

ASSOCIATION NEWS

Susan Barton
Extension Specialist

The second annual D.A.N. Auction will be held on June 19th in Lewes, DE. The Board hopes to expand the Research and Education Fund with another successful auction. Please donate plants and time to make this second annual auction profitable for everyone!

The Summer Landscape Expo has been renamed "Turf and Nursery Exp." It is scheduled for August 12th at Joseph Wick Nurseries. Festivities will include educational workshops on tree pruning, irrigation and digging techniques. This year we will have established trees to dig and prune. Turf equipment will be demonstrated before the now famous roast beef lunch. After lunch we will feature demonstrations of tree diggers, spray equipment and new product information. Don't miss this great opportunity to see new products, learn techniques and socialize with fellow members of the nursery industry.

The D.A.N. Board has agreed to support a nursery industry survey to be conducted by Tom Feurer, a federally funded statistician working from the State Department of Agriculture. The Board has designated \$500 from the FY94 budget towards this survey. While this is token funding, it shows conceptual support and we hope everyone will carefully complete their survey next winter. The purpose of the survey is to document the extent and nature of the nursery and landscape industry in Delaware. By getting credit for our actual size, we hope to have more power in the Delaware Agriculture Community.

The Urban and Community Forestry Advisory Council has finally revised its operating guidelines to promote the establishments of relationships between communities and local

plant suppliers. The Forestry Division of the Department of Forestry now has a list of 26 qualified suppliers they will give to communities receiving funding. Those communities will be able to purchase plants directly from suppliers who meet the state qualifications. This fall, Small Business Development money will be available for tree planting. We recommend that Delaware garden centers, nurseries and landscapers become involved with their communities and reap some of the benefits of this funding.

The date for the 1994 Horticulture Industry Expo has been set. We will meet in the newly-renovated Sheraton in Dover on January 18 and 19, 1994. Letters have been sent to exhibitors offering specific booth spaces for \$250 each. After September 15th, we will charge \$300 per 10' x 10' booth.

Bell Atlantic has offered the D.A.N. a good cellular phone deal. The monthly rate is \$17 (instead of \$47) and usage fees will be discounted. We need 25 participants with 50 telephones. Existing phones can be transferred to this program. For more information, call Linda Pevey (653-1021) or Chris Valenti (645-7202).

Yah for the D.A.N. Board (especially Linda!) Recently the City of Dover passed a Tree Preservation Ordinance stating that landscape work for the city would be contracted to landscape designers certified by D.A.N. or members of the National Arborist Association (NAA). The Board responded that we were pleased about the requirement for credentials but that some details should be changed. Anthony Deprima, Director of Planning & Inspections recently wrote to say the ordinance was changed to specify a Delaware Certified Nursery Professional and delete membership in NAA (simply a membership organization).

U OF D NEWS
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The University of Delaware Botanic Garden (UDBG) plant sale was a huge success. Proceeds will fund one student intern for this summer. In addition to fund raising, the sale achieved a second objective of introducing interesting plant material to the consumer market. Difficult-to-find introduced and native plants were sold. Don't be surprised if you get some unusual requests from recently educated homeowners.

The UDBG now has signs, plant labels and a visitor kiosk (almost). Come visit and see the progress we've made. Anyone is welcome to tour the grounds for ideas of plants well-suited to Delaware landscapes or send clients to look for mature specimens of plants you might be suggesting. Cutting material is also available by contacting John Frett (831-2531). We have started a UDBG Friends group. If you are interested in participating as either an industry or individual member, call the Plant & Soil Science Department for a brochure (831-2531).

You are all cordially invited to the 1994 UDBG Garden Party. We will entertain members of the nursery industry in the gardens with refreshments, tour ongoing research plots and give away promising new or underused landscape plants. Many of you remember the great plants you received at the Herbicide Demo last summer. The Garden Party is scheduled for August 31 at the UDBG (College of Agriculture Grounds).

Remember to register for the Ornamentals Short Course Program designed to meet the needs of nursery professionals. In June, Dr. John Frett will teach a four-session class on woody landscape plants (June 1,3,8,10). The plant health care series scheduled for the summer

includes: Insect Diagnosis and Control (July 6,8,13,15), Weed Control in the Nursery and Landscape (August 3,5), Pruning and Landscape Maintenance (August 17,19) and Disease Diagnosis and Control (September 9,14,16,21). This series is followed by a four-session class taught by Gary Smith, RLA, entitled The Basics of Ecological Landscape Design (October 5,7,12,14). For more information about the short courses, call 831-2531.

Delaware Cooperative Extension, Penn State Extension, D.A.N. and P.N.A. are sponsoring a Garden Center Bus Tour scheduled for July 20th. We will visit three garden centers in the Northern Virginia area, outside of Washington, DC. This first stop will be Campbell and Ferrara Nurseries, a full service garden center on 9 acres in year one of a three year renovation plan. Merrifield Garden Center with 200 employees, 12 acres, garden cafe, weekly TV show and fantastic fall festival will be next. Followed by Betty's Azalea Ranch which has emphasized quality service and products at a discount. Extensive water garden displays and between 500 and 800 varieties of azaleas will surely interest garden center operators. Buses will depart from Newark at 7:30 AM. For more information, contact Sue Barton at (831-2531).

On a personal note, I was just promoted from Extension Specialist II to Extension Specialist III. I know many of you were contacted to provide peer or clientele reviews. Thank you for writing letters on my behalf. I appreciate your support and will continue to do my best to serve the nursery and landscape industry in Delaware.

YOU AND YOUR PEOPLE

Susan Barton

Extension Specialist

The following is the second in a four-part series of articles summarizing a workshop conducted by Clyde Vadner at the 1991 Delaware Horticulture Industry Expo.

Recruiting Employees

The first rule of recruiting is to get up out of your chair and look for new employees rather than writing ads and complacently waiting for them to show up. Good people are usually working and not reading want ads. Your next great employee may not even be in the nursery industry yet.

To recruit effectively, use your "Sphere of Influence" (SOI). With this process, you talk to one person who knows three people who each know five people. You can see how quickly the word spreads and the network develops. People claim you can meet anyone in the U.S. through three people. Therefore, you know someone, who knows someone, who knows someone, who knows Bill Clinton. (Whatever your politics, that's an interesting concept.)

Try to talk to "good contact people." Good contact people are gregarious, well-respected and have a positive influence on other people. Talk to people who are currently performing or know about the type of job for which you are hiring. When you ask people for ideas of possible employees ask "Who do you know?" and "What name comes to you?" rather than "Do you know anyone?" The latter is too easy to answer with a simple "no."

Use your total management team to help you recruit. Let them know you are looking for a new employee and explain the job and qualifications required. Explain the concept of

SOI to your managers. Give them time to make contacts and then ask what they found. Follow up to make sure they have made contacts. When you think about your SOI and all of your employees SOIs, it hard to imagine not finding that great new employee.

BEWARE OF BROWN PLASTIC BURLAP

**Dr. Larry J. Kuhns
Penn State University**

By now most people in the nursery-landscape industry are aware that plastic burlap should be removed from around soil balls when planting. If left around the ball, it restricts water penetration and root growth. Even if the sides are slit, expanding roots of large trees will eventually be girdled. If tied around tree trunks it can girdle and kill trees in a few years.

Identifying synthetic burlap has been easy in the past because it was green, shiny, and felt like plastic. However, there is a relatively new plastic burlap that is brown soft, and looks exactly like untreated natural burlap. Experienced nursery workers have repeatedly been fooled by the material and have believed they were handling natural burlap.

I believe this brown burlap is the biggest problem in the nursery business today. I have seen it on plants from nurseries in Pennsylvania and at least five other states, even inside wire baskets. When asked why they are using a product with such high risk of misuse, nursery operators say they recommend removing the plastic burlap at planting. However, homeowners and rushed landscape crews are now planting many trees and shrubs without removing the plastic burlap. This will continue as long as it is so difficult to distinguish between natural and plastic burlap.

Unfortunately few people recognize the significance of this problem. Nursery operators and landscapers are forever trying to convince the public that they are "professionals." But now there are probably thousands of trees and shrubs being planted each year with little chance of normal growth and survival. As these plants begin to decline and die on a massive scale, and

the general public becomes aware of the cause of the problem, what will they think of the professionalism of those in the nursery industry? Also lawsuits will undoubtedly be filed against the landscapers that planted the trees and shrubs without removing the plastic burlap, even years after the standard one season warranty has passed. If you are currently doing this, you will have no defense because the practice is clearly wrong.

The solution of the problem is simple. If you must use plastic burlap, use the old standard green, shiny material. Most people, even homeowners, know it must be removed.

Until all plants with brown plastic burlap are passed through the system, I suggest tagging all of them with specific instructions regarding its removal:

1. If it is possible to totally remove the burlap without damaging the soil ball, do so.
2. If the root ball is loose, place the plant in the hole in its final position. Peel the burlap down to the bottom of the hole and fill over it.
3. If the plant is in plastic burlap inside a wire basket, burn the plastic off with a propane torch. Simply cutting slits in the burlap is ineffective.

NEW HYBRID ELM TREES RESIST DUTCH ELM DISEASE

New elm trees developed from Asian and European species resist the Dutch elm disease fungus, a leading killer of native American elms, two USDA scientists report.

"We screened seedlings and young trees for several years and now have two new selections that survive the fungus," said plant geneticist Alden M. Townsend of USDA's Agricultural Research Service.

The new trees, named Frontier and Prospector, owe their Dutch elm resistance to species growing in China and Japan. Strains of the fungus have been around there longer and native elms have had time to develop resistance.

Cuttings of the two hybrids were supplied to several wholesale nurseries in 1990 and young trees may be ready for the commercial retail market in 1994. They grow 35 to 45 feet high.

Once the trees are commercially available, their quick growth and adaptability to stressful environments may appeal to landscapers, homeowners, and park personnel in urban areas, said Lawrence R. Schreiber, USDA plant pathologist.

During autumn, the pyramid-shaped crown turns yellow. Prospector elm will flower in the springtime but Frontier usually won't flower at all.

Although the two trees were developed mainly for Dutch elm resistance, they also showed resistance to elm yellow disease and the elm leaf beetle.

Preceding two articles excerpted from Country Folks Grower, May 1993.

ROOT MODIFICATION USING COPPER COMPOUNDS

**Dr. Bonnie Appleton
VPI**

If you haven't yet jumped on the bandwagon and tried using cooper to modify the roots of plants you're growing in containers, I urge you to try the procedure. The root-modifying effect has been very impressive.

The use of cooper to modify roots was resurrected by Dr. Dan Strove at Ohio State University a few years ago - you may have seen a good article on his work in the August 15, 1990 issue of *American Nurseryman* title "Turning Cooper into Gold". Since then many of us, from researchers to nurserymen, have been having success partially to totally stopping tree roots from circling around inside containers.

A few species have been a bit more stubborn than others, and may need a slightly higher rate of cooper for the growth regulating (root stunting) effect to work. Our results with transplanting trees grown in the cooper pots have been good, no residual stunting once the cooper is taken away. Roots grow out nicely into the backfill soil, and there's no need to worry that we'll be polluting our water with the cooper because any cooper that scratches off the container wall quickly ties up on soil particles.

In addition to trying cooper for tree root modification, where it has been better in my trials than any of the modified containers that are supposed to reduce or stop root circling, I've been pleased with the same effect on tree seedling roots. Paint the compound on the walls of the "bottomless" container for tree seedling production, and you produce an excellent combination "air-root pruned/cooper-root-pruned" seedling with a nice fibrous root system.

Last year I decided to try the cooper on plants that are notorious for forming matted root systems on the outside of their root balls - azaleas. We see hundreds of dead azaleas each year that have died because their root mats were not scored or teased at planting, and the roots failed to grow out into the planting soil.

I tried both plastic pots painted with the cooper compound, and Keiding fiber pots that already contained cooper in the pot walls. Both yielded azalea root balls with virtually no roots on the outside of the medium, yet excellent fibrous root systems just behind the medium surface. Here may be an advertising niche for some of you container azalea growers - an azalea root system that should transplant to the landscape much more successfully than those grown in untreated pots.

Where does the "wonder" material stand at this point? Griffin Corporation manufacturer of the popular cooper fungicide Kocide, will be selling a ready-to-use material called "SpinOut" as soon as they receive EPA registration. Until then, you can follow the formula in the American Nurseryman article (cooper plus a carrier like house paint), or call Mark Crawford at Griffin (1-800-237-1854) for a free sample that will treat plenty of pots to let you evaluate this procedure for yourself.

One warning! When you pull a cooper-treated container off a root ball for the first time you'll be greeted by an odd-feeling sight. We're all conditioned to see lots of roots on the outside of the medium ball but instead you'll see few or none. They're all hiding back a quarter inch or so within your medium. Just start brushing the medium away and you'll find a fibrous root system you and your customers or clients should be very pleased with.

Preceding article reprinted from VNA Newsletter, November/December 1992.

INTEGRATED PEST MANAGEMENT IN THE LANDSCAPE

**Dr. Jeffrey F. Derr
VPI**

Weeds, like diseases or insects, lend themselves to Integrated Pest Management (IPM) strategies.

A variety of methods are available for weed management in landscapes. Physical control (hand weeding, cultivation) can be used to control existing vegetation. Hand weeding is time-consuming and expensive, so other methods should be utilized to minimize the need for hand weeding. Hand weeding, however, may be the preferred method if weeds are scattered at the site, or if no other selective control is available. Remove weeds like purslane or bermudagrass from the site if hand weeding or hoeing out these weeds. These weeds can root back into the soil as shoot fragments and tolerate a degree of desiccation. Avoid bringing soil up from deeper in the soil profile, as this brings additional weed seeds to the soil surface, which can then germinate. Weed seed generally needs moisture and sunlight for germination.

Mulches are commonly utilized in landscapes for weed control, moisture conservation, and other reasons. Use a 2 to 4 inch depth of mulch. Deep layers of mulch can lead to very wet, poorly aerated soil under mulch, leading to such disorders as root rots. Piling mulch up against the trunk of a tree can cause rotting of the trunk if it stays moist. When remulching a site, use a shallow layer so as not to exceed a 4 inch depth.

Use mulch that is free of weed seed, rhizomes or tubers. Weeds spread through

contaminated mulch. Use mulch that has been properly composted. "Sour mulch" can damage landscape plants. Sour mulch will have a penetrating odor like sulfur, vinegar or ammonia, and will have a low pH (under pH 4).

A variety of organic mulches (pine bark, hardwood bark, pine straw, etc.) can be used in the landscape. Organic mulches generally provide good short term control of annual weeds like crabgrass. As organic mulches break down, however, they become a good growing medium for weeds. Organic mulches generally will not control perennial weeds like bindweed, yellow nutsedge or bermudagrass.

Rock mulches (lava rock, white marble chips, etc.) provide better control of annual weeds than organic mulches. Like organic mulches, rock mulches will not control perennial weeds. If using a rock mulch, consider placing a landscape fabric underneath it. The fabric will act as a soil separator, preventing rock pieces from sinking into the soil. The fabric prevents soil from moving above the rock layer, which would bring weed seed to the surface.

Black plastic (solid polyethylene) has been used underneath mulches to improve weed control. Black plastic provides excellent control of annual weeds, and will suppress perennials. However, black plastic lacks porosity, restricting air and water movement. For this reason, black plastic is not recommended for long term weed control in landscape beds.

Landscape fabrics, also called geotextiles or weed barriers, have been developed to replace black plastic in the landscape. Landscape fabrics are porous, allowing water and air to pass through the material, overcoming the major disadvantage of black plastic. Placing a landscape fabric under mulch results in greater weed control than

mulch used alone. In general, however, landscape fabrics are not as effective as black plastic for weed control. There are differences in the weed-controlling ability among the landscape fabrics on the market. Fabrics with more open space allow greater weed penetration than more closed fabrics. Weed shoots can penetrate upwards through openings in the fabric, but perhaps of greater concern is root penetration down through the fabric from weeds germinating in the mulch layer. The landscape fabric that has worked best for inhibiting weed root penetration in our trials is Weed-X, manufactured by the Dalen Corporation.

Control perennial weeds prior to fabric installation. Use a shallow mulch layer (about 1 inch depth) to thoroughly cover the fabric, thus preventing photodegradation. Deeper mulch layers may encourage weed growth in the mulch layer. Maintain the mulch layer above a fabric free of weeds through hand weeding or herbicide application. Use of a rock mulch above a landscape fabric has given greater weed control than fabric plus organic mulch combinations.

Herbicides also can be used to improve weed control in a mulched landscape. Grasses germinating from seed can be easily controlled with a preemergence application of one of the available grass herbicides. Controlling broadleaf weeds from seed can be somewhat harder, although there are a few broadleaf herbicides that can be combined with a grass material for broader-spectrum weed control. Annual and perennial grasses can be controlled selectively through application of a postemergence grass herbicide. Yellow nutsedge can be controlled using certain preemergence herbicides, or through careful application of an appropriate postemergence chemical. Control of perennial broadleaf weeds and perennial monocots such as wild onion is very difficult in landscapes. Often the only

option for chemical control is careful application of a nonselective herbicide.

Preceding article reprinted from VNA Newsletter, March/April 1993.

THE MISCONCEPTIONS OF THE CUSTOMERS

**Herman Trabbic
Metzlers Nursery**

There are two misconceptions of the customer that are built into many sales training programs. These misconceptions are like bad seeds that produce embarrassment and frustration for the sales rep and cause him to act from a position of weakness. The first misconception is "The customer is always right." The second is that the customer buys "intellectually." Both of these spell disaster for the sales rep.

Don't Argue

Believing that the customer is always right, sales people are often shocked when they're confronted by a prospect who is wrong on a particular point. Faced with the unexpected, they attempt to prove the falsity of the prospect's position, often developing the sales interview into a heated argument.

Even if they "win" and prove their point, they generally lose. They will not have allowed the prospect to maintain his dignity and "save face." As a result, the sales interview comes to a premature end.

Misinformed Doesn't Mean Stupid

Professional sales people knowing better, recognize that the customer quite often is misinformed and take it in stride. When faced with such a situation, they deal with it by asking

the prospect a series of questions. The purpose of the question is to learn how the prospect arrived at his viewpoint. In the process, the professional gently helps the customer discover the incorrectness of his position.

Done in this manner, the customer feels comfortable. He was not put down, embarrassed, or made to appear stupid and the sales interview continues. This approach has the further benefit of keeping the sales rep out of a "box" when it occasionally turns out that the customer is right.

Don't Assume

The misconception of the customer always "being right" is further compounded by amateur sales people when they assume that the customer always knows and states his true needs. They're surprised when the customer who "absolutely wanted a two story traditional" buys a contemporary rancher. Or they're frustrated when they put in numerous hours preparing a proposal only to hear the customer say, "What I really meant was..." The attempt of the amateurs to rationalize problems by the old cliché "Buyers are liars" is just that, a rationalization.

Professionals know that quite often statements are unintentionally made that do not convey fully what the prospect intended to communicate. The professional sales rep takes the responsibility for clear, concise, and accurate communication. He will ask for clarification instead of assuming what the prospect meant.

He will rephrase and summarize what he believes the customer is trying to communicate and ask, "Is that a fair statement?" If it is, the sales interview will continue. If the answer is "No," the professional will ask, "What would be a fair statement?" and ensures full

communication and understanding before continuing.

What Does That Mean?

Likewise, the professional sales rep will not skip lightly over mutually mystifying phrases and words such as "might," "maybe," "possibly," "considering," "looks good," or "good chance." To the professional, these are indicators that the prospect might not be "saying what he means." Where the typical sales person says "Great" and keeps on chugging, the professional will ask, "When you say 'possibly,' what does that mean?"

The second misconception, that people buy intellectually, is responsible for vast amounts of wasted time and "million dollar presentations" that produce no sales. Based on this faulty premise, most sales presentations rely on "features and benefits" of the product or service very early in the sales interview.

A Clerk or a Salesman?

If this were in fact the way people bought, sales life would be easy. Sales people would merely describe the features and benefits of their product and one of two things would happen. The prospect would say "Yes" and buy the product because it filled a need and the rep would write up the order. Or the prospect would say "No" and the sales rep leaves without further ado; after all, the prospect made an intelligent decision, didn't he? This ideal would be called "clerking" and sales reps would be replaced with catalogs!

The fact that most sales training put heavy emphasis on "handling stalls and objections" and puts this part of the sales interview directly following the presentation, subtly admits that prospects don't buy intellectually based on facts, features and

benefits. Unfortunately, the common solution is not so subtle.

"Bloody Mess"

The sales rep has the pressure of learning 52 methods of handling stalls and objections, then determining in the heat of battle which one to use, and figuratively brow-beating the prospect into submission. Even when successful, the sales rep, as well as the customer, are usually an emotional "bloody mess."

The professional, on the other hand, understands that people buy out of emotional need or "pain." They see the prospect's interest in a product or service as a need to "cure" an existing "hurt" or to avoid a "hurt" in the future.

Therefore, the first part of their sales interview is spent trying to determine where the prospect "hurts," how long they've been "hurting," how many "hurts" are, and how the prospect feels these "hurts" can best be "cured."

Gentle Questioning

The approach of the professional sales rep is one of gentle questioning, but more persistent than that occasionally tried by the amateur sales rep. The amateur will ask, "Where do you want to live?" and "Why?" And he will be told, "In the city" and "To be close to transportation." The amateur then is angry when the prospect buys a place in the country.

The professional, through additional questions, found the "pain" behind the intellectual "in the city ... close to busses." The prospect was getting older and didn't like to drive as much anymore. He saw the availability of bus transportation as a possible "cure."

Pets and Hobbies

Through more probing, the professional discovered that a "park and ride" service and nearby shopping center would be a suitable alternative. The professional also discovered some secondary "pains" to be avoided, if possible. The prospect probably would have to get rid of his pet St. Bernard if he moved to the city. Further, he would not be able to have as large an area for his hobby - vegetable gardening.

It appears that the prospect "lied" to the amateur sales rep. But did he? Did the prospect really lie or did the amateur sales rep fail to discover the true emotional needs of the prospect?

The Emotional Level

The professional knows he must be gently persistent until the prospect's answers get down to the emotional level. He also knows the more "hurts" that can be discovered and the greater their severity the more inclined the customer is to say "Yes" when a cure is presented.

Hurts

The professional has learned that unless two, three, four or more true "hurts" can be discovered and turned "critical," it is probably a waste of time to make a presentation.

The only puzzling aspect of these two common misconceptions of the customer is their perpetuation in most sales training programs when the correct understanding is so easy to comprehend. Could it be that someone doesn't want sales people to succeed?

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IMPROVE YOUR INSTORE/OUTDOOR MERCHANTISING WITH THESE ELEVEN STEPS

Metzler's Nursery

1. Greet every customer and offer assistance. A customer who is "just looking" is probably looking for something - even though they may not know what it is. Be available and offer suggestions as appropriate - without being in the way. Customers should feel they are welcome guests.
2. Research your products. Provide information or advice related to a product or service that a customer is considering. If a plant, describe the preferred growing conditions. If a piece of equipment, point out special features and how models differ.
3. Rearrange your merchandise to allow for a better view. This is especially important when selling plants. Move a tree or shrub into an open area to show its shape and size. Arrange groupings of plants together to provide a better perspective of plant combinations - arrange for color, size, shape, and growing conditions.
4. Suggest additional items to accompany the purchase. You never should sell just one item. Suggest to each customer that another item may be useful with their purchase: fertilizer or potting soil for plants, a container for a house plant, a trowel or bulb planter for bulbs.
5. Walk through your garden center. Is it easy to get around? Are your specific departments labeled? Customers need to be able to find their products quickly and without frustration. Take a hint from supermarkets, the masters in labeling aisles and new products.
6. Highlight your new products. Customers like to see what new products you have available.

Build a display up front to show off your new equipment, tools, fertilizers, etc. Advertising research proves that products labeled "new" sell better than standard merchandise.

7. Look up. Are you using your ceilings to their best advantage? Hang posters and departmental signs at easy-to-read height. And, just as importantly, make sure all signs and in-store posters look the same. Consistency is crucial.

8. Hide the markets! If you use your own "home-made" signs, make sure they don't look home-made. Signs should be attractive and easy-to-read. Be sure that one person - and only one person - makes all the signs. Use only two colors - preferably the colors in your logo. Go to a local art store and ask for water-proof and fade-proof markers. If your signs start to fade, take them down - they shouldn't be up that long anyway.

9. Look at your image. Walk around outside. Is it pleasing? Are outdoor departments well marked? Check your road sign. Can you read it at 55 mph?

10. Put up a welcome sign right inside the front door. Place your most current ads here. (People don't carry your ads around - remind them about what's on sale, what your specials are, etc.) Put up informational brochures. What about a map? You may be able to find your way through the store, but can your customers?

11. Place flowers outside your store. Appeal to the customers' sense of beauty by placing clusters of plants and flowers in containers. From the first moment they step out of their car, they should be treated to an attractive store front -and, ideas on how to place plants

Preceding article reprinted from Free State Nursery News, August 1992.

AUDITING YOUR TIME LEAKS

How much time do you lose through these 12 common time "leaks?"

1. Starting a job before thinking it through.
2. Doing unproductive things from sheer habit.
3. Keeping too many unnecessary records.
4. Paying too much attention to "low return on investment" items.
5. Failing to anticipate crises.
6. Making unnecessary visits or phone calls.
7. Socializing at great lengths between tasks.
8. Failing to build good barriers against interruptions.
9. Doing things that should be delegated.
10. Doing things that aren't part of the job.
11. Failing to plan regularly with your boss.
12. Engaging in personal work before starting business work.

Preceding article reprinted from Free State Nursery News, August 1992.

AAN NEWS

Ben Bolusky **American Association of Nurserymen**

The labor costs of all nurseries with growing operations or divisions will be dramatically affected if new legislation overhauling federal agricultural labor laws is passed by Congress. The Agricultural Worker Protection Reform Act (H.R. 1173) was introduced on March 2, 1993 by the House Natural Resources Committee Chairman George Miller (C-CA), and the House Education & Labor Committee Chairman William Ford (D. MI). The bill amends the Migrant & Seasonal Agricultural Worker Protection Act (MSPA) which was originally enacted in 1983 to govern the relationship among growers, farmworkers and farm labor contractors.

AAN has analyzed the details of H.R. 1173 -- it is one of the most sweeping, far-reaching agricultural labor bills in years! Here are some of its major components:

Expanded farmworker coverage broadens MSPA coverage beyond migrant and seasonal workers to include farmworkers regardless if their employment is temporary or seasonal.

Mandatory Child Care - Agricultural employers with 25 or more workers - even for just one day - would be singled out as the only employers in America required to provide child care to their workers. You would be responsible for adhering to government child care standards. You would also be exposed to liability for any actions of day care employees, yet have no ability to screen the children served by the day care.

Employer Status - Growers who use the services of a firm labor contractor (FLC) are

automatically deemed the employer of the FLC's crew and are strictly liable for any FLC violations - including those which are well beyond your control.

Establishment of Private Right of Action - Not only incorporates all federal safety and health laws (including OSHA), but also incorporates all and local health and safety laws into MSPA. This empowers workers to sue growers in federal courts for any violations of these federal, state or local laws.

Binding Employment Contracts - Requires agricultural employers to enter into binding employment contracts with workers -- specifying the precise number of days, hours and weeks of work. You would be required to pay your workers for that time period regardless if work was disrupted by weather or market conditions. Workers could sue in federal court for the balance of their wages.

***Coverage of Family Members** - Unlike any other federal employment law, MSPA would now cover family members of workers for housing and transportation purposes.

***Mandatory Sanitation & Heat Stress Protection** - Field sanitation and other OSHA sanitation requirements would be incorporated into MSPA, requiring employers to provide protection against heat stress -- in addition to health and safety protections and procedures already available to workers under other laws. As an employer, you would be subject to damages by any worker suffering heat stress regardless of the measures you take.

Unprecedented Administrative Rights - Workers filing a MSPA complaint with the U.S. Department of Labor would have the right to participate in any hearing, review any settlement, and obtain a hearing on any proposed settlement. In many cases, the effect

will be to prevent the Labor Department, from ever entering into settlements with agricultural employers - forcing you into court.

Increased Damages - Statutory damages to workers who sue under MSPA would increase from \$500 to \$2,000 (minimum \$200 fine). In some cases, these damages increase up to \$25,000 (minimum \$1,000 fine) or \$250,000 per plaintiff per violation. Since penalties are assessed on a per plaintiff per violation basis, even the mandated minimum \$200 fine could multiply into a five or six - figure assessment for mere paperwork violations.

Permanent Elimination of workers' Compensation Exclusivity - Under the 1990 U.S. Supreme Court decision in Adams Fruit, farmworkers were the only employees in America who could sue their employers for work related injuries even if they had been covered by workers' compensation at the time of the injury. AAN helped convince the 102nd Congress in 1992 to disapprove this ruling by imposing a nine-month moratorium on such actions with the hope of adopting a permanent reversal in the 103rd Congress. H.R. 1173 repeals this nine-month reversal and the onerous Adams Fruit decision would become law.

H.R. 1173 is a Dangerous Bill and Must Be Strongly Opposed. It is reflective of a broad pattern of current legislation, some of which is purposely designed to be outrageous and inflammatory. AAN does not expect H.R. 1173 to pass in its entirety, but many of its individual provisions stand a strong chance of being enacted into law - so the bill must be vigorously opposed.

AAN has already met with other national agricultural organizations, including the American Farm Bureau, to form a strong, broad-based coalition opposing H.R. 1173. Congress must hear from you NOW! We know this

comes at the busiest time of the year for you. So, to make it as easy as possible, AAN has composed a sample letter which we urge you to adapt to your own company letterhead..

To help us gauge how many letters AAN members send to Capitol Hill, please send copies of your letters to: American Association of Nurserymen; 1250 I Street, NW; Suite 500; Washington, DC 20005; (Attention: Ben Bolusky) FAX: (202) 789-1893

Critical: when you receive a reply from your Congressman, please send a copy of it to AAN so we can follow-up! This will be a key factor in the success of AAN's Legislative action on H.R. 1173.

SAMPLE LETTER TO CONGRESS

Type on your own letterhead

The Honorable
United States House of Representatives
Washington, DC 20515

Dear Representative:

I wish to bring to your attention our strong opposition to H.R. 1173. Although the bill is characterized as the Agricultural Worker Protection Act of 1993, it is exceedingly broad and expands the scope of the Migrant and Seasonal Worker Protection Act to agricultural employers.

Among H.12. 1173's sweeping burden some features are provisions that would subject agricultural employers, like us, to unprecedented labor standards and liabilities -- far beyond those of any other industry or group of employers in America! Here are some snapshots of H.R. 1173's provisions:

- Agricultural employers would be singled out as the only employers in America required to provide child care for our workers.
- Growers would be held strictly liable for all firm labor contractor violations -- even those well beyond our control.
- Not only incorporates a federal health and safety law (including OSHA), but also has such state and local laws - empowering workers to sue in federal court for any violations of these federal, state or local laws.
- Agricultural workers would be the only ones in America who could sue their employers for work-related injuries even if they had already been covered by workers' compensation..

Enactment of even just a few of H.R. 1173's provisions would pose significant risks and substantial costs for agricultural employers like us and the many good people working with us.

I strongly urge you not to cosponsor H.R. 1173! The bill goes far beyond what is remotely reasonable and threatens my nursery's growing operations and those of other agricultural employers. Please oppose H.R. 1173!

Thank you and I look forward to hearing from you.

Sincerely,

*American Association of Nurseryman News
Release, March 29, 1993*

PESTICIDE NEWS

MERIT (nitroquanidine) from Miles Inc. is a new product being developed for usage on turf to control grubs, billbugs and sod webworm. Registration is expected in 1993.

SCIMITAR WP (lambdacyhalothrin) from Zeneca is a new product introduced into the turf and ornamentals market to control chinch bugs, mole crickets, sod webworms, mites, aphids, whiteflies, and other insects.

B-NINE (diminozide). Uniroyal is recommending that usage as a growth regulator on azaleas grown in nurseries be deleted from the label.

D-2-N 4E (diazinon) from Ciba Geigy has had its signal word changed from warning to caution.

ENCORE DSC (MCPA/MCPP/Dicamba) from PBI Gordon is a new turf herbicide formulated as a dry sprayable concentration.

EZJECT HERBICIDE CAPSULES (glyphosate) from Monsanto is a new formulation available as injection capsules to control woody brush, trees and vines in non-crop areas, rights of way and industrial sites.

NAVIGATE (2,4-D butoxyethyl ester) from Applied Biochemists is a new formulation (27.6% active) designed to control aquatic weeds and packaged in 25 lb bags.

TURFCIDE 4F (PCNB) from Uniroyal is a new formulation recently registered by EPA for usage on turf and ornamentals.

CLEARY'S 336 WP/WSB (thiophanate-methyl) from WA Cleary received EPA approval for sale in water soluble bags to use for control pink snow mold, summer patch and necrotic ring in

turf as well as diplodia tip blight and powdery mildew on ornamentals and thielavlopsis rot as a drench.

San Francisco, CA 94103 (415)541-9140

PRIMO (cimectacarb) from Ciba Geigy has received EPA registration for use as a growth regulator on all major warm and cool season turf species to reduce turf growth by 50% for a period of four weeks. It is designed to decrease mowing time.

After wrestling for two days with the "inadequate" available data from human and animal studies, half of the 10 attending members of EPA's Special Joint Committee on the Weight of Evidence of Carcinogenicity of 2,4-D concluded April 2 that the evidence was "weakly suggestive" of cancer causation.

METHYL BROMIDE PHASE OUT

Methyl bromide has been assigned an ozone-depleting potential of 0.7 which is above the allowable limit. The following steps will be taken:

- freeze U.S. methyl bromide production and importation in 1994 at 1991 levels
- allow 100% of registered uses (1991 levels) until December 31, 1991 and then begin to implement a 100% phase out
- permit no exemptions for designated "essential uses" after the phase out
- a per pound tax will probably be enacted (\$2.35/lb in 1993 with annual increase to \$5/lb in 1999--the last year of use)

For more information contact:

Pesticide Action Network
North American Regional Center
965 Mission St. #514

RESEARCH BRIEFS

Several newly released herbicides were evaluated for efficacy of pre-emergence weed control in woody nursery crops: Derby and Pennant (Ciba-Geigy); Gallery and Snapshot (DowElanco); Goal (Rohm and Haas); and Stakeout (Monsanto). Four industry standards were also tested--Kerb (Rohm and Haas), Surflan (DowElanco) and Princep (Ciba-Geigy) plus Surflan. Snapshot 80DF and Stakeout 2X offered the best overall control of a range of weed species and types, and showed the greatest residual effect over the three-year period. Snapshot is currently labeled for use on a wide selection of ornamental species and generally provides excellent, cost-effective full-season weed control. Stakeout is currently labeled only for turf but remains under consideration for development in nursery production systems. (R.E. McNiel and L. A. Weston)

Preceding research brief excerpted from American Nurseryman, November 15, 1992.

During the past few years, manufacturers have promoted various products for water conservation, including polyacrylamide polymer granules. These granules can absorb hundreds of times their weight in water. Reportedly, they can help retain large quantities of water when added to soil, making soil moisture more available for plants. In this research, it was determined that polymers do not literally conserve water. Water loss through evapotranspiration was the same for all treatments. Extending the time between irrigations does not conserve water because more water has to be applied at the time of irrigation to recharge the container. Similar principles apply when polymers are used in the landscape. Potential benefits depend on soil texture. Coarse-textured soils with large pores tend to retain less water than fine-textured soils.

Thus polymers would improve water retention most in coarse soils. (J. Letey, P.R. Clark and C. Amrhein)

Pre-emergence and post-emergence herbicides were tested for weed control in field-grown herbaceous perennials. The pre-emergence herbicides tested were Pennant, Surflan and Stomp. These all provided excellent season-long control at the recommended rate and twice the recommended rate. The one-half rate was effective only early in the season. *Asclepias*, *Aster*, *Hemerocallis*, *Hosta* and *Lythrum* generally were unaffected by the herbicides. *Phlox*, *Physostegia* and *Veronica* were injured. Surflan and Stomp were most injurious to the perennials while plants initially affected by the Pennant appeared to grow out of the injury with time.

The postemergence herbicides, Acclaim, Fusilade 2000 and Poast were tested. No phytotoxicity was observed and the half rates of both Acclaim and Fusilade 2000 were effective. (Iowa State University)

Preceding research briefs excerpted from American Nurseryman, April 15, 1993.

The following crabapple cultivars showed no Japanese beetle damage despite high insect pressure: 'Jackii', 'Brandywine', 'Louisa', 'Tea', 'Strawberry Parfait', and 'Golden Raindrops'. (North Carolina State University)

Preceding research brief excerpted from Plants & Garden News, Brooklyn Botanic Gardens.

A 10-inch tall strip bonded at the end is bottomless and sits atop six mil polyethylene. This new nursery container improves irrigation efficiency because there is more media surface area exposed to water. Nursery stock transplants better because of greater root contact

on the container bottom. In a test planting of Aristocrat pears into severely compacted soil the plants survived the first summer without receiving supplemental irrigation and without any leaf scorching. (D. Milbocker, VPI)

Preceding research brief excerpted from Nursery Manager, March, 1993.

A layer of non-woven polypropylene fabric and a layer of 4-mil opaque copolymer film was found to be a good structureless covering for winter protection. However, a period of low temperatures in 1989 resulted in some plant injury and heat buildup during February and March sometimes stimulated early growth, making plants susceptible to late freezes after uncovering. The following is an "earth-tube" system designed to minimize these temperature fluctuations.

Seven 6-inch diameter corrugated, non-perforated drain tubes were buried 7 to 8 feet under a 20- by 80-foot gravel-covered bed. The end of the tubes extended about a foot above the soil surface and were bent upwards. At one end of the bed, all seven tubes converged into a common plywood box, which held a squirrel-cage fan mounted on a manifold. The fan forced air from the earth tubes into two perforated greenhouse convection tubes that extended the length of the bed.

The air temperature recorded in the center of the test bed during the winter of 1991-92 was below freezing on only two nights, while the air temperature in the center of the control bed fell below freezing on 32 nights. Significant differences in heat buildup were also noted. (C. Starbuck, C.D. Fulhage, K. Hunt and J. Shopland).

A singular foliar application of Margosan O (neem-based pesticide manufactured by Grace-Sierra) at 20 ppm killed 96% of the second- to

third-instar whitefly nymphs and 40% of the pupae. However, Margosan-O killed only 4 and 8% of eggs and adults, respectively.

Preceding research briefs excerpted from American Nurseryman, January 15, 1993.

Results indicate that it may be possible to replace conventional chemical fungicides with polymer coatings or bicarbonate salts alone or in combination as part of the IPM strategy for controlling powdery mildew on euonymus. Limitations include inadequate coverage of the lower surface and the need for application at the first sign of disease. (O. Ziv and A. Hagiladi).

Oxadiazon is not likely to enter the environment by escaping from treated containers. It is sufficiently absorbed to resist leaching-based displacement. Weed control activity in container-grown nursery crops probably occurs as each irrigation results in "pulses" of oxydiazon entering solution where it can be absorbed by germinating weed seeds. (G. Wehtje, C. Gilliam and B. Hajek).

Preceding research briefs excerpted from HortScience, Vol 28(2), Feb. 93.

WELCOME NEW MEMBERS

Active Members

Gioffre Landscape Contractors, Inc.
P.O. Box 1301
Hockessin, DE 19707
(302)234-1577
W. E. Gioffre, Jr.

Woodlawn Landscaping
2423 Donlon Road
Wilmington, DE 19803
(302)478-8862
John Novak

Albert J. Zverina
20 Old Farm Road
Newark, DE 19711
(302)239-6108
Albert J. Zverina

East Coast Perennials
70 Creek Drive
Millsboro, DE 19966
(302)945-5853
Richard Cordrey, Stephen Cordrey, Rick Lantz

Harmon's Lawn
RD 1, Box 368
Millsboro, DE 19966
(302)945-5078
Tom Harmon, Deborah Harmon, Christopher
McDowell, Dorothy Harmon-McDowell

Associate Members

Drew's Landscape
RD 1, Box 234
Frenchtown, NJ 19115
(908)996-3226
Andrew G. Stettner

Angelica Nurseries, Inc.
11129 Locust Grove Road
Kennedyville, MD 21645
(410)928-3111
Thomas J. Kohl, III, James R. Kohl, Victor
Priapi, Bernard E. Kohl, Jr.

Pine Valley Supply Corp.
225 Geiger Road
Philadelphia, PA 19115
(215)676-8100
Ed Barbano

Alternative Financing of Machinery factsheet. By H. Don Tilmon, Farm Management Specialist, University of Delaware. Including facts on: Lease, rent, custom hire, credit purchase and income tax considerations. Available from Delaware Cooperative Extension, Rm. 032A Townsend Hall, Newark, DE 19717-1303, Tel: (302)831-2506.

100 Tree Myths. By Dr. Alex Shigo. This 80-page book with 24 photos corrects and discusses tree myths and near-myths. Available for \$16 postpaid from Shigo & Trees Assoc., 4 Denbow Road, Durham, NH 03824-3105.

Landscape Restoration Handbook. A joint publication of the United States Golf Association & the New York Audubon Society. A guide that demonstrates how to use naturalization as an alternative to more intensive management of landscape. This book demonstrates how to achieve water quality, erosion reduction, lower maintenance, etc. The 650-page book organized by region. For information, contact Lewis Publishers, Tel: (800) 272-7737.

Knowing & Recognizing. The Biology of Glasshouse Pests and Their Natural Enemies. By M. Malais and W. J. Ravensburg. This new resource was published by Koppert Biological Systems, Netherlands and only recently available in English. A comprehensive guide to the biology of both pests and their natural enemies in a greenhouse setting. For more information contact, IPM Laboratories, Inc. P.O.

Box 300, Locke, NY 13092-0300, Tel:
(315)497-3129

of America, Tel: (202)789-2900 for more
information.

Pestcalc v1.21. Pesticide Software from AGROSoft Systems. This program makes pesticide rate calculations easier and allows growers to choose from options such as: active ingredient (a.i.) determinations; formulation solutions; sprayer calibrations; miscellaneous sprayer calculation; tank capacity estimations; and temperature unit conversions. To request an order blank: AGROSoft Systems, 420 Sycamore Uvalde, TX 78801, FAX: 1-210-278-1013.

Wetland Planting Guide for the Northeastern United States (Plants for Wetland Creation, Restoration, and Enhancement). This publication features planting guidelines for 150 species, offering information for selecting species to be planted in any wetland creation, restoration, or enhancement project. For more information, write Environmental Concern, Inc. P.O Box P, St. Michaels, MD 21663; Tel: (410)745-9620.

AAN Financing Guide. By Frank Ross. This 90-page publication is a "how-to" guide to show you how to finance your business. Provides a host of charts and appendices to help you better understand the financing process and step-by-step guidelines to establishing a financing plan for your firm. To request an order blank: AAN, 1250 I St., NW, Ste. 500, Washington, DC 20005, FAX: 202/789-1893. Specify AAN publication #2-40140.

Establishing & Operating a Garden Center: Requirements and Costs. Published by Garden Centers of America. All aspects of starting & operating a garden center, including investment and operating costs, personnel, merchandising, advertising pricing, diversification and detailed financial analysis of two model operations. Contact Garden Centers

June 17, 22, 23 - Pest Walks. Time: 5-7 P.M.
Location: 6/17-The Cedar Beach Park
Allentown City Park System, Allentown, PA,
6/22-Penn State Berks Campus, Reading, PA.,
6/23-The Henry Schmieder Arboretum at
Delaware Valley College, Doylestown, PA.
Pesticide update credits will be offered. Contact
(215)489-4315, Eric Vorodi (215)391-9840,
Rick Johnson (215)565-9070.

June 19 - Delaware Association of Nurserymen
Auction. Lewes, DE. Contact (302)653-1021.

June 20-21 - Pennsylvania Floral Industry
Expo. Lancaster Resort Hotel, Lancaster, PA.
Contact Gary Olson (814)726-3779.

June 21-25 - 1993 Professional Courses. Field
Wetland Botany, Environmental Concern Inc.,
St. Michaels, MD. Tel: (410)745-9620, FAX:
(410)745-3517.

June 21-25 - Small Flowering Trees. A week-
long course at Longwood Gardens, Kennett Sq.
PA. Tel:(215)388-6741.

June 22-23 - Quarterly Pesticide Applicator
Review Course. Dover Fire School, Dover, DE.
Contact Susan Whitney (302)831-8886.

June 23 - Pesticide Certification Exam. Dover
Fire School, Dover DE, 1-4 P.M. Contact Grier
Stayton. Tel:(800)282-8685.

June 24 - Foremen's Day. Sycamore Lane
Nursery, Maryland Route 282, Warwick, MD.
Contact Carville Akehurst (410)256-1799.

June 24 - Street Tree Tour. Green Tree
Nurseries near Allentown, PA. Contact Julianne
Schiefer (215)489-4315.

June 24-26 - Native Plants in the Landscape
Conference. Millersville University,
Millersville, PA. For information contact Grace
Evans (717)872-3742.

June 27-29 - Seeley Conference: Has Success
Spoiled Floriculture. Cornell Univ., Ithaca, NY.
Tel:(607)255-3139.

July 6, 8, 13, 15 - Ornamentals Short Course -
Insect Diagnosis & Control, 3-5 P.M., Fischer
Greenhouse, University of Delaware campus.
Tel:(302)831-2531.

July 7, 8 - 1993 Pesticide Institute. Embers
Convention Center, Carlisle, PA Contact Denise
R. Calabrese (717)238-1673.

July 8-11 - HERBS-93. International Herb
Growers & Marketers Asso., Eight Annual
Conference, Red Lion Hotel, Bellevue, WA.
Contact Edward Stygar (708)949-4372.

July 10, 11, 12, 13, & 14 - 1993 International
Floriculture Industry Short Course. For
information contact Ohio Florists' Association,
Tel:(614)387-1117, FAX: (614)487-1216.

July 12 - 1993 Professional Courses. Hydric
and Hydromorphic Soils Related to Wetland
Ecology and Jurisdictional Determinations.
Environmental Concern Inc., St. Michaels, MD.
Tel:(410)745-9620, FAX: (410)745-3517.

July 14 - Annual Nursery Field Day of the
Hampton Roads Ag Experimental Station.
Virginia Beach, VA. Tel:(804)363-3900.

July 18-20 - MANTS summer show, Baltimore,
MD. Contact Carville Akehurst (410)256-6474.

July 20 - Garden Center Educational Bus Tour, 6:30 A.M.-9:00 P.M. Plymouth Meeting, PA departure. Contact Russ Powell (215)345-3283.

July 21 - Certified Nursery Professional Exam. Contact Linda Pevey, Tel: (302)653-1021.

July 21 - Grounds Managers Summer Field Day. Fairmount Park, PA. Pesticide update credits will be offered. Contact Rick Johnson (215)565-9070.

July 25-27 - International Lawn & Garden Expo '93. Kentucky Exposition Center, Louisville, KY. Tel:(800)558-8767, (502)473-1992.

July 26-27 - 1993 Professional Courses. Introduction to Topographic Surveying Techniques, Environmental Concern Inc., St. Michaels, MD. Tel:(410)745-9620, FAX: (410)745-3517.

July 27-29 - Pennsylvania Allied Trade Show. King of Prussia, PA Tel:(717)238-1673.

July 28 - 1993 Professional Courses. Introduction to Site Design for Wetland Landscaping. Environmental Concern, Inc., St. Michaels, MD. Tel:(410)745-9620, FAX: (410)745-3517.

July 29 - Industrial Weed Control & Right of Way Meeting. Montgomery County Ag Center. Pesticide update credits will be offered. Contact Nancy Bosold (215)489-4315.

July 30-Aug 1 - Southern Nurserymen's Trade Show. Atlanta, GA. Tel:(404)973-9026.

August 3, 5 - Ornamentals Short Course - Weed Control in the Nursery & Landscape. 3-5 P.M., Kent County Extension Office, Dover DE. Contact (302)831-2531.

August 4 - Grounds Maintenance Seminar. Reading Municipal Stadium. Pesticide update credits will be offered. Contact Judy Schwank (215)378-1327.

August 4, 5 - "Turn Your Spoils to Soils" composting conference. Montgomery County, PA. Contact Marian A Luongo (215)560-4163.

August 4-8 - American Asso. of Nurserymen 1993 Annual Convention. Dallas, Texas. Contact Kevin Morales (202)789-2900.

August 11 - Farm and Home Field Day. University of Delaware Research & Education Center, Georgetown, DE. Contact Mark Isaacs, (302)856-7303.

August 12 - Turf and Nursery Expo. Joseph Wick Nurseries. Tel:(302)653-1021.

August 12-14 - "Children, Plants, and Gardens: Educational Opportunities". 1993 American Horticultural Society National Symposium, Washington, D.C. Contact Maureen Heffernam for registration information call toll free, or FAX: Tel: (800)777-7931, FAX: (703)768-5700.

August 13 - "Invasive Exotic Plants: Contemporary Issues and Options". Virginia Tech, Blacksburg, VA. Contact Ms. J.C. Gordon Tel:(703)231-5241, FAX (703)231-2746.

August 16 - 1993 Professional Courses. Wetland Landscaping Environmental Concern Inc., St. Michaels, MD. Tel:(410)745-9620, FAX:(410)745-3517.

August 17, 19 - Ornamentals Short Course - Pruning & Landscape Maintenance. 3-5 P.M., Fischer Greenhouse, University of Delaware campus. Tel:(302)831-2531.

August 18-19 - Pennsylvania Landscape & Nursery Trade Show & Conference. (PLANTS). ExpoMart, Monroeville, PA. Contact Denise Calabrese, PNA (717)238-1673.

August 26 - "Return of the Natives" a native plant symposium. Sponsored by the Irvine Natural Science Center. 8:30 A.M. - 4:00 P.M. St. Timothy's School, one mile north of Baltimore Beltway, Exit 22/Greenspring Ave. Tel:(410)484-2413.

September 9, 14, 16, 21 - Ornamentals Short Course - Disease Diagnosis & Control. 3-5 P.M., Fischer Greenhouse, University of Delaware campus. Tel: (302)831-2531.

September 15 - Estimating for Residential Landscape Installation Workshop. Time: 9:00 A.M.-4:00 P.M. Penn State Great Valley, Malvern, PA. Contact Russ Powell (215)345-3283, Rick Johnson (215)565-9070.

September 27 - October 1 - 1993 Professional Courses. Wetland Delineation, Environmental Concern Inc., St. Michaels, MD. Tel: (410)745-9620, FAX: (410)745-3517.

September 29 - Estimating and Bidding for Landscape Maintenance Workshop. Time: 9:00 A.M.-4:00 P.M. Penn State Great Valley, Malvern, PA. Contact Russ Powell (215)345-3283, Rick Johnson (215)565-9070.

October 1 - AABGA Mid-Atlantic Regional Meeting. Winterthur Museum, Garden/Library, Winterthur, DE. 9-4 P.M. Contact AABGA (215)588-1120.

October 4 - 1993 Professional Courses. Restoration & Maintenance of Shorelines for Bank Erosion Control and Wildlife Habitat. Environmental Concern Inc., St. Michaels, MD. Tel:(410)745-9620, FAX: (410)745-3517.

October 5, 7, 12, 14 - Ornamentals Short Course - The Basics of Ecological Landscape Design. 4-6 P.M., Worrlow Hall, University of Delaware campus. Tel: 831-2531.

October 19 - Perennials Conference. Swarthmore College. Contact PA Hort Society. Tel:(215)625-8250.

November 1 - 1993 Professional Courses. Wetland Permits Made Easy. Environmental Concern Inc., St. Michaels, MD. Tel:(410)745-9620, FAX: (410)745-3517.

January 4-6 - 1994, Winter Mants. Baltimore Convention Center, MD. Contact Carville Akehurst (410)245-1799, FAX: (410)256-2208.

January 18, 19 - Horticulture Industry Expo. Sheraton Inn, Dover, DE. Tel: (302)653-1021.

January 31 - 4th Annual Pesticide Conference, Clayton Hall, University of Delaware, Newark, DE. 8:30 A.M. - 3:30 P.M. Recertification credit will be awarded. Registration required. Contact Susan Whitney (302)831-8886.

