



Lee to Green

May 1979

Published monthly by the Metropolitan Golf Course Superintendents Association

Vol. IX, No. 4

MEETING NOTICE:

Date: Thursday, May 17th—Green Chairman/
Superintendent Meeting

Place: Brae Burn Country Club
Barnes Lane, Purchase, N.Y. 10577

Host: Alfred Caravella

Telephone: (914) 946-1074, office; (201) 381-6976, home

Golf: 12:30 PM Carts—cash Caddies—cash

Lunch: Available in the grill

Cocktails: 6 PM

Dinner: 7 PM

Program: Speaker and Awards following dinner

Note: Golf is open to all classes, however, the limit is for 36 foursomes. Priority for this tournament will be given to Superintendents and their Green Chairman.

Directions: Take Rt. 120 North from Hutchinson River Parkway. Follow 120 North past Old Oaks C.C. Look for Barnes Lane about 1 mile on the left.

COMING EVENTS:

May 17 MGCSA Meeting—Brae Burn Country Club

May 28 National Golf Day

May 29-June 3 Golden Lights Tournament, Wykagyl C.C.

June 7 MGCSA Monthly Meeting, Mt. Kisco C.C.

June 20 Rutgers' Field Day, Adelphia

July 9-15 1979 U.S. Women's Open, Brooklawn C. C.
(for info. call 203-334-5116)

July 19 MGCSA Monthly Meeting, Innis Arden G. C.

July 25 Univ./Mass. Annual Turf Field Day

August 16-19 Westchester Classic

August 20 Family Picnic—Woodway C. C.

August 22 Univ./Rhode Island Turfgrass Field Day

September 20 MGCSA Invitational, Ridgeway C. C.

SPECIAL EVENT

Softball Game
Superintendents vs. Golf Pros
May 21, Lorenzen Park, Larchmont
3 p.m. to dark

Directions: Traveling south on U.S. 1, Lorenzen Street is just before the Larchmont Diner.

Please call **Bill Caputi, Chairman, (914) 698-6131**, and let him know that you will participate.

MGCSA NEWS:

A nice day with a good turnout combined for a successful joint meeting with LIGCSA at Dave Marmelstein's Indian Hills Country Club. Paul Voykin was the speaker for the evening. Our thanks to the LIGCSA.

Scott Niven, former Assistant to Paul Caswell at the Greenwich Country Club has taken over as Superintendent at St. Andrew's Golf Club. Scott is a graduate of the University of Rhode Island and we wish him the best of luck.

At the MGCSA Board of Directors meeting held at the Burning Tree Country Club on April 3, the following membership applications were received:

Byron T. Johnson, Jr., from B Member to A Member
Paul E. Menzenski, voted Class A Member
Paul M. Veshi, voted Class D Member
Stephen Puvogel, voted Class B Member

Steve Cadenelli, Superintendent of the Country Club of New Canaan, extends an open invitation to MGCSA members to join CAGCS members for their monthly meeting at C.C. of New Canaan on Tuesday, June 5. Please call Steve at (203) 966-2145, if you will be attending.

The Roster has been printed and will be mailed out shortly.



Paul Voykin, Golf Superintendent, Briarwood C.C. Illinois. . . *A Golf Superintendent Should Be A Golf Superintendent, Should Be A Golf Superintendent. . .*



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Secretary Paul Caswell, Greenwich Country Club
Office 203-869-1000, Home 203-661-8949
Treasurer Sherwood Moore, Woodway Country Club, Inc.
Office 203-329-8257, Home 203-322-0004

Not copyrighted. If there is good here, we want to share it with all chapters – unless author states otherwise.

TEE TO GREEN SURVEY:

Last month we received an excellent response from our membership regarding efforts discouraging Canadian Geese. Below are the survey results:

Very Good Success

1. Dogs
2. Loud noises (such as truck horns, fireworks, blank pistol, etc.)
3. Helium filled weather balloons across water
4. Wires across water

Some Success

1. Dogs
2. Loud Noises
3. Physical Chase

Little Success

1. Dogs
2. Loud Noises
3. Owl Decoy
4. Physical Chase

It's evident that some methods work well in one area but not so well in another area. We have over a half dozen methods listed above. Maybe one will work at your course.

Here at Innis Arden, my experience has been the only answer is harassment, almost constantly. Last spring we consulted with the U.S. Fish and Wildlife Service about our problem. We then tried stringing lengths of #8 wire across our lake to discourage the geese from landing. From my experience here, this can be fairly successful providing the following steps are taken:

- A. Anchor retaining pipes a few feet from the shoreline. Our pipes were on the shore at first and we found that vandals cut the wires.
- B. Use turn buckles on both sides to aid in tightening.

C. Use Jacobsen Gang Mower Frame Springs on both sides of the turn buckles. These small, strong coil springs will provide the "give" needed when a goose hits the wire without breaking it.

D. A truckster or similiar vehicle may be needed to pull the wires tight.

E. If the lake is wide, floats may be required to hold the wire up in the center.

In addition to the above, we have used a blank pistol with good results along with our dog, Justin.

This spring, we've added a slight twist to our program. When harassing, we are using our E-Z Go gas carts. It is hoped that the geese (being as smart as they are) will learn to recognize the motor sound as that of "trouble." If we are lucky enough to have that happen, then the motor noise from the member's cart playing gold may aid the effort.

Pat Lucas

JOB OPENING

Assistant Superintendent
Blue Hills Golf Club
Pearl River, N.Y. 10965

Write or call: Frank Belaqua, Superintendent
(914) 359-5100, extension 51

GCSAA NEWS

Nomination for GCSAA's Distinguished Service Award Now Being Accepted. . .

The GCSAA Executive Committee is now accepting nominations for the Distinguished Service Award. Nominees will be considered at the Fall Board Meeting; therefore, all nominations must be received by the Chairman of the Public Relations and Awards Committee by September 4, 1979.

To be accepted for the Distinguished Service Award, a nominee must meet the following qualifications:

1. Must have made an outstanding contribution to the advancement of the profession of Golf Course Superintendency,

2. The outstanding contribution may be, or have been, regional in nature as long as it can be judged to have significantly advanced the profession nationally or internationally.

3. The nominee must not have been a recipient of this award during the preceeding ten (10) years.

Please send all nominations to:

Mr. David C. Holler, CGCS
300 Swedeland Road
King of Prussia, PA 19406

Executive Committee Approves Changes in Certification Policy. . .

The GCSAA Executive Committee has approved the following changes in the certification policy. Credits toward certification renewal are now allowed for GCSAA approved **one-day** seminars. Each one-day seminar taken and passed is 1 point of credit. The second change relates to the initial certification examination. Any section(s) if the initial examination which is not passed can be retaken a maximum of 2 additional times. If the applicant, upon his third time does not pass the examination he must wait until his verification period of 1 year is up before reapplying in the Certification Program.

The fee for certification renewal is \$18.00 in U.S. currency. For further information, contact Palmer Maples, Jr., Director of Education, GCSAA Headquarters, 1617 St. Andrews Drive, Lawrence, Kansas 66044.

A Limited Number of Copies of GCSAA's *The Mathematics of Turfgrass Maintenance* Are Still Available From Headquarters . . .

As much of the country moves into another growing season, this reference manual and workbook provides a handy and helpful step-by-step explanation of the basic mathematics used in daily maintenance procedures. Included are sections on area and volume measurement, application of pesticides and fertilizers, steps to determine seeding rates, and irrigation application calculations. The manual also contains a ready-reference guide to metric conversions and answers to numerous sample problems.

Please announce the manual's limited availability and remind GCSAA members that their first copy is **free**, with additional copies priced at \$2.50 for members. Nonmembers may purchase copies for \$5.00 each. The price includes postage and handling. To order copies of *The Mathematics of Turfgrass Maintenance*, mail written request and payment (when applicable) to: GCSAA Headquarters, 1617 St. Andrews Drive, Lawrence, Kansas 66044. Allow 30 days for delivery.

This is one of several free benefits of GCSAA membership.



At the MGCSA April meeting: Bob Alonzi, MGCSA President, Mr. Ryan, Indian Hills Green Chairman, Dave Marmelstein, Host Superintendent and Ed Fufaro, LIGCSA President.



Bob Lippman

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PAUL VOYKIN ADDRESSES JOINT MEETING

By Ted Horton, CGCS
Winged Foot Golf Club

Paul N. Voykin, Golf Superintendent at Briarwood Country Club, Illinois, recently spoke to the Metropolitan Long Island Golf Course Superintendent Associations' Joint Meeting at Indian Hills Country Club and immediately announced "that it was good to be here with old friends—but that he often loses them after his talk." Then, true to his word, he proceeded to probably do so. I am always somewhat amused by Paul's bluntness and usually find it quite refreshing. Paul is able to talk from the heart and if you are able to analyze his feelings over a period of time he presents with pride a great deal of foresight about our profession.

Bob Williams is noted for his expertise on "Budgeting," Dr. Roy Goss is known for talks on the "Use of Sulfur" and Dr. Jim Watson for "Water and its Management." But Paul Voykin is renowned for his feelings against the "General Manager Concept." Bill Smart once noted—"Paul Voykin, Greenkeeper and Poet, calls 'em as he sees 'em." In his own words Paul "likes to create controversy" and his "Jekyll" nature prevails upon him to do so again and again.

Paul is a strong proponent of "Team Management" for Country Clubs—the Clubhouse Manager, the Golf Course Superintendent and the Golf Professional—guided by the Board of Governors, should coordinate their efforts to best provide for the needs of club members. He believes that club members are often deceived into believing that the "General Manager Concept" is better than the time proven triumvirate. "Not so" suggested Paul, except in circumstances where the General Manager is the owner of the club, a true lover of the game of golf and the "total boss."

While President of the Midwest Golf Course Superintendents Association several years ago, Paul expressed an opinion in the newsletter that the "Golf Superintendent should be a Golf Superintendent should be a Golf Superintendent." Simply expressed he wrote, "General managership is not our

business. Become a manager or stay golf course superintendent, but whatever, be true to yourself—you can't be superb at both jobs. Declare your hand and don't get into a mixed-up ball game."

Paul is ever controversial, a stimulant to thought, and it was a pleasure to have heard his presentation at our meeting. Perhaps we may even get some comments from "Tee-to-Green" readers or from those who heard his talk. It would be fun to receive some.

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for *your* contribution.



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Editor's Note: The following article was originally part of McGregor's sales bulletin and I believe was reprinted at one time by O.M. Scott's.

Pat Lucas

THE ART OF SELLING A IDEA (Golf Course & Grounds Superintendents Please Note).

Georgette McGregor, Sales Bulletin Ideas, Nov., 1975, p. 2

When you're trying to persuade people to "buy" an idea keep these hints in mind: 1) Discover something the other person wants to do, be or have; then link what he wants to what you want; 2) Keep your motives honorable. Sincerity and appeal based on truth pay off; 3) Be friendly; 4) Be diplomatic. Handle controversial points with care. Start with ideas on which there is the most agreement; 5) Remember, people don't like to be told they are wrong; 6) Encourage the other person to do the talking. It's difficult sometimes, but don't interrupt when you disagree. Hear the other person out before you have your say; 7) Instead of forcing your opinion on others, it is often worthwhile to make suggestions. Let listeners draw their own conclusions. Skillful persuaders are almost always ready to concede a point - or at least appear to be conceding a point; 8) Offer alternatives when you're sure that any one of them will accomplish the purpose.

HANDLE FLAMMABLE LIQUIDS WITH CARE

Flammable liquids such as gasoline, acetone, lighter fluid, lacquer thinner and paint thinner require special care in use and storage. These substances change rapidly from liquid to vapors which can burst into flame from even a small spark. Because the vapors are often heavier than air, they can travel considerable distances along the ground, creating unseen fire hazards far from the place they are being used.

Also worthy of special handling are other liquids such as alcohol and turpentine. While they do not produce the fumes associated with the substances above, they are still dangerous and will burn rapidly if ignited.

Remind your employees of these rules for safe storage and use:

- Never use or store flammable liquids near heat or flame.
- Never store gasoline in a residence or vehicle, and always use tightly capped and labeled metal cans for storage. Never use plastic or glass containers or anything that could be mistaken for a beverage container.
- Keep flammable liquids out of the reach of unauthorized persons, especially children.
- When refueling gasoline-powered equipment, turn it off and allow it to cool first.
- Never use gasoline to clean anything.
- When siphoning gasoline, use a pump, not your mouth.
- Follow directions carefully and choose non-flammable products when possible.
- When using flammable liquids, especially paint sprays, removers, synthetic cleaners and quick-drying paints, be sure the area is well ventilated. Vapors from these substances build up quickly in closed rooms, creating unsafe breathing conditions and a threat of explosion.
- If a fire involving flammable liquids should occur, use ONLY a Class B or ABC fire extinguisher (foam, carbon dioxide or dry chemical). Water can cause the fire to spread or explode.

—Forefront, March 1979

BRUCE AND THE GOOSE

*Quoting the words of our greensman, Bob Bruce,
"Here's what I think of the Canadian Goose—
He's a handsome bird, that is for sure
But he's almost more than we can endure,
I wish he'd vamoose, and not stay so loose,
So our time could be spent to much better use
Than raking up hundreds of well scattered yards
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by Van B. Taliaferro



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HOW MANAGERS DEAL WITH TENSION ON THE JOB

All organizations experience times when, because of external or internal pressures, members of the organization become tense. As tension increases, the likelihood of conflicts among employees and between employees and managers increases. As a manager, you should be aware when stressful circumstances are developing and what actions you should take to defuse a potentially explosive situation.

First, remember that people under pressure may not be objective. They become overly sensitive to real or imagined slights and find it difficult to retain perspective. For this reason, it is virtually impossible to resolve a problem under tension-producing conditions, particularly if you are feeling tense yourself.

There are two techniques, used singly or together, which will help cool down tempers and promote a quiet, intelligent approach to a problem.

First, change the place of your discussion. If the problem involves a location or object that caused the stressful situation, like a broken piece of machinery or a patch of damaged turf, having the evidence there will only serve to perpetuate the crisis.

If you have a private office or another place where you will not be interrupted, use it. Trying to resolve a problem with a crowd of onlookers is asking for trouble. It may also be that the problem is of a confidential nature, making an employee reluctant to discuss it fully where he may be overheard.

A cooling off period is another good move toward peaceful resolution of a stressful situation. If an employee or manager has reacted emotionally to a situation, it may only take a few hours for him to see his error and be ready to act reasonably again.

Before the time comes for a discussion, analyze what caused the stress. By pinpointing the cause for the stress, the emotional reaction that "everything's going wrong" will be cut down to size; you'll be able to say, "Situation or person X is causing the problem—let's deal with X."

Seek a resolution of the problem that allows everyone involved to retain his dignity. Nothing is accomplished by humiliating an employee, and may only cause further deterioration of an already unsatisfactory situation. If an apology on your part is appropriate, by all means offer one. It is one of the best ways to demonstrate your concern and desire to be fair. At no time is the ability to listen more important. Interrupting or outshouting an already upset employee can only make things worse.

In a well-managed organization, stressful situations with employees arise only occasionally. How they are handled when they do arise can make the difference between an unhappy, divisive bunch of workers and a satisfied group of employees who respect both you and themselves.

—*Forefront*, November, 1978

WHY FARMLAND GROWS IN VALUE

"... The world's deserts are spreading and new deserts are appearing and growing.

"The rate at which this phenomenon, called desertification, takes place has been increasing in recent years, posing what observers of global ecological trends see as one of the major challenges to mankind's ability to cope with an expanding need for food and space.

"It is estimated that fertile, productive land is being denuded and destroyed at a rate of 14 million acres a year. Already about 43 percent of the planet's land surface is desert or semi-desert.

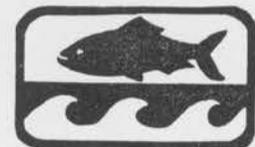
"Unless desertification can be slowed, some scientists say, fully one-third of today's arable land will be lost during the next 25 years, while the world's need for food will nearly double."

—*The New York Times*
August 28, 1977

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Something to think about. . .

"Any Fool Can Make A Rule,
And Every Fool Will Mind It."

Thoreau

IF YOU MUST FIRE AN EMPLOYEE

Now and then, every supervisor must face the unpleasant task of firing an employee. When that time comes for you, prepare as carefully as you did when you interviewed that employee for the first time.

Before the meeting, think carefully about the specific nature of your complaints and whether you have given the employee ample warning and an opportunity to improve. Don't throw away a potentially valuable employee just because you have not adequately communicated your desires to him.

If no improvement takes place, make the termination interview clean and quick. Now is not the time to dwell on past failures, especially if there is nothing that can be done about them. Get to the point and end the meeting quickly. Be sure that the employee understands your decision is final and you will not be swayed by pleas for "one more chance."

Finally, give some serious thought to why your employee failed. Firing unsatisfactory employees should never become easy, and if your termination rate is high, it probably reflects a flaw in your training system and management of employees.

—Forefront, March 1979



Mr. Ryan, Green Chairman, Indian Hills Country Club welcoming us. April meeting.

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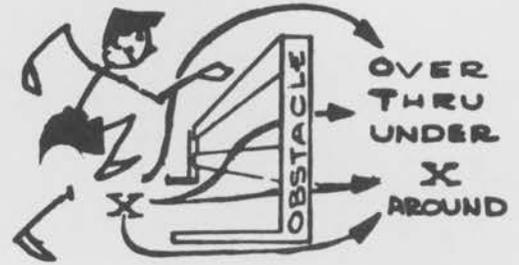
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Editors Note: Some time ago, after the stress of problems and decisions, I sat down and tried to put on paper, guidelines and formats which could be used in helping both myself and staff solve pending problems and arrive at suitable decisions.

Below is a form which I designed to aid in finding solutions. Perhaps our membership will contribute additional ideas. If so, I can refine this and then reprint it in Tee to Green again. Pat Lucas

Problem Solver



PROBLEM: *(brief statement of fact)*

CAUSES: *(not symptoms)*

1) _____

2) _____

3) _____

4) _____

POSSIBLE SOLUTIONS:

1) _____

2) _____

3) _____

4) _____



THE BEST SOLUTION: *(with supporting evidence)*

APPROVED ACTION: () who, () what, () where, () when, () why, () how

Target Compl. Date: _____ Est. Cost: _____

Actual Compl. Date: _____ Actual Cost: _____

Prepared by: _____ Date: _____

SPRING LOVE

*Man, fancies the beauty of Spring,
Thriving on a noble dream, -
Such as: - The kindling of romance, -
And born is the magic of love.*

Frank Paladino

PLAIN ENGLISH

"The Arizona legislature is working on a bill to require that all insurance policies be written in clear, easy to understand English. The bill had to be sent back to committee, however, with instructions to rewrite it so the legislators could understand it."

—Real Estate Reporter
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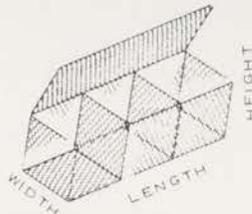
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 with temperatures steadily
 climbing to 96° F. Sat. and 98°

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DESCRIPTION

Maccaferri Heavy Duty Gabions are rectangular baskets made of heavily galvanized steel wire mesh of triple twist hexagonal weave having an opening of 3¼" x 4½". Each gabion is subdivided into cells of equal size by diaphragms. At the construction site they are unfolded and assembled by simply lacing the edges together and the diaphragms to the sides. The individual gabion units are then laced to each other and filled with stone from 4 to 8 inches in diameter. The lids are then closed and laced to the top edges of the individual gabions.

APPLICATION

The Heavy Duty Galvanized Gabions are recommended for use in fresh water and land applications. For polluted water, sea water or where exposure to corrosive chemical agents is anticipated PVC Coated Gabions should be used.

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