

Goals, make changes on cards. p. 4

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THE

GREENER SIDE

Vol. 3 No. 1

JANUARY-FEBRUARY 1980

WINTER INJURY

Turfgrass injury and kill during the winter are major problems for the northern turfgrass manager. It also may be a problem in some southern areas where temperatures drop below freezing for prolonged periods.

Winter injury or winterkill, as it is most commonly referred to, can be caused by one or more factors working together or individually. However, one will usually be more dominant in a particular turf area and since the control measures vary for each type, they should be distinguished according to cause.

Major types of winter turf injury are:

DIRECT LOW TEMPERATURES

INJURY

WINTER DESICCATION

LOW TEMPERATURE FUNGI

HEAVING

SMOTHERING

INJURY FROM TRAFFIC

Before considering winter injuries and some of the cultural practices to minimize damage, it is important to understand how the grass plant can protect itself.

Most cool season grasses have the unique capability of achieving certain stages of low level hardiness. This hardiness is attained through changes which occur in the protoplasm of cells, causing the water content of the plant tissue to be reduced. This condition, called "hardening," happens under the lower temperatures and shorter days of late fall.

Morphological, as well as physiological, changes can be associated with the degree of cold hardiness, such as cell size, type of protein, amount of water in the tissue and carbohydrate level in the crown and roots. The plants become a darker green, have reduced leaf area and remain prostrate and less succulent.

Plant tissues composed of closely packed, thin-walled cells generally have a higher hardiness level and cell size decreases with hardening. Young leaves are generally more hardy than older leaves, while stems and roots are less sensitive to injury. Young grass seedlings are extremely sensitive to low temperature injury, so new growth should be well established before cold weather.

Day length and temperature are major factors which influence cold hardiness. With decreasing temperatures and shorter

days, hardening develops quite rapidly. When temperatures stay between 35 and 40 degrees F for a two to four week period, shoot growth ceases and carbohydrates are broken down into sugar which accumulates in the cell. Therefore, there is a net reduction in the water content of the cell, which allows the tissue to become low-temperature hardy. Water content is reduced 60-80 percent. Day length most likely triggers the hardening process while temperatures determine the level.

Direct Low-Temperature Injury

Direct low-temperature injury is caused by ice crystal formations, either intracellular or extracellular.

Intracellular (within the cell) freezing occurs because of a high level of water in tissues. These ice crystals cause disruption of the cells and eventually death of the tissue. This ice formation is usually very rapid.

In extracellular (the area between and around the cells) freezing, ice forms and because of the lower vapor pressure of the ice compared to the liquid of the cell, water is drawn from within the cell to the extracellular regions. This causes contraction and dehydration of the cell. Injury may also occur during the thaw period when cell walls expand faster than the protoplast, creating tension and possible rupture.

Southern grasses can be damaged from prolonged cold weather, not necessarily freezing.

Desiccation

Desiccation injury occurs if there is an excessive water loss from the plant tissue that cannot readily be replaced from the soil. Desiccation occurs on windswept open turf and seldom occurs when the area has a protective snow cover. Winter desiccation is usually most severe on elevated sites, areas exposed to wind and areas of high surface runoff.

Low-Temperature Fungi

Some disease may build up under snow or at the margins of melting snow. These include both pink and gray snow mold, which can be minimized with the use of grasses which are somewhat resistant, through cultural practices and with the use of fungicides.

Heaving

Heaving occurs most often on fine-textured soils when the surface layer has a

high moisture content. Temperatures fluctuate above and below freezing and the soil surface is not insulated by snow or plant residues. Ice crystals formed during the night actually cause the plants to be pushed upward, resulting in broken roots.

Ice melts during the day and allows plants to be exposed to desiccation or dehydration. Moisture lost during the day is not capable of being replaced because of root injury. This condition will exist until new roots form or the grass is lightly rolled, or heavily watered to renew soil contact. Heaving seldom occurs on established turf, except on muck sod fields or an occasional golf green. Young grass plants with a root system of one inch or less may be lifted completely out of the ground.

Smothering

Smothering occurs when ice sheets form on the soil and remain for a period of time. Ice sheets most commonly form in areas of poor drainage, where water collects and soils are frozen. Plants may become encased and injured by the ice layer, or completely smothered. Smothering injury results from a lack of oxygen or a buildup of toxic by-products such as carbon dioxide. The accumulation of toxic gases is most probable.

Rhizomatous grasses may escape being killed because the underground stems are below the ice layer, where oxygen remains in the soil.

Ice cover injury has not been shown to be a major cause of winter injury compared to desiccation, direct kill or fungi.

Injury from Traffic

Human or vehicular damage on frozen turf seldom results in permanent damage. This is because new growth starts from the crown and not older blades. Damage can be avoided by diverting traffic from areas when leaf tissue is frozen. Light water applications will thaw tissue when the soil is not frozen and air temperature is above freezing.

Traffic over slush-covered turf can cause injury to leaves, crowns, rhizomes and stolons. Thus, all forms of traffic should be withheld when wet, slushy conditions exist.

"ProTurf Issue Ten, published by O.M. Scott & Sons, ProTurf Division, Maryville, Ohio."

the GREENER SIDE

GCSANJ Newsletter is published six times a year by the Golf Course Superintendents Association of New Jersey, P.O. Box 231, New Brunswick, N.J. 08903.

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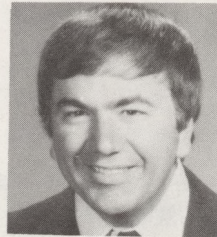
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President's Message

Jack Martin



January 3, 1980

Gentlemen:

I hope you and your families had a happy and healthy holiday.

The new officers and board have made a commitment to improve our Association. We need your help! There was a very productive board meeting held on December 18, 1979 at Shackamaxon Golf and Country Club. The new committees and chairmen were selected and many of our goals were discussed. These goals can be achieved with your participation. Many committees are working hard already. We all speak of, and desire professionalism, image and the like; but have we achieved them? Accomplishing these goals takes more than just talking about them. It takes hard work. Many of you will be called upon and expected to put forth your best effort for our Association. A team effort is needed.

The "District Re-evaluation and Improvement" committee will visit every district in the near future (or has already) to discuss how we can improve upon the concept. That's the time to be heard. If we are to continue this concept, it must be improved. We will pass some of our ideas on to you and expect yours in return. Throughout the year, the officers and directors will be at your disposal. If you have a constructive suggestion or criticism, let us know. Communication with membership is but one of our goals. Many people in our profession throughout the country, along with our own members, will be watching to see how we do this year. Let's give them a good show.

Pep talk's over; now let's go to work.

Sincerely,
Jack Martin
President



From the Editor's Desk

While preparing the newsletter format for the 1980 season, we came to one very obvious conclusion - it won't work without you. The success we achieve will depend greatly on your participation and cooperation. A newsletter is just that, a news-letter, and without news we have a non-news-letter. We have drafted a plan that we feel will work. Every director or their designated newsletter correspondent has been sent (or will be sent) a list of prospective press dates.

We have suggested information be in our hands one week before that date so the copy

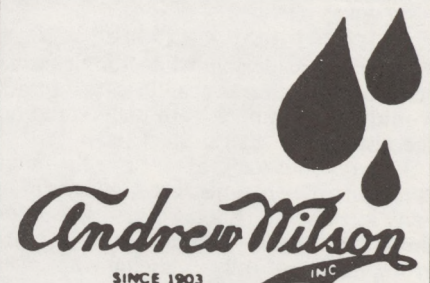
can be readied for print. We will also be sending notes to those people before every issue for reminder sake and the press deadline date will be included in our DATES TO REMEMBER of every newsletter issue.

District meeting dates, places, names and any pertinent local information will be useful. Also, articles that seem interesting but might not be seen by our membership will be helpful. Examples would be local newspapers or magazines that normally don't come into contact with the golf course management profession but occasionally might carry useful bits of information. If you think it's interesting, so might all of us.

We also realize that communications should be one of the major functions this newsletter has. Jim Gilligan, our GCSANJ secretary, will send us a brief outline of recent BOARD meeting minutes. Every member should be informed of our representative's problems, directions and decisions. Jim's article will help us become a more informed group and hopefully more involved.

This column (The Editor's Desk) hopes to develop an area where opinions can be observed and rebuttals discussed. Any and all thoughts will be considered. The editor reserves the right to print only pertinent, useful remarks and contradictions.

Mike Hannigan, Ken Kubik and myself have made the commitment to deliver a productive, progressive, accurate newsletter, but the real key is not our commitment, but yours. Three men can't do the job unless 350 help.



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BOARD NOTES

President Jack Martin welcomed all officers and district directors to the inaugural meeting of the 1980 GCSANJ Board of Directors, held on December 18, 1979.

President Martin named the following committees and their chairmen:

By-Laws -

Ed Nickelsen - Glenn Gallion

Education -

Jim Gilligan

Ethics -

Bob Ribbans

Membership -

Steve Finamore

Governmental Relations -

Dennis Wagner

Research -

Joe Flaherty - Jim Ritter

Roster -

Charles Dey - Jim Ritter

Finance -

Ed Nickelsen (Prepare New Budget)

Editorial -

Ed Walsh (Mike Hannigan, Ken Kubik)

Field Day -

Skip Cameron - Tony Bifano

New Jersey Turfgrass Liaison -

Cliff Belden

National Liaison -

Paul Boizelle

Logistics and Meeting Coordinator -

Skip Cameron

Invitational -

Ed Walsh

Golf -

Ed Walsh

Historical -

Paul Boizelle

Benevolence -

Paul Boizelle

Publicity -

Jerry Schoonmaker

District Re-evaluation and Improvement -

Jim Gilligan - Ed Nickelsen -

Skip Cameron - Jack Martin -

Dennis Wagner

Voting Delegate -

Ed Nickelsen

Dr. Henry Indyk will continue as Executive Director. This decision was unanimously acclaimed by the Board of Directors.

Paul Boizelle, GCSAA Director candidate, and Ed Nickelsen, Paul's campaign manager, outlined their plans for the election to be held at the national convention in St. Louis. They both stated that Paul will need everyone's support now and in St. Louis.

The Field Day committee has begun preparations for the 1980 Field Day. All potential exhibitors are being contacted for their suggestions on how we can make our Field Day a success for everyone.

The Annual Party sustained a loss of \$581.00 in 1979. Plans will be made shortly for the party in 1980 and it is hoped we can avoid a loss by making it more attractive to our membership.



The year's first Board meeting was well attended. Only Director missing is Jerry Schoonmaker - someone had to be behind the camera.

Membership

John Davies (A) District 8; Ocean Acres CC, Manahawkin, New Jersey, is retiring and his status will be changed to Life Member.

New Members

John D. Fenwick, III (B) District 4; Copper Hill Golf Club, Flemington, New Jersey.

James D. Kelly (B) District 8; Greate Bay Country Club, Somers Point, New Jersey.

John P. Klosiewicz (B) District 8; Wildwood Golf and Country Club, Cape May Court House, New Jersey.

Charles W. Pfister (A) District 8; Beckett Golf Club, Swedesboro, New Jersey.

James Craig Reinhardt (A) District 8; Pine Valley Golf Club, Clementon, New Jersey.

Peter M. Wittko (B-1) District 8; Beckett Golf Club, Swedesboro, New Jersey.

Ed Walsh, Newsletter Editor, presented a comprehensive report on the current status

of the newsletter and the projected work of his committee.

Skip Cameron, Chairman-Logistics and Meeting Committee, reported the district selection of monthly meeting sites will be discussed at the next board meeting. His intention will be to try and schedule the monthly golf meetings on the third Tuesday or Thursday of the month.

Ed Walsh, Golf Committee Chairman, reported the confirmation of September 19, 1980 as the date of the Invitational. It will be held at the Rock Spring Club, West Orange, New Jersey. Raindate is September 26, 1980.

Benevolent Committee - all district directors will be delivering fruit baskets to retired members in their districts for the holidays.

A moment of silence was observed in memory of Dr. Henry Indyk's father who died recently. Included in these thoughts are the concerns for the hostages in Iran.



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Can Your Golf Course Afford Snowmobiling?

by J.A. Jezowski

With snowmobiles streaking over snow-covered golf courses, operating costs will mount for country clubs as their insurance premiums soar and their repair bills for torn-up terrain multiply.

Golf course superintendents and officials will have to move swiftly to prevent ravage to their courses by America's fastest growing winter sport. When the snowmobile boom started in the early sixties, 10,000 of these vehicles were sold annually. The current outlook is for more than a million of these little machines to be sold every year.

DEVASTATING IMPACT

The Impact of snowmobiles on a golf course can be devastating. I found this out personally last year when the snow and ice melted on the Maple Leaf Golf Course in Linwood, Mich., of which I am superintendent. I was shocked to see the damage done to the turf by snowmobiles. As the turf did not recover, we had to reseed.

In lighter soil areas where drainage was good, the damage to the turf was not as pronounced, but there was a definite thinning of the turf there. What happens when snowmobiles travel over turf is this: The compacted snow turns to ice, thaws out later, and has the same damaging effect as ice.

Most snowmobile operators drive their vehicles in the tracks of other snowmobiles. Tracks already in existence provide compacted snow, which gives better balance and movement with less effort than fresh snow. This, of course, aggravates conditions as far as the turf is concerned; but when winter conditions are as severe as they were last winter at the Maple Leaf Golf Course, a single pass by the snowmobile will produce damage, especially in the areas where the soil is saturated.

Golf club officials can take one of two steps: (1) reseed and repair as best they can, thus adding to maintenance costs or (2) try to prevent the use of snowmobiles by posting signs and installing fences wherever possible.

"KEEP OUT"

We say "try" because often "Closed to Snowmobiles" signs are ignored, and enforcement is difficult. To enforce a no-snowmobiling rule would require a 24-hour-a-day patrol with good lighting equipment. Snowmobilers are apt to be active at any hour of the day or night.

Fencing off the golf course is a good but costly solution. The one or two-wire system normally installed to keep out trespassers should not be used during the snowmobiling season. There have been instances where snowmobilers have been seriously injured by wires, which cannot be seen easily at night. In one reported case, a snowmobiler was decapitated when he ran into a single strand of barbed wire at high speed.

A TEMPTATION

The golf course, with its many acres of smooth, rolling fairways and well-planned landscaping is inviting to the snowmobiler. The elevated greens provide hills that are fun to glide or jump over.

On our course last year, a snow machine attempted to jump over a green, apparently

with the throttle wide open, and was unsuccessful. As the machine landed in the middle of the green with its steel-cleated track spinning, it tore out strips of bentgrass and sod from the center of the green.

The snowmobiles equipped with steel cleats and high horsepower can dig through six inches of snow and reach the turf easily. Just a few years ago, snowmobiles averaged around 7 hp. Now popular models are up to 20 to 40 hp, with racers even higher, allowing speeds of 50 mph and higher.

The *Milwaukee Journal* reported that in one winter alone \$20,000 worth of damage was caused by snowmobilers at the River Oaks C.C., Mequon, Wis., with the sheets of ice from the heavy snowmobile traffic killing the bentgrass on the fairways.

WHAT CAN BE DONE

Legal and physical barriers are being raised against snowmobiles. States and municipalities are passing laws and ordinances that either prohibit snowmobiles in parks and public recreation areas or restrict their use to persons in certain age groups, holders of registration cards, etc. In a number of states, the machines must be licensed like other motor vehicles.

Because snowmobiles are banned from public courses in some areas, enthusiasts have gone to the local country clubs to enjoy their sport, even cutting barbed wire and tearing down "No Trespassing" signs. In cases like these where "outsiders" are involved, notifying the police has been effective.

HIGH ACCIDENT RATE

Of additional concern to club officials is the accident rate among snowmobilers, whether they are "outsiders" or "insiders." Snowmobiles tip over easily. Many accidents occur when the machine hits some solid object, and the operator and passengers are thrown out.

The February issue of the *Safety Newsletter*, published by the National Safety Council, reported a survey (taken by Drs. Stanley E. Chism and A. Bradley Soule) of 103 injuries caused by snowmobile accidents. Of the 103 accidents, 67 resulted in broken bones, with most involving the lower back and legs. Chest injuries, including fractured ribs and lung penetrations, were also high on the list. Teeth were often broken or knocked out in snowmobile accidents.

Reckless "cowboy" driving frequently results in compound fractures. Too often exhilarated amateurs try to emulate the snowmobile commercials they have seen on television, sometimes winding up with serious injuries. This is why insurance premiums can climb for golf courses that do not prohibit or regulate snowmobiles.

THE ART OF SNOWMOBILING

For those who are not acquainted with snowmobiles, the front of the machine has two small skis that give the machine its direction. These work exactly as regular skis, and the driver must put weight on them in order to turn. At slow velocity, less than 10 mph, this is not critical; but at higher velocities, it is necessary for the rider to lean his body far out of the machine in the direction he wishes to turn. This is when most persons are injured, because the rider can be dumped into the snow if the

snowmobile hits an unseen object.

What country clubs decide to do about snowmobiling depends on the wishes of their members. Officials of a golf course may decide to set aside certain areas for snowmobile tracks, charge a fee, and regulate the use of those tracks.

Others, who do not want snowmobilers, must use every means possible to keep them off the course. Operating costs of country clubs are rising fast enough; they do not need a boost from snowmobiles.

Who's On Top?

The Turf Management Hierarchy...

- 1 THE GREEN CHAIRMAN
Leaps tall buildings in a single bound
Is more powerful than a locomotive
Is faster than a speeding bullet
Walks on water
Gives policy to God
- 2 THE CLUB MANAGER
Leaps short buildings in a single bound
Is more powerful than a switch engine
Is just as fast as a speeding bullet
Walks on water if sea is calm
Talks to God
- 3 THE SUPERINTENDENT
Leaps short buildings with a running start and favorable winds
Is almost as powerful as a switch engine
Is faster than a speeding BB
Walks on water in an indoor swimming pool
Talks with God if special permission is granted
- 4 ASSISTANT SUPERINTENDENT
Barely clears a Quonset hut
Loses tug of war with locomotive
Can fire a speeding bullet
Swims well
Is occasionally addressed by God
- 5 THE EXTENSION TURF SPECIALIST
Makes high marks on the walls when trying to leap tall buildings
Is run over by locomotives
Can sometimes handle a gun without inflicting self-injury
Talks to animals
- 6 TURF CONSULTANT
Runs into buildings
Recognizes locomotives two out of three times
Is not issued ammunition
Can stay afloat with a life jacket
Talks to walls
- 7 TURF SALESMAN
Falls over doorstep when trying to enter building
Says, "Look at the choo-choo!"
Wets self with water pistol
Plays in mud puddles
Mumbles to himself
- 8 SUPERINTENDENT'S WIFE
Lifts buildings and walks under them
Kicks locomotives off the tracks
Catches speeding bullets in teeth and eats them
Freezes water with a single glance.
Is God.

Main Golf Course Supts. Newsletter
February, 1978

CHIP SHOTS

Congratulations are in order to the following: Pete Pedrazzi, Super at Crestmont C.C. in West Orange, New Jersey, on becoming the first re-certified superintendent in New Jersey. . . Wayne Ballinger, super at Knob Hill C.C., in Freehold, New Jersey, who now adds CGCS to his title. . .

Bill Martin, new super at Deal C.C., in Deal, New Jersey. . . Joseph Fricovsky, now the new super at Cedar Hill C.C. in Livingston, New Jersey. . . Bob Ribbans who has taken over as superintendent at Fairmont C.C. in Chatham, New Jersey. . . Todd Polider, who vacated Fairmont C.C. to construct 18 more holes for the Heritage Village in Somers, New York. . . To Bob Peters, who is now the new superintendent at the Knoll C.C. in Boonton, New Jersey, and to Roy Bossolt, after 33 years at Terre, on his retirement.

The members of District 8 congratulate the newly elected GCSANJ officers and Board of Directors. We wish them good luck in the New Year.

We had a very good turnout for the December meeting of District 8 at Seaview Country Club. John Boyer, host superintendent, spoke on the construction of all-weather cart paths. Officers were elected: Jim Ritter, Director; Bernie Stock, Associate Director; John Boyer, Secretary-Treasurer; Kevin Lyons and Chip Psisterer, Education Committee.

The January meeting was at Atlantis Country Club with Walt Wardenski as host superintendent.

Snowfall hammered sunny South Jersey once again adding six to eight inches on January 5 to the four to five inches of powdery, white stuff that fell in December.

By the time the next issue of "The Greener Side" hits the press, we hope that the newly elected directors will have gotten to know their constituents and will forward news and pictures of their district activities to the editorial staff.

You and Me

The population of the country is 180 million, but there are 64 million over 60 years of age, leaving 116 million to do the work. People under 21 total 59 million which leaves 57 million to do the work. 31 million government employees leaves 26 million to do the work, six million in the armed forces leaves 20 million workers, deduct 17 million state and city employees which leaves three million to do the work, there are 2,500,000 people in hospitals, asylums, etc. leaving 500,000 workers, but 450,000 of these are bums or others who will not work, so that leaves 50,000 to do the work. Now it may interest you to know that there are 49,998 people in jail so that leaves just two people to do all the work, and that is you and me, brother, and I'm getting tired doing everything by myself, - so let's get with it.

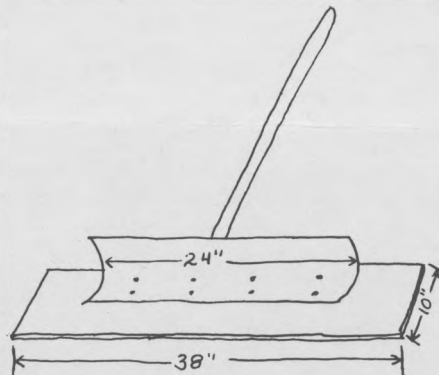
ROCK SPRING SNO-HOE

For Platform Tennis Snow Removal

A tool, easily devised, which aids in the cleaning of snow covered courts can be made by bolting a piece of three-quarter inch plywood (10x38) to the back of a heavy gauge steel snow scoop.

This tool reduces the number of passes required to clean courts and fits between the net bolts near the snow boards.

We have found that the court surfaces stand up much better with the use of the sno-hoe due to the fact that pushing wood against the abrasive deck is less damaging than a steel shovel.



BENEFITS FROM PLAYING GOLF

The Superintendent and his Assistants can reap many benefits from playing golf.

The main benefit is that it makes us more proficient at our jobs. While playing our own course, we see the course the way the members view it. This gives us the opportunity to detect problems, such as overhanging branches that unfairly hinder a golf shot. We can then remedy the situation without the Greens Committee informing us of the problem. Also, long or short term construction or maintenance planning can be formulated with regard to course playability. For example, we might decide to construct a trap to tighten up an open green or remove trees to open a tight hitting area. During the course of play, we might decide to topdress sooner than planned because the greens are not putting true.

Playing golf also adds to our image as professionals. Being seen by the members is a very important part of our profession and when observed playing golf, members might start to realize that our positions are more than keeping grass green. Golf is also an added incentive to attend our monthly association meetings, which strengthens our organization and benefits our profession.

Finally, golf is a very healthful sport and along with the rest of golf's benefits we really cannot afford not to play.

Bill Luthin
Assistant Superintendent
Ridgewood Country Club

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Dates to Remember

February 17 - 22

GCSAA Turf Conference and Show, St. Louis, Mo.

February 26 - 29

Pennsylvania Turfgrass Conference, Hershey, Pa.

February 29

G.C.S.A.N.J. Directory Listing Deadline

March 4 - 6

University of Massachusetts Conference and Show, Springfield, Mass.

March 18

USGA Greens Section Regional Conference, Westchester, C.C., Rye, N.Y.

April 24

GCSANJ Membership and Golf Meeting, Tavistock C.C., Haddonfield, N.J.

May 12 - 18

Coca Cola Classic, Upper Montclair C.C., Clifton, N.J.

May

GCSANJ 2 Ball, Best Ball Championship, (course and date to be announced)

June 9 - 15

U.S. Open, Balturrol Golf Club, Springfield, N.J.

September 19

GCSANJ Invitational Tournament, Rock Spring Club, West Orange, N.J.

October

Championship Tournament, Shakamaxon C.C.

March 11

Information Deadline for April issue of "The Greener Side"

Governmental Relations

For your convenience we are presently seeking accreditation for registered seminars you may attend out of state. If approved, forms will be sent to individuals who plan on attending pertinent educational seminars while visiting the various conferences throughout our area and nationally. As an example, a person who attends the National Convention in St. Louis or the University of Massachusetts Turf Conference and registers for and attends a registered Pesticide Related Seminar can receive the same credits he would receive while visiting a similar local seminar. The only question still to be answered is who will be eligible to sign a form for the credit OK, the Speaker, Program Director, etc. When resolved, and if approved, this should make fulfilling our credit requirements for recertification much easier. Let's hope the E.P.A. realizes this and acts quickly. It can only be to both our benefits.

Pesticide application forms are now available through Dr. Henry Indyk's or my office at a cost of \$1.50 for 50 copies. Believe me they make the recording of pesticide applications much easier and by law those records must be kept.

If I can be of any help or if you should question any E.P.A. regulation or law, don't hesitate to call me. We have an open channel to the N.J. State E.P.A. and they are most anxious to be of assistance.

Dennis Wagner
Trenton C.C.
Office Phone, 609-883-3802

The listed patrons have provided the financial backing that makes the GREENER SIDE possible. Please show your support for their services and products.

Government Briefs

A FEDERAL TAX CREDIT IS NOW AVAILABLE FOR THOSE WHO HIRE PERSONS BELONGING TO SPECIFIC UNEMPLOYED TARGET GROUPS. The credit is based on wages paid to eligible employees first hired after September 26, 1978, and who earn wages between January 1, 1979, and December 31, 1980. The credit is equal to 50 percent of the first year wages up to the first \$6,000 paid, and 25 percent of the second year wages. The maximum credit for each qualified employee is \$3,000 for the first year and \$1,500 for the second year. Target unemployed groups include disabled persons referred from qualified vocational rehabilitation programs; persons between 18 and 25 years of age from disadvantaged families; Vietnam veterans under the age of 35 who are economically disadvantaged; recipients of supplementary social security income; persons on general assistance for at least 30 days; youths 16 to 19 years of age, without a high school diploma, participating in a qualified cooperative educational program; and those who have been convicted of a felony, are disadvantaged and are hired within five years of their release or conviction date, whichever is later.

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