

On the Grow

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2013 Board of Directors

IPLCA President

Mike Meiers, Northwest Director
Struyk Turf Ltd.
466 Elliot St., Council Bluffs, IA 51503
(P) 402-651-1478
mikemeiers85@gmail.com

IPLCA Vice President

Chris Jensen South Central Director
A+ Lawn & Landscape
6990 NE 14th Street, Ankeny, IA 50021
(P) 515-289-2020 (F) 515-289-2255
radarj@apluslawn.com

Ben Hawcott, North Central Director

Hawcott Lawn Service
PO Box 37, Nevada, IA 50201
(P) 515-290-8551
benh1523@gmail.com

Dave Hardy, Northeast Director

Spray Away
500 9th Ave SE, Independence, IA 50644
(P) 319-334-3758
spray.away07@gmail.com

Kevin Johnson, At-Large Director

All American Turf Beauty
PO Box 260, Van Meter, IA 50261
(P) 515-996-2261 (F) 515-996-2263
kevin.johnson@allamericanturf.com

Kreg Longnecker, At-Large Director

Freedom Landscape and Snow Management
600 Marshall St., Slater, IA 50244
(P) 515-745-0998
klongnecker@freedomlsm.com

Chris Roberts, At-Large Director

Van Diest Supply Company
1218 Fox Trail Drive NE, Cedar Rapids, IA
52402
(P) 515-341-3898
chris.roberts@vdsco.com

Jeff Wendel, CGCS, Executive Director

Iowa Professional Lawn Care Association
1605 N Ankeny Blvd Suite 210
Ankeny, IA 50023
(P) 515-635-0306 (F) 515-635-0307
jeff@iowaturfgrass.org

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For more information regarding articles and advertising
rates contact the editor.

Sarah Hodgson, One the Grow Editor

1605 N Ankeny Blvd Suite 210, Ankeny, IA 50023

Email: sarah@iowaturfgrass.org

Phone: 515-635-0306

Fax: 515-635-0307



October Presidents Message

Mike Meiers, IPLCA President



Hello to all. Once again I hope all your lawns are looking green and your customers happy. In this article I would like to discuss some difficult weeds, including annual grasses and broadleaves. Fall is a great time to control many weeds, especially the ones we have the most trouble with.

To start off, we all use a pre-emergent chemical in spring to prevent most weed seeds from germinating. I have some experience with a few chemicals, the most prevalent being pendimethalin and prodiamine in granular form. They work equally well in my opinion, no problems with weed germination as long as we use our spreader shields and get plenty of product around concrete edges. A split application in spring is required, however, for best control of tough weeds like goose grass.

Annual grasses have become a nightmare these last couple of years because of abnormal weather conditions – last years' drought seemed to give crabgrass and foxtail a leg up while many cool season lawns either went dormant or completely died off. Trimec Plus was the go-to herbicide for tough grasses like crabgrass and goose grass, but its halted availability has led us to use other products. Q4 Plus has proven to work very well on these weeds, and in my opinion works better on broadleaf weeds when spot spraying than Trimec Plus. Q4 Plus also works well on nutsedge if sprayed repeatedly during the course of the year. This is a great product to use on smaller, nice lawns that have a wide range but small amount of weeds.

Windmill grass is another tough weed that is becoming more prevalent in Iowa lawns. It is a perennial grass living for 2-3 years, and can reseed heavily if not controlled. Tenacity (mesotrione) is the only chemical I know of that is labeled for it, and I have no experience using this product on residential or commercial lawns. My home lawn has some from last year, and this spring I sprayed it with Q4 Plus and have sprayed it twice since then. Although this product isn't labeled for windmill grass, it seems to be keeping the weed suppressed but has not been able to kill it. Some have

recommended spot spraying with glyphosate as the only way to completely remove it.

Winter annuals are another category of difficult weeds that are coming in force this time of year. Most are easily controlled with one or two applications of a standard broadleaf herbicide. On low input areas like commercial properties or lawns which only get a few applications per year, chickweed and henbit seem to have the most density but again are usually easily controlled. I have had good luck with repeat sprays and with spraying late when temperatures are below 50F overnight.

I have heard of some lawn companies applying granular preemergent in the late summer to fall to help prevent winter annual weeds. I have no experience with this, and would be curious if any readers have attempted this and had good (or any) results. Any comments or questions are always welcome!

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Iowa Turfgrass Office Update

Jeff Wendel, CGCS, Iowa Turfgrass Institute

IPLCA Mission

IPLCA's purpose is to promote our industry through professionalism, community involvement and a commitment to serve the needs of our customers. IPLCA members are dedicated to providing professional services from well-trained and certified applicators with safety and Iowa's ecology in mind. IPLCA strives to provide you with the right information at the right time, allowing you to be proactive instead of reactive. The safety of the public is a number one priority of IPLCA. Members are encouraged to be community minded and to work within their local communities promoting the use of responsible, professional IPLCA members within the turf and horticultural industry.

IPLCA enhances members' competence through education programs at IPLCA Seminars and the Iowa Turfgrass Conference & Trade Show. Every type of Association improves with participation; please let us know the topics and speakers that are valuable and important to you.

IPLCA Membership includes the 'On the Grow' newsletter, seminars, discount to the Iowa Turfgrass Conference & Trade Show, an industry wide online membership directory and access to industry experts.

Please take time to invite other Lawn Care Professionals to join IPLCA. Referrals from current members are the very best way to help other Lawn Care Professionals improve their skills and enhance the image of our profession. The strength of our profession depends on our public image, strong Association membership is critical to enhancing and protecting that image.

IPLCA Leadership

IPLCA is looking for candidates for the IPLCA Board of Directors. Take advantage of the opportunity to serve in a leadership role for your Association. Networking is a huge benefit of your IPLCA membership, but you must participate to realize that benefit. Contact the Iowa Turfgrass Office or any IPLCA Board Member if you are interested.

Hazard Communication

By Dec. 1, 2013, employers must have trained their

workers on the new label elements and the Safety Data Sheets (formerly known as Material Safety Data Sheets, or MSDS). Read about the changes at: <https://www.osha.gov/dsg/hazcom/>

Disaster Preparedness

As an employer, make sure your facility has a building evacuation plan that is regularly practiced. Visit Ready Business for more information. Take a critical look at your heating, ventilation and air conditioning system to determine if it is secure or if it could feasibly be upgraded to better filter potential contaminants, and be sure you know how to turn it off if you need to.

Think about what to do if your employees can't go home. Make sure you have appropriate supplies on hand. Read more at [Build A Kit](#) and [Staying Put](#). For more information on working together, visit Citizen Corps and our Neighborhoods and Apartments section.

More links:

<http://www.ready.gov/make-a-plan>
<https://www.osha.gov/dcsp/smallbusiness/consult.html>

ISU Turfgrass Extension Associate

Ryan Adams joined the ISU Horticulture Department on August 19th. Ryan is working hard to meet Turfgrass Managers across the state, update extension publications and assist in planning and execution of the Iowa Turfgrass Conference & Trade Show.

Please welcome Ryan and let him know your needs, he is very excited to get to know everyone.

Ryan Adams
Lecturer/Turfgrass Extension Associate

Iowa State University
222 Horticulture Hall
Ames, IA 50011

Email: Rsadams@iastate.edu
Phone: 515-294-1957
Mobile: 515-509-6886

So You Want To Be the Boss?

Mona Bond, Iowa Alliance of Environmental Concerns

There are many reasons people rise to the top and get promotions. There are about as many reasons they don't. The focus for each individual is different. But for those who want to be managers, supervisors and/or lead the crew, here is some food for thought.

Ask yourself "Why would anyone want to be led by you"? Most people agree that leaders need vision, energy, authority, and strategic direction. But the most successful leaders inspire people. They capture an employee's heart, mind and soul. Let's boil that down. They CARE. Not that fake, "How ya doin'" type of care but they genuinely put forth an effort to know and understand where and what goes on with an employee when they are "off the clock". Why does this person work for me and how can we create success for both of us.

You ask, "Why would you take the time to do that"? I am not a babysitter or a marriage counselor. I have a job to do and performance expectations. Interesting thought but in order for you to be successful, your employees must be success – that is called inspiring the team!

Servant leadership is an increasing popular concept of leadership styles. That doesn't mean you are at the whim of the employee – that means you understand that a "win-win" situation can be beneficial to everyone.

What is your style of leadership?

There are numerous types of leadership styles:

- 1. Coercive.** The do-what-I-say style of management. "I am the boss"
- 2. Directing.** You are the boss, define each duty and micromanage the outcome
- 3. Authoritative.** Sets out with a vision and drives everything toward making that picture come to life – hopefully allowing the employees to know the vision.
- 4. Coaching.** You are open to discussion but all final decisions are yours
- 5. Affiliative.** Teamwork is paramount. The focus is on harmony and expecting all to understand that working as a team accomplishes the mission.
- 6. Democratic.** Builds a mission through group consensus which sometimes leads to paralysis.

- 7. Pacesetter.** Visionary leadership often demanding excellence and self-direction from a group of motivated super-achievers. Must set clear goals and expectations.
- 8. Supporting.** You allow folks to do their jobs with some latitude and good direction
- 9. Mentor.** You analyze your employees and help these people identify their strengths and weaknesses so they can grow and advance their careers.
- 10. Delegating.** You set the goals and expectations but allow the employees to decide when and how much to involve you.

Would I Work for Me?

Take a little time and analyze what type of leader you are. Ask yourself, "would I work for me?" What do I do now or could I do to make the company successful and the employees want to come to work for you?

Leadership is not for sissies.

Leadership is ever changing. Leadership is a learned skill that requires communication, analysis and training. "What you may have done for years – may not cut it for this generation of workers and I'm pretty sure it won't cut it for the next generation." Remember, you only have about 30 seconds to impress anyone and it could take a lifetime for that opinion to change.



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FAQ on Notice of Coverage Options

United States Department of Labor

Q: Can an employer be fined for failing to provide employees with notice about the Affordable Care Act's new Health Insurance Marketplace?

A: No. If your company is covered by the Fair Labor Standards Act, it should provide a written notice to its employees about the Health Insurance Marketplace by October 1, 2013, but there is no fine or penalty under the law for failing to provide the notice.

The notice should inform employees:

- About the Health Insurance Marketplace;
- That, depending on their income and what coverage may be offered by the employer, they may be able to get lower cost private insurance in the Marketplace; and
- That if they buy insurance through the Marketplace, they may lose the employer contribution (if any) to their health benefits

The U.S. Department of Labor has two model notices to help employers comply. There is one model for employers who do not offer a health plan and another model for employers who offer a health plan or some or all employees:

- [Model Notice for employers who offer a health plan to some or all employees](#)
- [Model Notice for employers who do not offer a health plan](#)

The model notices are also available in Spanish and MS Word format at <http://www.dol.gov/ebsa/healthreform/>.

Employers may use one of these models, as applicable, or a modified version. More compliance assistance information is available in a Technical Release issued by the US Department of Labor.



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Jeff Kjolhede: 515-201-4718
Central Iowa

Windmill Grass (*Chloris Verticillata*)

Nick Christians, PhD, Iowa State University

It's that time of year again when I'm getting calls and receiving pictures of a very annoying weed in lawns. The weed is Windmill grass (*Chloris verticillata*), a warm-season grass that has thrived in the hot and dry period of late summer. The seedheads are just now reaching full maturity and it is readily visible in dormant Kentucky bluegrass lawns.

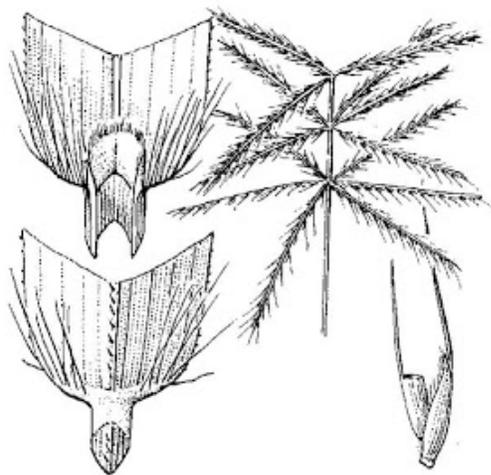
It produces a lot of seed on the windmill-like seed head. These seedheads will break loose when the seed is mature and it will roll across the lawn on windy days like a tumble weed and disperse the seed on surrounding areas. Next year there will be more of it.

It is relatively new in central Iowa and we are still trying to figure out how to deal with it.

Roundup will kill it non-selectively, but it is a great seed producer and it will come back. Tenacity (mesotrione) is labeled for it, but it will require persistence and you can expect new plants from seed in the spring.

Here are a few pictures that will help in identifying it.

This is a drawing of it from the Scotts Manuals on grass identification



Scotts Guide to Grasses

Keep up to date on all things Turfgrass!

Visit www.iaturf.blogspot.com

Seedhead found in a cemetery in Ames, IA



I took the next 3 pictures just outside of Nevada, Iowa in a dormant lawn in a park area. The seedheads reach a height of 6 to 8 inches in some of the patches



Planet Government Affairs Director Reappointed to EPA

Advisory Committee on Pesticides

HERNDON, Va., Sept. 25, 2013 — PLANET, the national landscape industry trade association, announced that its director of government affairs, Tom Delaney, has been reappointed to the Environmental Protection Agency Pesticide Program Dialogue Committee (PPDC).

The PPDC, part of the EPA's Office of Pesticide Programs, provides a forum for feedback on various pesticide regulatory, policy and program implementation issues. The committee includes representatives from environmental and public interest groups, pesticide manufacturers and trade associations, public health and academic institutions, federal and state agencies, and the general public.

“PLANET works with the EPA on a number of different types of initiatives,” said Delaney. “It is important for us to represent the landscape industry and make our voices heard in support of responsible industry practices.”

A number of issues of importance to the industry will be addressed in coming years, including bee pollinator protection research and regulation as well as pest management issues.

Delaney is a former Executive Vice President of the Professional Lawn Care Association of America (PLCAA), and he spent 15 years as a pesticide regulator for the State of Georgia.

For more information about PLANET's government relations work, log on to www.landcarenetwork.org/legislative.

Attention Students!

The Iowa Turfgrass Institute Scholarship Application for 2014 is now available!

Deadline: Must be received in the Turfgrass Office no later than October 31, 2013.

To download the application visit:
<http://www.iowaturfgrass.org/itischolarship.html>

Interested in serving on the IPLCA Board?

At-Large Director and North Central Director seats— are up for election. Nominations are due by

October 31, 2013. The election is held at the IPLCA Annual Meeting during the 2014 Iowa Turfgrass Conference & Trade Show.

For more information please contact Sarah at sarah@iowaturfgrass.org

Iowa Turfgrass Conference and Trade Show

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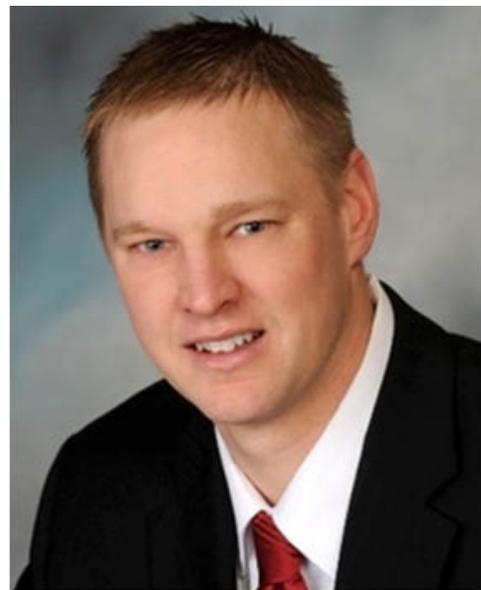
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Aaron Thomas

A man whose family—and community—were shattered by a profound personal loss, Aaron Thomas is an inspiring example of courage, resilience and the very best of the human spirit.

Aaron Thomas' father Ed was a beloved high school football coach who not only trained generations of players on the importance of discipline, hard work and commitment but personally put these values into practice as a community leader who inspired his town to rebuild in the wake of a deadly tornado. Not long after the community withstood the disaster of the storm, the small town of Parkersburg, Iowa, endured a far worse tragedy: the fatal shooting of Ed Thomas by a mentally ill former player. Rather than shun the family of their father's murderer and perpetuate the tragedy that Parkersburg faced, Aaron and his family called for understanding and compassion—because that's what Ed Thomas would have wanted them to do. In this incredible story of ordinary people thrust into an extraordinary situation, Aaron Thomas shares his family's journey of showing uncommon strength during the darkest of times. Having made it through tremendous adversity, Thomas shares the importance of living a life of passion and meaning while challenging audiences to set the goals necessary to stand out in both life and business. Picking up the mantle of his father as the Athletic Director of Aplington-Parkersburg High School shortly after his death, he and his family are the recipients of the Arthur Ashe Award for Courage presented at the 2010 ESPY Awards.



Learn more about Aaron & his family : <http://www.youtube.com/watch?v=ukodLTOTens>

Mark Your Calendars NOW for the 80th Annual Iowa Turfgrass Conference and Trade Show!

More information and Online Registration is available at
www.iowaturfgrass.org/2014iticonference.htm