



CHICAGOLAND ASSOCIATION OF GOLF COURSE SUPERINTENDENTS

September 2007

Verdure Newsletter

Dan Dinelli, CGCS
Dan Charlton
Jon Jennings, CGCS
Dan Marco, CGCS
Brian Bossert, CGCS
Tommy Witt, CGCS
Rick Bowden

President
Vice President Forum
Secretary / Verdure
Director / Treasurer
Director / Education
Director / Arrangements
President Emeritus

Upcoming Events

Chicagoland Meetings:

September 27 – Lakeshore Country Club

October – Founders Cup

November 14 – Naperville Country Club, Annual Forum

December – Holiday Dinner

January – Shop Tour

February – No scheduled meeting, (GCSAA Golf Industry Show)

Host – Jeff Frentz, CGCS

Host – Tim Anderson, CGCS

September 27th, 2007 Meeting Announcement *Host: Jeff Frentz CGCS - Lake Shore Country Club*

The next meeting of the Chicagoland Association of Golf Course Superintendents will be held on Thursday September 27th, 2007 at Lake Shore Country Club.

Education:

We will advise all members of the education subject via an email notice in the next few days.

Time:

The reception commences at 4:30 PM and the meeting will start at 5:30 PM.

Please RSVP to Jeff at 847.784.7289. or e-mail grounds@lakeshorecc.com before Tuesday September 25th to confirm your attendance.

Directions:

From the North: I-294 (Tri-State Tollway) or Hwy. 41 South to Lake Cook Road. Go East on Lake Cook. You will pass the Botanical Gardens. Once you cross Green Bay Road, the club will be approximately ½ mile on the left.

From the South: I-294 (Tri-State Tollway), Hwy. 41 or I-94 North to Lake Cook road. Go East on Lake Cook. You will pass the Botanical Gardens. Cross Green Bay road and the club is ½ mile on the left.

CAGCS August Monthly Meeting Round – Up

The August monthly meeting of the Chicagoland Association of Golf Course Superintendents was held at the Sunshine Course in Lemont, Illinois. Dr. Derek Settle, S.K. Lee, Dr. Randy Kane and Phil Painter hosted our group for a tour of the turf plots and reviewed research that is being undertaken at the facility. Dr. Settle provided each attendee with a detailed brochure outlining the area and illustration what we were looking at throughout the evening.

We had a strong showing of 25 being one of the highest attended meetings since the Shop Tour in January. Dr. Derek Settle and Dr. Randy Kane provided a plethora of information ranging from native grass establishment to disease control. Dr. Settle's brochure is in the attachment tab on the lower left side of the Adobe Acrobat tool bar. Click attachments and then double click the attached file to read



CAGCS President Dan Dinelli, CGCS outlines the evening events and introduces the CDGA Staff



The elusive Dr. Randy Kane made a rare appearance to explain the research conducted in a native rough area.



The turf plots were very interesting allowing attendees to observe firsthand the differences in cultivars.



Fungicide trials illustrate the most effective applications for controlling dollar spot.

Equipment Needed for Sunshine Course

Speaking with the Turf Team, we inquired as to what they may need in regard to turf equipment for maintaining the Sunshine Course. Chris Painter, Golf Course Superintendent indicated that they could really use a rough mower. The type of mower that would be useful is an out-front rotary mower similar to a Toro Groundsmaster or a Jacobsen Turfcat. If you have an older rotary mower that you no longer have a use for and is still in running condition and would like to donate, please contact Chris Painter at The Sunshine Course.

Luke Cella Joins CAGCS

Luke Cella of Cella Solutions, Inc. has been retained by the Chicagoland Association of Golf Course Superintendents to manage and oversee day to day operations of the Association. Luke will be responsible for billing, web site renovation, meeting arrangements and a number of other areas in order to maintain continuity from Board to Board. We felt this was an important step to raise the educational standard for our association. We welcome Luke to our organization and look forward to working with him. Any correspondences should be sent to:

Chicagoland Association of GCS

Midwest Golf House

11855 Archer Ave.

Lemont, IL 60439

Intense Storms Hammer our Region the Last Week of August

The repercussions from last week's storm are still being felt. There are some courses that may never be the same after losing integral features and mature trees from the combination of wet ground and high wind. Following is a terrific link to a slide show created by Dan Dinelli, CGCS of North Shore Country Club. Dan has taken a number of storm photos and strung them together highlighting the intensity of the storm.

<http://www.photoshow.net/viewshow/XU7kd6TG>

Cool season grasses lose a large proportion of their root mass when soil temperatures get above 75° (24°C). Root mass is also lost when soils become so wet that oxygen is depleted and the soil becomes "anaerobic". One of the main functions of turfgrass roots is to absorb and translocate nutrients from the soil, into, and around the turfgrass plant. If the roots are not viable (healthy), they cannot uptake nutrients and the turf becomes nutrient deficient. This picture, taken this morning on perennial ryegrass turf, shows classic symptoms of nutrient deficiency, i.e. chlorosis and a general yellowing/browning in the turf canopy. The only way to alleviate the problem and encourage root growth is to increase oxygen in the soil, either by merely waiting for the water to drain away, or by some form of soil cultivation (coring, deep tining etc.). Most importantly, do not irrigate already saturated turf - the practice of irrigating turns from a science into an artform during hot, humid weather. The ET rates are low and soils take a long time to dry, so careful soil moisture monitoring is needed.

Rutgers News Release: Dollar Spot Samples Needed

Ms. Jo Anne Crouch, a doctoral student working with Dr. Bruce Clarke at Rutgers University, is collecting samples of turf infested with dollar spot. The purpose of this research is to confirm the "true" identity of the dollar spot fungus and to determine the geographic origin of this aggressive pathogen. Turf samples are being requested from all regions of the United States as well as from other countries throughout the world. Your help is needed to help get this project underway!

If you encounter dollar spot on your course during the next few months, please send a sample of the infested turf to Rich Buckley at the Rutgers Plant Diagnostic Laboratory?

U.S. POSTAL SERVICE only:
Plant Diagnostic Laboratory
Rutgers, The State University of New Jersey
PO Box 550
Milltown, NJ 08850-0550

OTHER DELIVERY SERVICES:
Plant Diagnostic Laboratory
Rutgers, The State University of New Jersey
Ralph Geiger Turfgrass Education Center
20 Indyk-Engel Way
North Brunswick, NJ 08902

Telephone: 732-932-9140

E-mail: clinic@rcrc.rutgers.edu

Be sure to indicate the type of turf infested the location where the sample was taken, and your contact information. If you should have any questions please contact Jo Anne Crouch at jcrouch@eden.rutgers.edu ((732) 932-9375 x 334) or Dr. Clarke at Clarke@aesop.rutgers.edu. (x 331)

Social Security Mismatch Letters: New ICE Rule Increases Risk to Employers

08/17/2007

On August 10, 2007, U.S. Immigration and Customs Enforcement (ICE) announced plans to publish a final rule requiring employers who receive a social security mismatch letter to take specific steps to resolve the mismatch within a given time-frame. Under the rule, if the mismatch is not resolved and if the employer continues to employ the individual, then ICE can use the mismatch letter as the basis to find that the employer knowingly continued to employ an unauthorized worker in violation of Federal I-9 law.

The rule establishes so-called “safe-harbor” provisions describing clearly what an employer should do if it receives a mismatch letter and wishes to avoid being charged with “constructive notice” that the employee is an unauthorized worker. The regulations make clear that an employer who does not follow these guidelines will be susceptible to an I-9 violation and possible fines in the event of an audit or workforce raid.

When will this rule be effective?

The final rule was published in the Federal Register on August 14th and becomes effective thirty days following publication (on September 14th). This rule appears to be a part of the current administration’s goal of tighter enforcement of immigration rules and regulations. The administration also announced that it plans to increase civil fines for I-9 violations by up to 25 percent.

What is a mismatch letter?

The Social Security Administration (SSA) sends a Notice of Suspect Documents (also commonly referred to as a “mismatch letter”) to an employer if an employee’s name does not match the information in the SSA database—generally, the social security number (SSN). The purpose of the mismatch letter is to solicit the employer’s cooperation in correcting the discrepancy to ensure accuracy of payments and benefits to eligible workers. Although there are legitimate reasons for a “mismatch” (including clerical error and name change), it is also the case that use of a false SSN or use of an SSN assigned to someone other than the employee will cause a mismatch.

Similarly, the Department of Homeland Security (DHS) sends a “mismatch letter” to an employer if an immigration status document, or employment authorization document, was assigned to a different person, or if there is no agency record that the document was issued. Such a discrepancy may arise from a notification that had been sent to the employer by ICE as a result of an audit or investigation.

What is the existing law regarding mismatch letters?

Under current law, an employer’s course of action upon receipt of a mismatch letter is not entirely clear. Although many practitioners advise that the employer take some action to address the mismatch, the mismatch letter itself cautions the employer that the letter, standing alone, is not a basis for termination of employment.

What is changing?

The ICE safe-harbor regulation describes what an employer should do if it receives a mismatch letter in order to avoid being charged with “constructive knowledge” that the employee is an unauthorized worker.

Under the proposed regulation, what should the employer do to benefit from the safe-harbor?

First, within 30 days of receiving the notice, the employer should check its records to determine whether the discrepancy results from a typographical, transcription, or similar clerical error in the company’s record or in communication to SSA or DHS. If there is such an error, then the employer must correct the record, inform SSA or DHS, and then verify that the corrected record has resolved the discrepancy. The employer should document the manner, date, and time of the verification.

If there is no clerical error, then the employer should ask the employee to confirm the accuracy of the record. If the employee states that the company record is incorrect, then the employer should make the appropriate changes according to the employee, inform SSA or DHS of the corrections, and verify that the corrected record has resolved the discrepancy. If, however, the employee maintains that the record is correct “as is” then the employer must ask the employee to pursue the mismatch matter directly with SSA. If the employee then provides new information that would change the record, the employer must verify the validity of the new information with SSA. If the mismatch involves a DHS document, the new rule requires the employer to resolve the discrepancy directly with DHS.

How does the employer verify that the corrected record has resolved the discrepancy?

Once the record has been corrected, the regulation requires that the employer verify the corrected data with the SSA. Alternatively, if the discrepancy arose from a notification that had been sent to the employer by ICE as a result of an audit or investigation, for example, then the corrected record must be verified with DHS.

Currently, there are two ways to verify:

- By registering to participate in the Employment Eligibility Verification Program (EEV, formerly known as the Basic Pilot Verification Program), which runs employment authorization verification checks against SSA and DHS databases. An employer can register on-line at <https://www.vis-dhs.com/EmployerRegistration>.
- For SSN verification, the employer can telephone 1-800- 772-6270 or go on-line to <http://www.ssa.gov/employer/ssnv.htm>. For more information, visit [http://www.ssa.gov/ employer/ssnvadditional.htm](http://www.ssa.gov/employer/ssnvadditional.htm).

What if the above steps do not resolve the issue?

If the discrepancy is still unresolved 90 days following receipt of the mismatch letter, the employer may have the employee complete another Form I-9, using the same procedures as if the employee were newly hired except that no document containing the SSN or alien number that was the subject of the discrepancy may be used. In addition, no document without a photograph may be used to establish identity. The new Form I-9 must be completed within three days following the initial ninety day period. The rule does not require the employer to verify new I-9 documentation against government databases.

What if the employee cannot produce appropriate documents for the new I-9?

Under the proposed regulation, if the new I-9 does not resolve the matter, the employer must either terminate the employment or risk a finding that the employer had “constructive knowledge” that the employee is an unauthorized worker (thereby putting the employer in violation of the Federal I-9 laws under the Immigration Reform and Control Act).

What issues do the “safe-harbor” provisions not cover?

The regulation does not protect an employer from a finding by DHS that the employer had actual knowledge that the employee was an unauthorized worker. Further, the safe-harbor provisions only prevent a finding of “constructive knowledge” based solely on the mismatch letter; the government is permitted to find “constructive knowledge” on the basis of circumstances other than the mismatch letter.

In addition, there are a number of situations likely to arise that are not addressed in the proposed regulation, including:

- What should the employer do where the employment authorization issue is resolved through proper completion of a new I-9 (following unsuccessful attempts to resolve the discrepancy through SSA)? In that situation, the employer still has an incorrect SSN under which to report employee earnings.
- What should the employer do where the employee addresses the discrepancy by providing a SSN that differs from the number initially provided? In that situation, the employee may have provided false information to the employer during the employment application and verification process, perhaps raising the issue of termination due to misrepresentation.
- What should the employer do if an issue arises regarding stolen identity, if the employer is notified by IRS or another individual that an employee’s name and SSN belong to another person? In these situations generally there will not be a mismatch letter.

What should employers be doing at this time?

There has been a significant increase in worksite enforcement initiatives, from a resource as well as legislative perspective. Employers should ensure that their employment authorization verification policies and procedures are appropriate and sufficient and that they reflect best practices in this arena. Moreover, employers who anticipate receiving numerous mismatch letters should begin planning now in order to be in a position to implement and monitor the procedures contemplated in the rule.

The **2007 UNIVERSITY OF ILLINOIS GOLF TURF FIELD DAY** is scheduled for Wednesday, September 12, 2007, at the Landscape Horticulture Research Center on South Lincoln Avenue in Urbana. This event is planned to provide current information and education pertinent to all golf turf personnel. Join University of Illinois and Chicago District Golf Association turf staff for this once-a-year event!

FIELD DAY REGISTRATION

Advance registration - **\$30.00** per person and **INCLUDES LUNCH**.

Make checks payable to the **UNIVERSITY OF ILLINOIS**.

Completed registration form and payment must be received in Urbana by **September 6, 2007**. **Activities are scheduled regardless of weather. No refunds will be issued.**

Mail payment to: University of Illinois

Attn: Carol Preston

S-406 Turner Hall

1102 S. Goodwin Ave.

Urbana, IL 61801

On-Site Field Day Registration on September 12 is **\$40.00** per person and **INCLUDES LUNCH, IF AVAILABLE**.

Host a CAGCS Meeting

There are only a few more opportunities to offer your Club as a site for a CAGCS meeting this season. We are in the process of lining up locations for 2008. We have been fortunate to be provided with some fantastic venues to hold our meetings the last couple of years. It does not take a lot of effort to host a meeting and is very rewarding. Please consider hosting a monthly meeting at your facility. The meetings consist of cocktails, dinner and valuable roundtable discussions. If you are interested in hosting a meeting or would like to obtain further information, please contact Tommy Witt, CGCS either by telephone, (847) 926-5540 or via email tommywitt@hotmail.com .

Web Site

The Chicagoland Association of Golf Course Superintendents has a new web site. Launched March 14, 2006, the web site is in its preliminary stage of introduction and growth. You will be able to check upcoming monthly meeting venues and see all the new information for the Association. Please visit www.cagcs.org. If you would like to add something to the web site or have a suggestion, please email Jon Jennings chicagogolfclub@aol.com The web site was created to assist members obtain useful information.

e-Verdure

If you would like to contribute to the Verdure or have some information you feel others would gain benefit, please contact Jon Jennings, chicagogolfclub@aol.com .The Verdure is another great way to disseminate information to our membership. By sending it electronically, the information is very current. The deadline for submitting information for the upcoming issue is the second Monday of each month.

Chicagoland Association of Golf Course Superintendents Shirts

The new edition CAGCS golf shirts are in and available now. Be sure to pick up at least one of these handsome short-sleeved shirts pictured below. The CAGCS logo is embroidered on the left chest. The price of these good-looking shirts is \$45.00. You have the option of being billed for the shirt(s) or paying upon receipt. They are available in red, black, blue, yellow and white. You may obtain one at a monthly meeting or contact Dan Charlton. These high quality shirts by Peter Miller as pictured below are available in all sizes and an array of colors. Stock up for your fall golf trip!!

