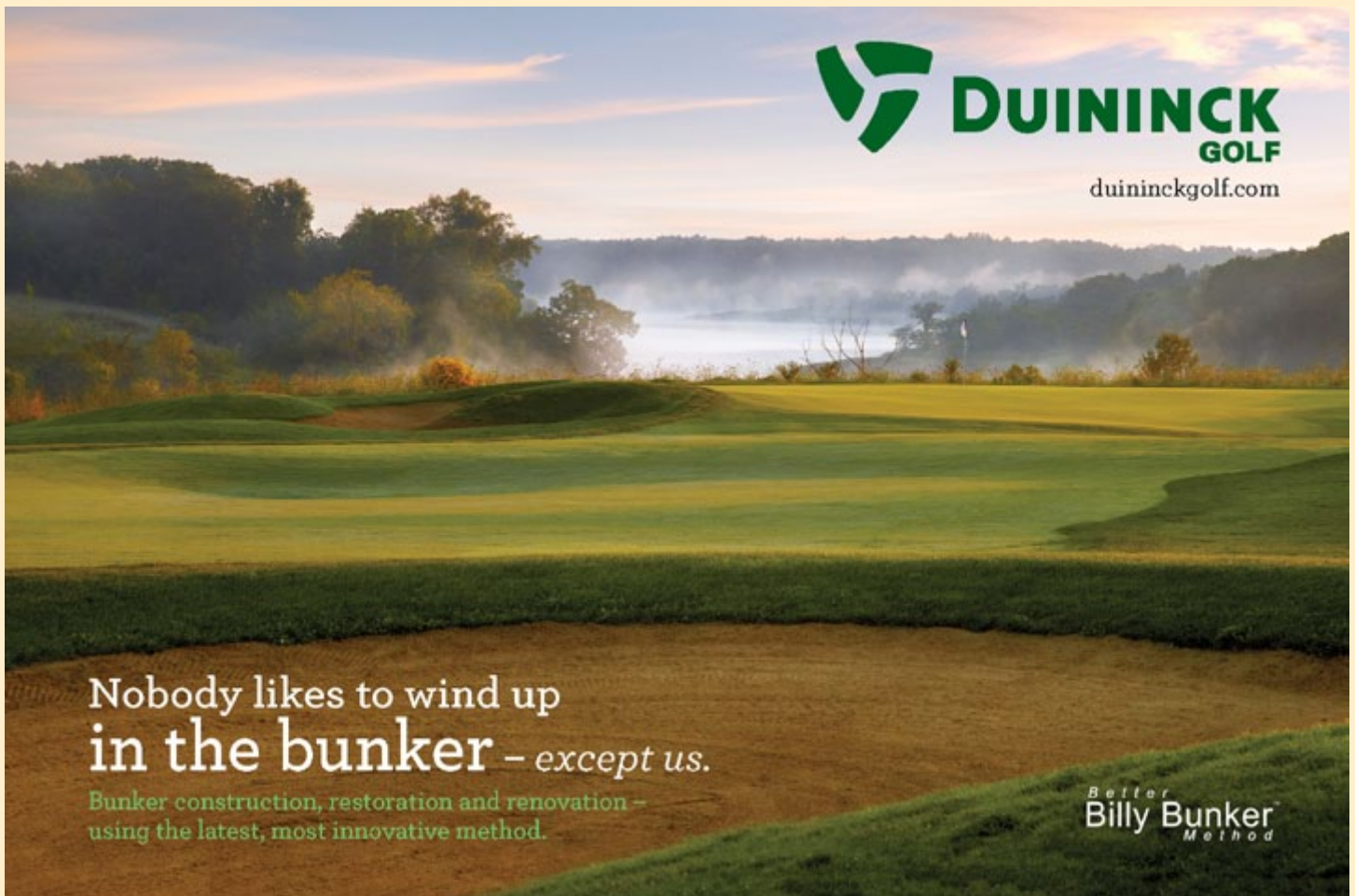
Must not seek H-2B certification for a specific job opportunity that is vacant because the former occupant(s) is (are) on strike or locked out in the course of a labor dispute involving a work stoppage. [20 C.F.R. §

655.22(b)]

Recruiting

Has met recruiting requirements found in 20 C.F.R. § 655.15(d), which require the employer to:

- A. Obtain a prevailing wage determination from the National Processing Center;
- B. Submit a job order to the State Workforce Agency (SWA) serving the area of intended employment;
- C. Publish advertisements in compliance with 20 C.F.R. § 655.15(f);
- D. Contact the local union as a recruitment source if the employer is a party to a collective bargaining agreement governing the job classification that is the subject of the H-2B labor certification application.



The advertisement features a scenic view of a golf course at dawn or dusk, with a misty lake in the background and rolling green hills in the foreground. A sand bunker is visible in the lower left corner.

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Nobody likes to wind up
in the bunker – *except us.*
Bunker construction, restoration and renovation –
using the latest, most innovative method.

Better
Billy Bunker
Method

U.S. Applicants

1. Will not reject U.S. applicants for the job opportunity for which the labor certification is sought for reasons other than lawful, job-related reasons. [20 C.F.R. § 655.22(c)]
2. Will retain records of all rejections of U.S. worker applicants for the job opportunity for which labor certification is sought. [20 C.F.R. § 655.22(c)]
3. Has not been successful in locating sufficient numbers of qualified U.S. applicants for the open job opportunity. [20 C.F.R. § 655.22(c)]

Other Laws

Will comply with applicable Federal, State, and local employment-related laws, including health and safety laws. [20 C.F.R. § 655.22(d)]

Wage Payments

1. Will offer and pay the H-2B worker no less than the highest of the prevailing wage, applicable Federal minimum wage, State minimum wage, or local minimum wage during the entire period of the approved H-2B labor certification [20 C.F.R. § 655.22(e)] which:

A. Is not based on commissions, bonuses or other incentives unless guaranteed and paid by the employer on a weekly, bi-weekly, or monthly basis; and

B. Does not include any deductions that would violate the Fair Labor Standards Act (FLSA) for an employer covered by the FLSA. [20 C.F.R. § 655.22(g)(1)]

2. Will make all deductions from the workers' paychecks that are required by law. [20 C.F.R. § 655.22(g)(1)]

3. Has contractually forbidden any foreign labor contractor or recruiter whom the employer engages in international recruitment of H-2B workers to seek or receive payments from prospective employees except as provid-



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ed at 8 C.F.R. § 214.2(h)(5)(xi)(A) or as reimbursement for costs that are the responsibility of the worker, such as government required passport or visa fees. [20 C.F.R. § 655.22(g)(2)]

4. Has not, whether directly or through its attorney or agent, sought or received payment of any kind for an activity related to obtaining the labor certification, including payment of the employer's attorney's or agent's fees, H-2B application, or recruitment costs. [20 C.F.R. § 655.22(j)]

Layoffs

1. Has not laid off and will not lay off any similarly employed U.S. worker in the occupation for which the labor certification is sought:

A. In the area of intended employment within the period from 120 calendar days before the date of need through 120 calendar days after the date of need;

B. Except where the employer has offered the job opportunity for which the labor certification is sought to laid-off U.S. workers and such workers either refused the job opportunity or were rejected only for lawful, job-related reasons. [20 C.F.R. § 655.22(i)]

2. Will not place, if a job contractor, any H-2B worker with any other employer or at another employer's worksite unless:

A. The employer first makes a bona fide written inquiry as to whether the other employer has displaced or intends to displace any similarly employed U.S. workers within the area of intended employment within the period beginning 120 calendar days before through 120 calendar days after the date of need; and

B. The other employer provides written confirmation that it has not so displaced and does not intend to displace U.S. workers; and

C. All worksites are listed on the H-2B certification, including amendments or modifications. [20 C.F.R. § 655.22(k)]

Relocating

Will not place any H-2B worker outside the area of intended employment listed on the H-2B certification unless the employer has obtained a new

temporary labor certification from the Department. [20 C.F.R. § 655.22(1)]

Notice

1. Will notify the Department and DHS in writing of the separation from employment of an H-2B worker, not later than two work days after such separation is discovered by the employer, if such separation occurs prior to the end date of the employment specified in the H-2B application. [20C.F.R. § 655.22(f)]

2. Will notify the H-2B workers:

A. Of the requirement that they leave the U.S. at the end of the authorized period of stay provided by DHS or separation from the employer, whichever is earlier, absent any extension or change of such workers' status or grace period pursuant to DHS regulations; and

B. That the employer is liable for return transportation of the workers if the workers are dismissed before the end of the authorized period of stay. [20 C.F.R. § 655.22(m)]

Failure to meet any of these obligations may result in the assessment of civil money penalties, a recommendation that the employer be disqualified from approval from future petitions (debarment), reinstatement of displaced U.S. workers, payment of back wages owed to H-2B workers, and other legal or equitable remedies as the Administrator of the WHD determines to be appropriate.

The requirement listed above can be found in the Immigration and Nationality Act § 241, 8 U.S.C. § 1184, and 20 C.F.R. Part 655 Subpart A.

Where to Obtain Additional Information

For additional information, visit our Wage and Hour Division Website: <http://www.wagehour.dol.gov> and/or call our toll-free information and helpline, available 8 a.m. to 5 p.m. in your time zone, 1-866-4USWAGE (1-866-487-9243).

Fall Sho Minnesota Hor



oot Out se and Hunt Club



Mineral Deposits in Sand Putting Greens

Dr. Doug Soldat

*Department of Soil Science
University of Wisconsin, Madison*

On Halloween of 2013, graduate student Glen Obear dressed up as a very busy guy and stood up in front of a fairly large audience to defend his Master's research in Soil Science. A few weeks later, he did the same thing for his Entomology degree under Dr. Chris Williamson. Many of you know Glen from his three years here as a graduate student in the UW-Madison turf program. Glen has given several talks at the UW Field Day and other educational events. He's also visited many golf courses around the state of Wisconsin to collect soil samples or evaluate on-course research trials.

Glen's work in Soils covered a wide range of topics revolving around the central theme of soil chemical problems in sand root zones. I won't attempt to summarize all of his findings, but will report on a few bits and pieces that I find very interesting.

The first time I met Glen, he was standing by my office door with a chunk of iron-cemented pea gravel from the bottom of a USGA green that he brought back from his internship in Hawaii. He wanted to know exactly what it was, how it formed, and how to get rid of it. He found answers from me and other professors unsatisfying, so I told him he might get the chance to research it himself as a graduate student. About two years later, that's exactly what he did. His graduate studies were largely funded by the

USGA and Wayne R. Kussow Wisconsin Distinguished Graduate Fellowship endowed by the Wisconsin Turfgrass Association.

At first, we figured this iron cementation was a rare problem that was specific to the tropics because the only other case that we knew of was from a club in Vietnam. However, after randomly sampling greens from all over the US, Glen estimates that 25% of all USGA greens will show



Figure 1. Red iron and black manganese accumulating at the pea gravel/sand interface of a USGA putting green. (photo; Obear)

some evidence of iron cementation at the pea gravel/sand interface. Glen selected five of the most developed iron layers for further study and found that the layers are indeed composed of iron and manganese oxides (Figure 1). The iron and manganese move down from the top layers of soil and horizontally from upslope areas. As a consequence, the iron layers are usually most severe at the lowest laying areas in putting greens.

Figure 2. An iron layer is beginning to form at about four inches down because of textural discontinuity where fine topdressing sand sits on top of the original root zone mix. (image Obear)



Glen also identified a handful of cases where the iron layer developed in the root zone around a depth of three or four inches (Figure 2). In these cases there always was a textural discontinuity where the layer formed. A textural discontinuity is just a fancy way of describing the place where finer particles sit on top of coarse particles, or vice versa. For example, we normally find the layer right where the sand sits on the pea gravel, but have also seen it where fine topdressing sand sits on top of the original, coarser root zone mix. This finding highlights the importance of matching your topdressing with your root zone mix.

There is still a lot of work that needs to be done to figure out why these layers form in some cases and not others. We don't know how much iron fertilizers contribute, but if it were me I'd be very conservative with iron applications on my USGA greens. Also, we do not know if anything can be done to reverse the layer formation that won't also kill the turf. I expect Glen will continue to investigate this throughout his career.

While studying the iron layer, Glen was also investigating the influence of high bicarbonate water on sand root zone quality. It is thought by some that bicarbonate is a problem because after entering the soil, it will react with calcium to form calcium carbonate. If this occurs, some fear that the calcium carbonate will clog soil pores. A few prominent turf scientists have written about high bicarbonate water having the potential to cause "surface sealing of pores" which will reduce air and water infiltration. The solution to the supposed problem is to treat the water to remove the bicarbonate, or treat the soil to dissolve the calcium carbonate. However, I am quite skeptical of this being a serious issue because irrigation water in southern and eastern WI has some of the highest bicarbonate levels in the country. If bicarbonate was such a problem, you'd think we'd all be in agreement about it and solutions would be in place. This doesn't seem

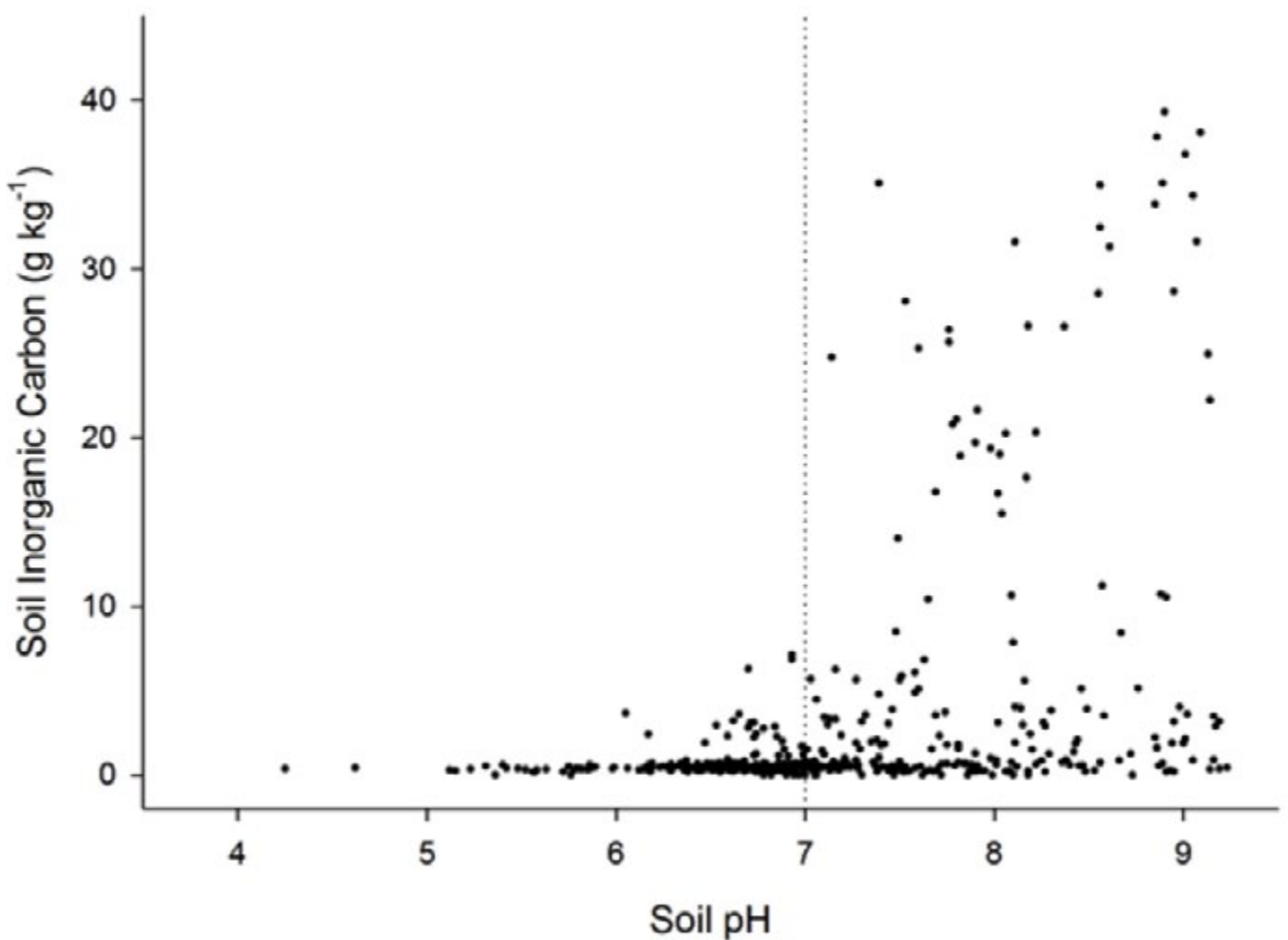


Figure 3. Soil inorganic carbon (AKA calcium carbonate) is really only found in soils where the pH is above 7. If your pH is below 7, you'll never have to worry about bicarbonate from the irrigation water precipitating.

to be the case. Some folks treat for high bicarbonate and swear by the results, others don't and are perfectly happy with conditions.

So Glen attacked the issue from two fronts. He sampled USGA greens and irrigation water from all over the US and analyzed and compared the results. The hypothesis was that areas water high in bicarbonate will have soils rich in calcium carbonate. But this turned out to be false. Instead Glen found that if soil pH was less than 7, there was little chance

of finding calcium carbonate in the soil. If soil pH was >7 , you may or may not find calcium carbonate in the soil. The implication here is that if you maintain soil pH below 7, there is no need to worry about bicarbonate in the water or the potential for pore clogging.

However, we really don't know if the high pH soils with calcium carbonate build up had a problem with reduced pore space. So Glen designed a greenhouse study where he irrigated bentgrass with pure water (no bicarbonate) and water nearly saturated with bicarbonate. After about three years' worth of evapotranspiration and no drainage, he found a small amount of calcium carbonate build up, but no evidence for clogging of pores. In fact, the pure water was found to have a higher degree of clogged pores. The exact reason for this is unknown, but we think it may have something to do with the pure water causing the peat moss in the soil to expand to a greater extent than happens with the bicarbonate water.



Figure 4. A white crust of calcium carbonate is starting to form on top of the algal mat. (Image: Obear)

Many of us have seen the white crust that develops on thin or dead spots on putting greens. Glen tested it at the O.J. Noer Research Facility and found that the white crust was indeed calcium carbonate. However, the calcium carbonate crusts we found were always associated with an algal crust. When the turf thins, the algae quickly fills in and forms a crust, and the high bicarbonate irrigation water reacts with the algae to form a white crust on top of the algal mat. So our hypothesis is that the white crust is often mistaken as the cause of the problem when it is simply an artifact of the algae and the water. The real problem is whatever caused the turf to thin so the algae could proliferate and form a mat (shade, compaction, scalping, heat stress, etc.). Like the iron issue, there is much more to learn about bicarbonate, but right now, we think you're much better off spending money to correct drainage and shade problems to prevent turf thinning rather than an acid injector to treat your irrigation water.

Last May, Glen packed up and moved to Lincoln, Nebraska with his wife, Lisa, their son Eli. There, Glen is pursuing his Ph.D. at the University of Nebraska with former Badger Dr. Bill Kreuser. I know Glen and Bill are doing some really great work together and making us proud.

The editorial staff of the MGCSA publication Hole Notes gratefully appreciates the help we receive through articles contributed from the Wisconsin Grassroots Magazine, Editor David Brandonberg and the Agronomic Scientists, such as Dr. Doug Soldat, at UW, Madison.

Want more information on mineral deposits in putting greens? Attend the Advanced Agronomic Forum to be held December 3rd at Medina Golf and Country Club. Hear the latest information from Dr. Bill Krueser, University of Nebraska.



Pre-registration closes on November 27, 2013

Advanced Turf Agronomy Forum

December 4, 2014

Medina Golf and Country Club

400 Evergreen Road, Medina, MN 55340

Host Superintendent: Erin McManus



Advanced turf management theories for the Golf Course Manager.

The MGCSA welcomes Dr. Dave Kopec, University of Arizona, and Dr. Bill Kreuser, University of Nebraska, to discuss the pros and cons of current cultural practices including aerification and topdressing for managing thatch. In the afternoon each will touch upon current projects they are pursuing.

This should be a great day of discussions. Register today.

<i>7:00am - 8:00am</i>	<i>Registration/Networking with assorted pastries and coffee</i>
<i>8:00am - 10:00am</i>	<i>Dr. Dave Kopec: Standard and Specialized Aerification Techniques for Thatch Management</i>
<i>10:00am - 10:15am</i>	<i>Break</i>
<i>10:15am - 12:00pm</i>	<i>Dr. Bill Kreuser: Long Term Topdressing Programs for Thatch Management with Relation to Ball Speed</i>
<i>12:00pm - 1:00pm</i>	<i>Lunch</i>
<i>1:00pm - 2:00pm</i>	<i>Dr. Dave Kopec: ET Driven Irrigation Management with Field Test Catch Techniques</i>
<i>2:00pm - 3:30pm</i>	<i>Dr. Bill Kreuser: Iron Oxide Layers in Sand Based Greens, Winter and Summer Desiccation Prevention and Recovery</i>
<i>3:30</i>	<i>Cash Bar Available</i>

Cost of the Day: \$75 ceu's pending

Education, networking, lunch!

The MGCSA encourages all members to attend this fun event.

It won't be the same without you

Please use Universal Registration form at mgcsa.org

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Wee One Crossing Country Club Tournament Tom Proshek



Personal Protective Equipment (PPE)

October 2014 (Bulletin 5 of 6)

Working with pesticides is hazardous; protect yourself by using appropriate PPE.

Learn your Label

The label provides safety information for product use. Remember, it is a federal violation to not use products as specified on the label.



Example: Label information for;

Trimec Classic herbicide (EPA Reg. # 2217-543)

PERSONAL PROTECTIVE EQUIPMENT (PPE)

All mixers, loaders, applicators and other handlers must wear*:

- protective eyewear*
- long-sleeved shirt, long pants, shoes and socks
- chemical-resistant gloves
- chemical-resistant apron when mixing and loading,

cleaning up spills or equipment, or otherwise exposed to the concentrate.

Applicators may choose not to wear protective eyewear with dilution rates greater (higher) than 5:1 or greater (higher) than 5 parts water to 1 part product.

Financial penalties

Due to potential safety hazards and health risks associated with lack of proper PPE, inspectors will document noncompliance which may result in enforcement and possible financial penalties.

Statutory authority

Follow the link below to read Minnesota Statute 18B.07, Subd. 2. (a) (1)

<https://www.revisor.mn.gov/statutes/?id=18B.07>

Corinne du Preez, Agricultural Advisor/ACI
Minnesota Department of Agriculture
Pesticide and Fertilizer Management Division
Office (507) 206-2883 -
corinne.dupreez@state.mn.us

Inspection questions and observations

A *Use Inspection* is when an MDA inspector stops by to observe as you apply a weed, lawn or pesticide product.

Is PPE according to label instructions? If you are not wearing PPE specified on the label, you will be issued an Order (example listed below) to cease and desist until proper PPE is obtained.

PPE Violations and ORDERS

Order to comply A person applying pesticide must obtain PPE required by the label before applying pesticides.



Violations: Missing pants, gloves and long sleeves



Violation: Missing gloves



Meets all PPE requirements
pants, long sleeves, safety
glasses and gloves



Safety glasses: Must include brow/temple
protection.



Within the Leather

by David Kazmierczak, CGCS

The end of October means a lot of things in Minnesota. For us guys and gals in the golf course industry

but I just haven't even given the upcoming election much thought at all- which is kind of strange and definitely not good.

it means leaf clean-up, tree work and the prepping of the course for winter. It means football, hunting, and hopefully less time on the grind. It also means election season is about to reach its end. I don't know if you have noticed, but it seems to me that political ads have been a lot less this year. I can recall being bombarded with negativism to the point of nausea in years past, and it seems like a lot less this year.

Now, it's not like I am a huge political wonk. I am not glued to Rush Limbaugh over the lunch hour or spending my evenings with Anderson Cooper on CNN. My political views lean to the right but contain many central views. They have been shaped by primarily my parents, my education and my life experiences both in the U.S. and abroad. But as I have advanced in years my interest in who is making the decisions that will shape the world in which I operate have increased dramatically.

Now granted, the elections are a week and a half away from the time of this writing, and the ramping up of ads surely will begin shortly. The year 2014 also isn't a presidential year, so the buzz clearly isn't as great if it were, but there are very important elections coming up in this state for governor, the senate and house, and many state and local contests.

When I was young, I didn't really care too much about government matters. I was just working for the man, making my money and grouching when looking at my with holdings for a short while. My attitude was pretty much that one guy can't make a difference and my vote didn't count for much anyway. I am now ashamed to admit there was a few times I just plain didn't vote.

Maybe it's because of the perceived lack of political ads, or more likely my being distracted by any number or work and family things,

I bring this up because as soon as I am done writing this column I

will be heading to the Woodbury administrative building to absentee vote. I realized I would not be around next Tuesday and so will have to do this for the first time. It would have been easy to just say: “well I’m not here, why bother,” and would have in the past, but not anymore. Here are my reasons why.

First and foremost is the fact that the political landscape has changed, and in my opinion not for the good. The politicians on both sides of the fence have become so adept at taking a large portion of all of our hard-earned money and blowing it like sailor on shore leave that to stand back and not do at least the most basic of things- to vote- and at least have the satisfaction that I made my choice is incomprehensible to me anymore. If anything I should be doing a heck of a lot more, but voting is a start. It also allows me to voice my opinions to others and state my case, because if you are one of those people who sound off or complain about anything governmental and you didn’t vote I kindly invite you to shut your cake hole. You have no basis for discussion.

The second thought is that, once again due to the current political landscape, our industry is under siege. Special interest groups are formidable, organized and have their collective hooks in every level of government.

There are a lot of them that would like nothing better than to take away a bunch of the tools we need to get our jobs done and most of them are due to bad information, ignorance or a combination of both. It is important that we in the green industry understand that, and inform ourselves where candidates stand on these issues and at least do the most basic of things to ensure people are in office with a level-headed viewpoint of our industry. The most basic thing is your vote.

I just presented a couple pretty compelling reasons to vote, and I am sure you can come up with plenty more. I’m guessing most of you do vote. For those who don’t, or know people who don’t, ask them how many men and women have died in the line of duty to allow them that right to vote. If that doesn’t motivate them then I don’t know what to say. But I request you and anybody else you know make an informed vote. Find out about the candidates from an impartial source. Take 15 minutes to find out where they stand on environmental issues. Do some due diligence on this. Your livelihood in the future, or at least the ability to do the job, might be depending on it.