



MENTALS, YOU MAY NOTE A DISTURBING TREND.

For even broader spectrum disease control, depend on CHIPCO® brand 26019 fungicide. Just one economical application of CHIPCO® 26019 delivers lasting protection against 13 of the most damaging ornamental diseases—without causing phytotoxicity problems. So you can use it with confidence on even the



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Brand Fungicide

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protection chemicals supplier today.

Aeration: a breather for tired turf



easier it is for moisture to penetrate the thatch layer.

Aerifying too early in the fall or in late spring gives weeds a place to nest: lespedeza, prostrate spurge, purslane and crabgrass.

Landscapers can feel comfortable charging between \$10 to \$12 per 1000 sq.ft. Charge \$12 to \$15 per 1000 for areas that require more time, such as housing complexes or large corporate sites.

The following chart lists the different aeration methods and their benefits to the turf.

—Terry McIver

You should be willing to try anything that makes the turf look better. And that includes—especially—soil aeration.

■ If only life were always so simple: you make money, your customer is happy and the turf is healthy. That's what happens when you add soil aeration to your service contracts.

Everyone knows that aeration works, it's just that—in the case of landscapers—the service is not offered as regularly as fertilizing or dethatching.

Think about aeration for this coming September and October; it can be that extra you've been looking to add to your list of services. The deciding factor should be the proven fact that aeration relieves soil compaction, and prepares the turf for the summer traffic or winter dormancy.

Aeration goes a long way in complementing pesticide and fertilizer applications. As it opens a channel between soil layers, it removes part of the problem soil and permits topdressing and refilling with more compatible material.

Cool-season grasses are best aerated in the spring and fall, to coincide with foliar growth. If you aerify in late fall or early spring, the lawn is susceptible to winter annual weed germination from knawel, speedwell, henbit and chickweed, and annual weeds like knotweed.

Water infiltration is closely related to aeration. The less compacted the turf, the

Aeration methods and benefits

Hollow tine, spoon, screw devices

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened ¹	Soil brought to the surface ²	Moisture required ³
a. tractor-drawn	1/2-3/4"	3-6"	6"	2	2-4	FC
b. drum-type	1/2-3/4"	2-3"	2-3"	1	2-4	FC
c. verti-drain	hollow tine	10-12"	1-8"	4-5	2-4	FC-DFC
d. vertical tines	2/3-7/8"	3-5"	2-6"	2	3-5	FC
e. deep-drill	1/2-3/4"	5-10"	5"	1	2	FC

Solid tine

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
a. verti-drain	1/2-1"	12-16"	1-8"	4-5	1	DFC
b. shatter core	1/2-3/4"	3-5"	2-6"	2-4	1	DFC
c. Aera-vator	1/2"	3-1/4"	4"	2-5	2	FC-DFC
d. quad tine	1/4"	2-3"	2"	1	1	FC

Slicing

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
a. straight tine	n/a	3-7"	6-12"	1	1	FC
b. straight blade	thin width	2-4"	4"	1	1	FC
c. offset lines	1/3-1/2"	6-8"	7"	2-4	1	DFC

Spiking

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
Not powered by motor; penetrates by machine weight	Knife-like blades	1/4-2"	1-2"	1	1	FC

High pressure water injection (Toro Hydroject)

Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
n/a	4-20"	3-6"	2-3	1	FC-DFC

Subaerification

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
vibration	blades	2-8"	9-10"	4-5	1	DFC

Grooving

Method	Tine diam.	Depth of penetration	Spacing	Soil loosened	Soil brought to the surface	Moisture required
Power-driven blades	Used for renovation, not routine cultivation	1-5"	1-5"	1-4	4-5	FC-DFC

¹Soil loosened: 1=none; 5=most effective

²Soil brought to surface: 1=none; 5=most effective

³FC=field capacity; DFC=drier than field capacity

Source: Dr. Robert Carrow, Univ. of Ga.

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Circle No. 109 on Reader Inquiry Card

What you're looking at is a way to go an entire season on a single herbicide application—a control zone in the top inch of soil that keeps weeds from

one application gives you up to eight full months of control. If you like what Surflan does, but prefer a granular form, you can use XL* herbicide. It



Surflan is so mild it can be applied over the top of delicate ornamentals.

our 40-page book, The Nursery And Landscape Guide To Responsible Pest Management. It also contains information on better ways to con-



Actually, the mo this picture is containi

germinating all season long. It can greatly reduce your use of post-emergence herbicides and hand-weeding in your ornamentals.

contains the same active ingredient as Surflan. Apply it in the spring, and you'll get a full season of broad-spectrum grassy weed

How To Make Your First Roundup Your Last Roundup.

Here's a way to make your first application of Roundup herbicide last all season. Mix 3 oz. of Surflan per 1000 square feet with ¾ oz. of Roundup per gallon of water and apply when weeds are less than 6" tall. Roundup will knock the weeds down, and Surflan will keep them from coming back for the rest of the season.

We have three different pre-emergence herbicides that make this possible. All of them are very gentle on your plants. And they bind tightly to soil particles, which makes them very resistant to leaching.



Our preemergence herbicides set up a gentle control zone that keeps weeds from germinating all season.

If you're looking for grassy weed control, you can use Surflan* preemergence herbicide. Surflan is, in fact, so gentle that you can spray it directly over the top of delicate ornamentals. Yet

control.

And for woody ornamentals, you can use Snapshot* herbicide.

It controls both grassy and broadleaf weeds. A single application lasts up to eight months. And it's available as a sprayable or in a granular form.

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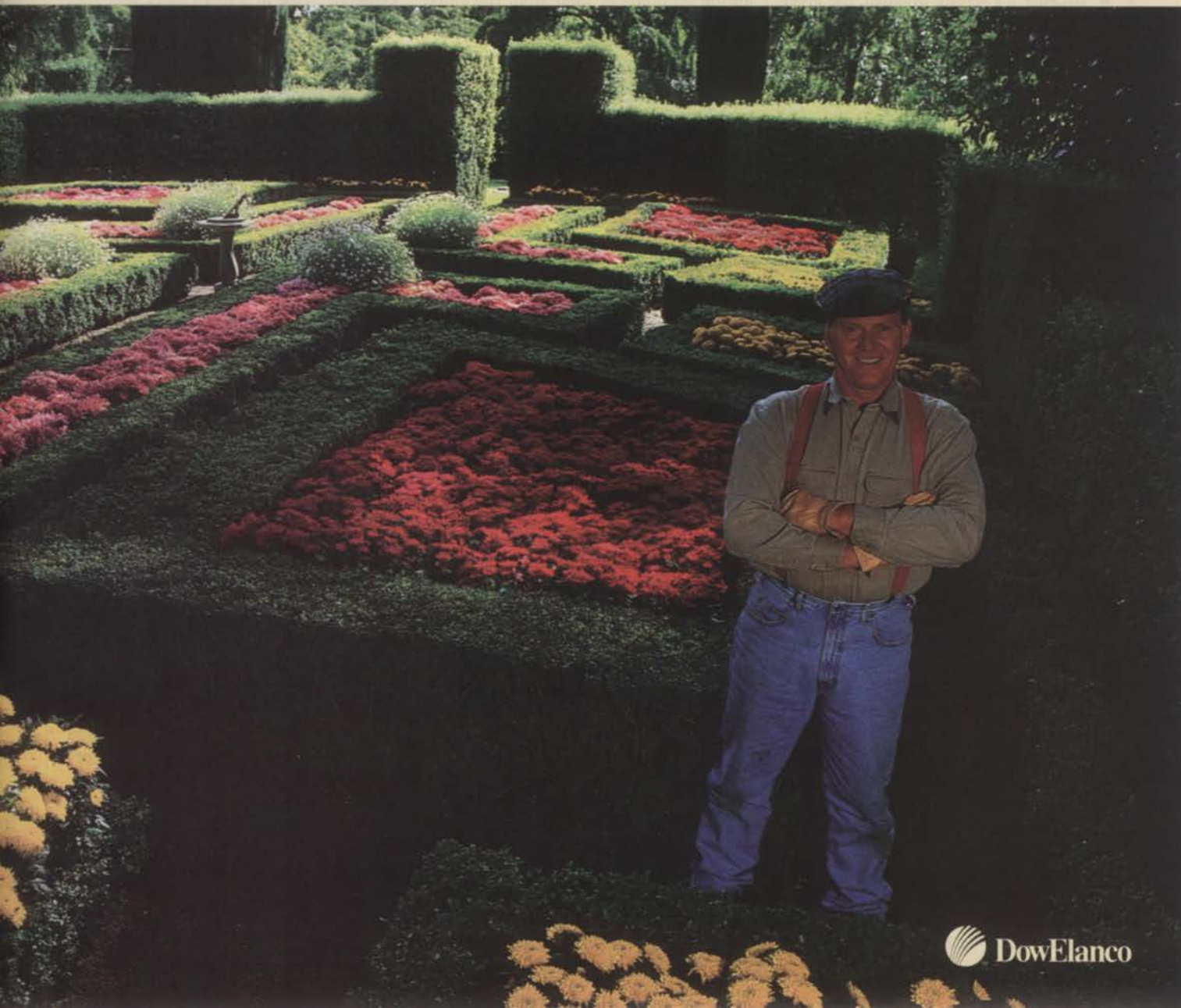
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st beautiful thing about ned in the top 1" of soil.



Employee relations: Being a better boss

These ideas might help your employees want to go to work, rather than making them feel they have to.

by Bill Pensyl

■ Because it's service-oriented, the green industry's most important asset is its employees. Well-trained and dedicated employees are its backbone.

Start out by letting all employees know exactly what's expected of them and what they can expect from you. Set up rules and make sure *everyone* follows them.

But always remember to treat them as human beings. They are not machines. They have needs and desires that must be respected. They have families, and occasionally may need time off from work to attend to family matters.

Good performance should always be recognized and, on occasion, be rewarded in some way. However, don't make praise too cheap. People need to know that the boss sees their good work and appreciates it.

The boss also needs to let employees know when they've "messed up." Don't make this an embarrassing moment for them. Take them aside, away from the other employees, to speak to them about what went wrong. Ask them if they recognize what happened and how they can avoid making the same mistake again.

Rewards for good performance don't have to be a big expense. Often, simple recognition at a group meeting is enough. One idea for a simple award could be an "Attaboy" (or "Attagirl") Award presented to employees that come up with time- or money-saving ideas.

If you want, you might even include a small cash award along with a certificate as an extra incentive. Ideas for awards could be: "Best Site Crew of the Year,"

"Most Improved Employee of the Year" or "Rookie of the Year."

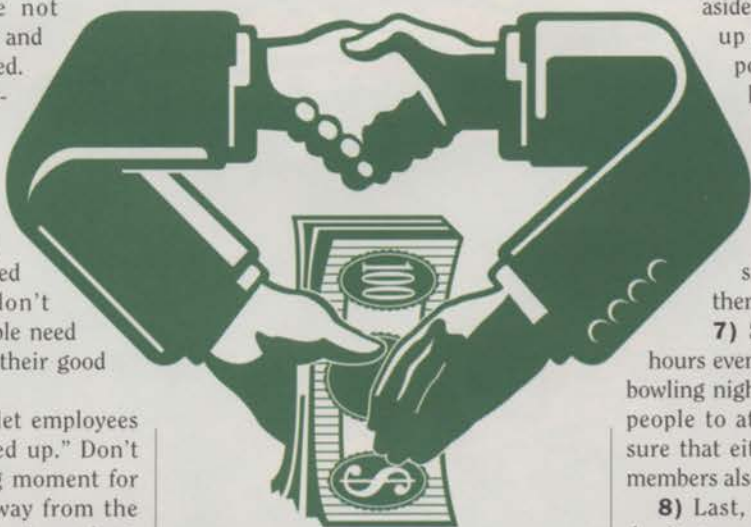
Individual dealings—When dealing with individual employees on a daily basis, keep some of the following ideas in mind:

1) Treat everyone as an individual with individual needs.

2) The "shop steward" idea for a small company does not work. Allow all employees to talk directly to the boss. Plan any sensitive meetings you may need to have during off-hours or away from the office. Any employee can be made to feel very low if asked to please leave the office so the "big bosses" can talk.

3) Listen to what all your employees have to say.

4) Ask them for their opinions and input on such things as daily work assignments.



5) Put up a suggestion box for the shy ones who find it difficult to talk to the boss face to face. You'd be surprised how many good ideas there are out there, but not talked about because of a person's fear of ridicule.

6) Share good news with your employees, such as the birth of a child or the discovery of a good fishing hole. Doing this may lead to your people opening up a little. They will become less afraid of talking about what might be on their minds.

7) Be personable, not personal.

8) When you're wrong, admit it!

Group dealings—When dealing with your employees as a group, some of the following suggestions might be helpful:

1) Set up regular meetings to discuss plans and set up daily work schedules. Keep them "on track."

2) Get them involved in some of the decision-making process, such as when purchasing a new piece of equipment. Because they're the ones that must use this equipment every day, they'll know what they need to make the job easier and faster.

3) Let them know how the company is doing. Tell them as much as you can. They need not know everything—just those things that concern them on their job. Talk about new contracts that might be coming up. Tell them where you see the company being in 5 to 10 years, and what role they might play in it.

4) Provide plenty of training, either on a group or individual basis. Get your more seasoned people involved in training newer ones.

5) Go out and work with the crews whenever your schedule allows.

6) If you have a building or room set aside for your employees' use, put up a bulletin board for safety posters, assignment sheets, a listing of "house rules," and other notices.

Make sure you—or someone on your staff—inspects its condition on a regular basis. Don't just stick things on it and forget them.

7) Set up some kind of after-hours events such as softball games or a bowling night. Try to get as many of your people to attend as possible, and make sure that either you or one of your staff members also attends.

8) Last, but not least, when things don't go exactly the way you expected them to, *keep your cool!* People need stability, even in the workplace.

You'll find that good employee relations are as important as good customer relations and should receive as much attention, if not more, in their development and maintenance. Good employee relations will, in the end, improve your customer relations because your employees will develop pride in *their* company and will want to see it flourish.

—The author owns Green Thumb Services in North Brunswick, N.J.

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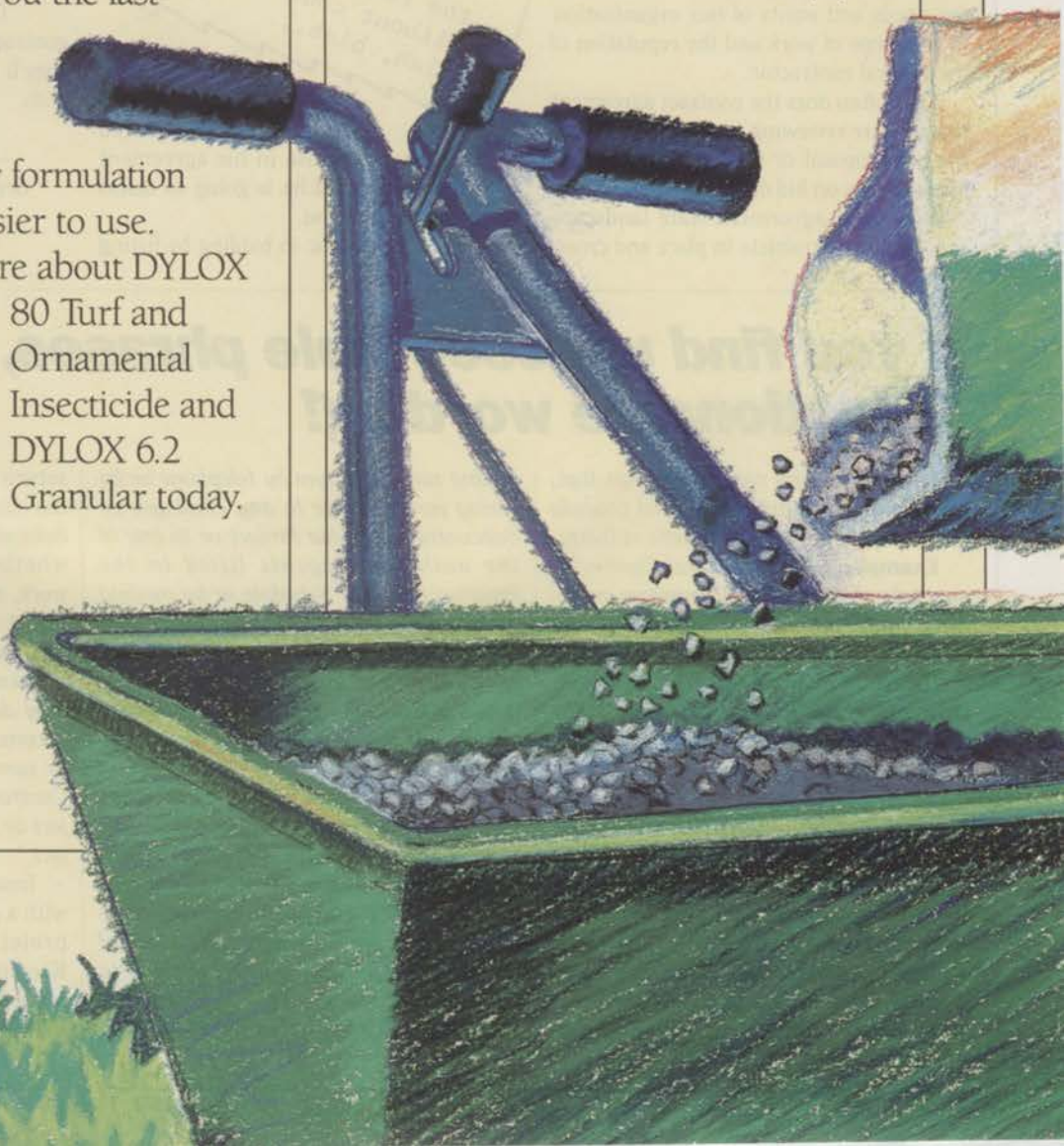
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MILES 

Contracts: read 'em before returning, says this veteran landscape contractor

It's not necessary to be an attorney to smell a rotten deal. Be wary.

by Kent Miller

■ Before you "sign it and send it back," read the fine print of your landscape construction contract.

It's not necessary to be an attorney to smell a rotten deal. You may not have ready access to an attorney, but you can still take some precautions on your own.

I sit down to read a contract agreement with a straight edge, black pen, the landscape plans and specifications, the bid proposal and scope letter. I weigh the needs and wants of our organization to the scope of work and the reputation of the general contractor.

How often does the contract agreement that you are reviewing neglect to reference the bid proposal or scope letter you submitted by fax on bid date?

Does your agreement state landscape and irrigation complete in place and cross-

reference the complete set of plans, specification and the contract between the owner and general contractor? If it does, you may have found yourself in a dispute over who is responsible for installing the rip-rap or transplants indicated on the civil and grading plans. That's also about the time

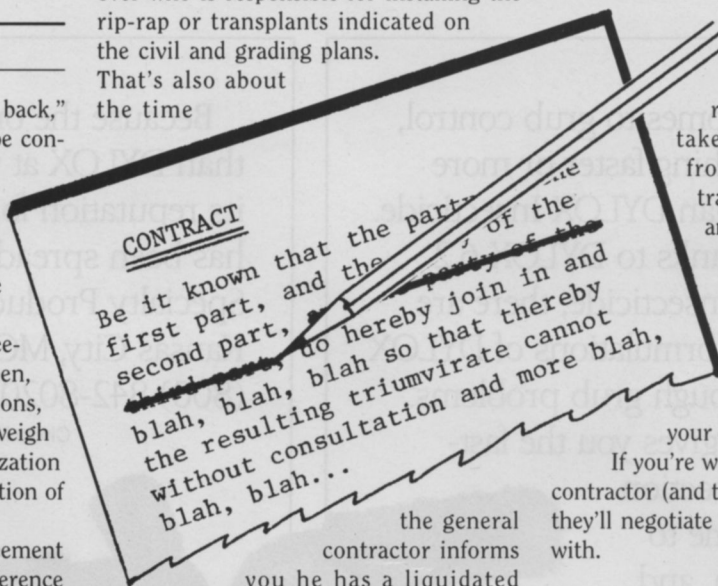
the sections of work and associated pages. When it's time to contract, I tie my bid to the contract documents as an exhibit.

The point is that I have yet to lose a job because of my straight-edge ruler and black pen. I have protected my organization's rights of fair play and taken the cattle prod away from the few general contractors who seek pleasure and profit in an easy mark.

Next time you get a contract in the mail requesting you to sign it and send it back, take the time to weigh the wants and needs of your organization.

If you're working with a fair general contractor (and there are plenty of them), they'll negotiate the clauses you can't live with.

—Kent Miller is vice president of The Groundskeeper in Tucson, Ariz. He is a frequent contributor to LM.



the general contractor informs you he has a liquidated damages clause in his agreement with the owner, and he is going to assess those damages on you.

I try to be specific in bidding by listing

If you find unacceptable phrases, get rid of objectionable wording!

■ Here are several contract clauses that, regardless of the situation, I'll not concede to. See if you find humor in some of them:

Example 1—"The General Contractor may take possession of all drawings, materials, tools, appliances, equipment and contracts pertaining to the work belonging to the Subcontractor at any location. Subcontractor hereby assigns to the General Contractor said drawings, materials, tools, appliances, equipment and contracts for the purpose of completing performance of Subcontractor's work by General Contractor or another."

I always delete the words "tools, appliances, equipment...at any location" in my contracts. The words "over my dead body" come to mind whenever I read that phrase.

Example 2—"The General Contractor may give notice to Subcontractor by con-

tacting such employee by telephone or by giving verbal notice to any employee or Subcontractor at the Project or to one of the authorized agents listed in the Progress Payment Schedule or by mailing or delivering notice at the address of the Subcontractor...however sent, in the event that more than one method of sending notice is used, the notice shall be deemed given as of the time of the receipt of the first notice."

My official notice is only by certified mail, and with a reasonable amount of time to react after receipt.

Example 3—"The General Contractor requires that the Subcontractor's jobsite foreman seek permission from the General Contractor's jobsite supervisor prior to leaving the site for the day."

I delete this, in its entirety. And—in

return for trying to limit my freedom of movement—I counter by adding: "This Subcontractor will not perform any work, whether warranty work, maintenance work, or any other type of work on delinquent accounts. The absence of maintenance will void all warranty."

Example 4—"The General Contractor may deduct from any amounts due or to become due to the Subcontractor any sum or sums owing by the Subcontractor the Contractor under this Agreement or or project or under any other Agreement or project."

Imagine having more than one contract with a general contractor, and one of those projects has some shades of trouble. Keeping the rotten apple away from the rest of the basket would be difficult with that clause.

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Kubota's FZ2100 with Auto Assist Differential and Zero Diameter Turning Radius.

pletely around in one spot without damage to the turf, cuts way down the time spent on labor-intensive hand trimming jobs.

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