



This young tree failed at a canker in the stem. The cause of the canker could have been a mechanical wound when it was younger. Regardless of the cause, the ending is usually the same with young trees.

Photo: Gary Johnson

wind storm is frequently the cause of failures in wind and ice storms. Combine the multiple leaders (co-dominant leaders) with included bark in the unions and maybe a little decay and you have the number one pre-existing condition for failures in the canopy of trees.

Deadly Defect #7...Deadwood.

Oddly, for many trees deadwood remains safely attached for many years before finally failing. Deadwood has less wind-resistance and therefore can sometimes be more stable than living branches with a lot of foliage and a poor branch attachment and/or decay.

However, when it does fail and especially if the deadwood is high up in the tree canopy, the damage or injury can be severe or fatal. Some trees can hold securely on to deadwood for many years, such as red elms. Others, such as green ash, begin dropping dead branches within a year of death. It's not worth the risk of leaving large branches (branch diameter of 2 inches or more) 50 feet off the ground of a large tree hanging over a trail, parking lot or building.

*The poster child for a tree with poor architecture: multiple leaders, all with included bark in their attachments and all occurring far too close to the ground for a tree that will grow to 50+ feet tall.
Photo: Gary Johnson*



Thank you Dr. Johnson for your continuing series on tree management and risks associated with maintaining these beautiful plants while limiting liabilities. In the third and last installment of managing tree risks in public spaces, the focus will be on managing risks at an acceptable level through regular monitoring, predicting, preventing and planning ahead.



The MEGA 2013, Thanks John Spaulding and Syngenta for your continued support of the MGCSA!



How To Hire the Right Employee the First Time

By Patrick McGuiness, Attorney at Law Zlimen & McGuiness, PLLC

So you are in need of some new employees. You need them to start soon, as in now. There is work to be done and the hiring process takes too much time. Ok, STOP. Hiring the wrong employees quickly will cause you to spend tenfold the time dealing with them later. You know the employees I am talking about because you have them on staff currently. You spend more time dealing with the mistakes from one bad employee than you do dealing with all of your good employees.

Put a stop to this merry go round of bad hiring by putting a process in place. It is simple and can prevent headaches in the future by helping you hire competent, responsible workers. Follow these steps and you will be on your way to solving many of your future employee related problems.

Take the time to set up the process. I know you are in a hurry, but if you need employees immediately, use a labor agency. To truly hire the right people, force yourself to take the time to set up a hiring process.

Write a good job description. Draft a job description that tells a little about

what the job entails. Nobody wants to work in an unfriendly, not fun work environment, so don't make your job description sound that way. Set a deadline for applications and list what materials the applicant should submit.

Have an interview process. Work with an attorney or HR consultant to develop a set of questions to ask each candidate you are interviewing. Set a time limit for each of the interviews and stick closely to it. The idea is to create a level playing field for the candidates so they can be evaluated objectively.

For the interview, come up with questions that will give you clues to the candidate's abilities to perform well on the job you are hiring for.

Consider a simulation. It can be a good idea to include a simulation as a part of the job interview. Have the candidate perform a simple task that would be a part of what they would be doing for the job. It could be as simple as changing the spark plug on one of the small mowers, or having them show you how they would load mulch around a tree. Just make sure it isn't something that is going to injure them

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during the interview. Also, make sure you have everyone you interview do the same simulation so that you can accurately compare their abilities.

What not to do. Do not hire someone that is very similar to you, unless of course the job you are hiring for is the same as yours. Look for skills and traits that will work well in the job being hired for.

Do not assume that you will have an epiphany when interviewing people. The process should be put in place so that you can objectively evaluate and

rank all of the candidates. Assuming you will ‘know it when you see it’ can leave you asking who was the best candidate after all the interviews have been completed and you haven’t had that ‘a-ha’ moment.

Do not hire friends of current employees. Sure it is fine if you do this after the friend has gone through the same application process as all the other candidates and then ends up being the best suited for the job. However, do not simply rely on your current employee’s recommendation that their friend is a great worker.

Chances are your employee is looking out for their friend's interest more than they are looking out for your bottom line.

Follow these steps and you will be on your way to setting up a great hiring process. It will eliminate headaches further down the road, and yield quality workers to improve your bottom line. If you would like more information on how to hire the best, stay tuned for future columns. As always, don't hesitate to email me with your questions and article ideas!

This article provides general information on employment law matters and should not be relied upon as legal advice. A qualified attorney must analyze all relevant facts and apply the applicable law to any matter before legal advice can be given.

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WHEREVER GOLF IS PLAYED

The Program: The Minnesota Golf Course Superintendents' Association offers a scholarship program designed to assist children and grandchildren of Class AA, A, SM, C, D, Associate and Affiliate members. The MGCSA provides scholarships to students attending college or vocational programs at any accredited post-secondary institution. The program is independently managed by Scholarship America, a national non-profit student aid service organization. Awards will be granted without regard to race, color, creed, religion, sex, disability, national origin or financial need.

Selection of Recipients: Scholarship recipients are selected on the basis of academic record, potential to succeed, leadership and participation in school and community activities, honors, work experience, a statement of education and career goals and an outside appraisal. Selection of recipients is made by Scholarship Management Services. In no instance does any member of the MGCSA play a part in the selection. Applicants will be notified by the end of July whether they have been awarded or denied a scholarship.

Eligibility: Applicants for the MGCSA Legacy Scholarships must be: children/grandchildren of Class AA, A, SM, C, D, Associate or Affiliate members who have been members of the MGCSA at least five years; High school seniors or graduates who plan to enroll or students who are already enrolled in a full-time undergraduate course of study at an accredited two- or four-year college, university or vocational-technical school, and under 23 years of age.

Awards: Three awards will be given to children and grandchildren of Class AA, A, SM and C members. One award of \$1,500 in the name of Joseph S. Garske will be given to the highest evaluated applicant. That award will be renewable for one year contingent upon full-time enrollment and satisfactory academic performance. One other \$1,000 award will be given to other qualified applicants from this group. One \$1,000 award will be available to children and grandchildren of Class D, Associate and Affiliate members. These awards are not renewable. However, students may reapply to the program each year they meet eligibility requirements. Awards are for undergraduate study only.

Obligations: Recipients have no obligation to the MGCSA or its members. They are, however, required to supply Scholarship Management Services with current transcripts and to notify Scholarship Management Services of any changes of address, school enrollment or other relevant information. Except as described in this brochure, no obligation is assumed by the MGCSA.

Application Deadline: June 1, 2013. For more information go to mgcsa.org

Springtime Broadleaf Weed Control

Dave Gardner, The Ohio State University

As spring approaches it becomes important to begin thinking about your turf weed control programs. Remember that the first step to controlling weeds is to identify which weeds are present on a site. Proper identification of the weed will assist with two things: 1) selecting the correct herbicide and 2) applying that herbicide at the right time in the weed's life cycle in order to maximize control.

If you are primarily dealing with annual broadleaf weeds (Tables 1a or 1b) then you can control these possibly with a preemergence herbicide (check the label of your crabgrass control product) or post emergence. The issue with using a preemergence herbicide is usually one of timing. For example, knotweed germinates in late March, before we recommend application of preemergence herbicides. Late germinating weeds, such as oxalis, germinate very late, after most preemergence products have lost effectiveness.

However, the preemergence herbicide will provide some defense. Always check the label and remember to target the application for crabgrass control, making the application sometime in April when Forsythia are in bloom. If you have some breakthrough then post emergence products are very effective. However, you will want to target the weeds early in their life cycle, before they have the chance to set

seeds that will become next year's infestation.

Use tables 1c and 1d to determine if you have perennial broadleaf weeds and when the most appropriate time to control them is. Usually fall time applications are recommended for perennial broadleaf control. If you make a springtime application (and most do for obvious reasons) then know that this is going to be effective probably for 60-90 days depending on the product used and the rate applied. Broadleaf weeds, whether new or regrowth from below ground structures on the surviving original weeds, will reappear.

Fall applications tend to result in longer term control due to more complete translocation into below ground weed parts. If you see weeds this fall, consider making an application with an ester formulation of an herbicide recommended in Table 2.

After determining your target weeds then use table 2 to select the best herbicide for the application. Table 3 includes a list of combination herbicides which are commonly applied in order to broaden the spectrum of control on sites with multiple weeds species. Always read the label prior to use of a herbicide. Be particularly mindful of the reseeding interval if any renovation work is planned, susceptible weed species and the site and or use restrictions

Table 1a. Annual Broadleaf Weeds



Black medic - *Medicago lupulina*
(Stem on end leaf distinguishes from white clover)



Mallow - *Malva rotundifolia*
(Has a central taproot and does not root at the nodes)



Corn Speedwell - *Veronica arvensis*



Knotweed - *Polygonum aviculare*
(Sometimes confused with crabgrass when first emerging)



Lambsquarters - *Chenopodium album*



Virginia Pepperweed -