

# NHLA

# NEWSletter

Vol. 39 No. 4

Informing and educating members of the Green Industry

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## Twilight Meetings Offer Historic Gardens, Tour of Perennial Native Plant Nursery

*by Mike Barwell, NHLA Education Coordinator*

**N**HLA Twilight Meetings resume in June with a tour of the famed Bedrock Gardens in Lee, NH, on Tuesday, June 27 from 3-5 pm. This unique landscape and emerging public garden integrates unusual botanical specimens and unique sculpture into an inspiring landscape journey.

The 30-acre site is transitioning from a historic farm and private garden to a public oasis of art, horticulture, and inspiration. John Forti, author and Green Industry advocate, who was the speaker at the January NHLA Dinner Meeting, will be our host.

The historic property, which dates from the mid 18th-century, has been reclaimed from an abandoned dairy farm into a landscape of gardens, sculptures, and water features.

*Continued on p. 21*

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The *NHLA Newsletter* seeks to encourage a lively discussion of topics of concern to NHLA members. Opinions and proposals presented in the newsletter are those of the writers to whom they are attributed and are not a statement of official policy by NHLA, unless so stated.

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## President's Notes

By Andrew Pelkey, NHLA President

It seems fitting to use my first edition of the President's Notes to introduce myself to the NHLA community, express my intentions, and share my approach.

My name is Andrew Pelkey, the newly elected NHLA president. I am the co-owner of North Point Outdoors based out of Derry, NH. We are a commercially based landscape maintenance and snow company with residential offerings in turf care, irrigation, and design-build.

I have been in the landscape industry since 2006. Potentially like many of you, I started in this field with no formal education focused on the Green Industry, but I do have my associate degree in business management. I'm married and have a 4-year-old daughter and a 1-year-old son. To say my days are busy as a business owner, husband, and dad may be an understatement, but I think many of you are all in the same boat, and I wouldn't have it any other way!

I currently sit on the Board of Directors for the National Roads and Fuel Association (NARFA) as president. This is where the recent connection and endorsement was made to connect NHLA to NARFA and provide a streamlined process for members of NHLA to buy group-based

health insurance benefits. I also sit on two additional boards: The ABC Group SIG, and the AIIC, which are both self-insured workers compensation groups that our company belongs to. I took these roles so that I could be on the front line advocating for our team.

I joined the NHLA Board last year for one main reason. The Green Industry has given me my livelihood. And now, having learned a fair amount over the last 17 years, I feel compelled to try to give back to our industry in a locally focused manner.

I lead using a simple but effective management style called "Partnership Leadership," which comes from the book *Partnership Is the New Leadership* by Ty Bennett. Partner leaders understand that influence has to be earned. They build genuine relationships, add value, and join in collaboration with their people. Sounds simple right? Where it can become difficult is in the face of conflict or friction. That's where somehow my brain seems to work well; it takes a fair amount of conflict to send me down a negative path. If you ask my team when they last saw me angry, they probably couldn't pin down a story...

The current Board and ad-

ministrative team for NHLA is a fantastic group, and I only look to work to collaborate with them to continue to build the Association.

Now we know who I am and my approach. But where is NHLA headed? This is where things get exciting! The Board's vision is to enhance its offerings to current members by bringing more value to the membership while growing the Association's members via a marketing campaign, now in the early stages of planning. We have made steady progress on this concept in the last calendar year with the NARFA and Greenius endorsements and our First Annual Safety Day and Field Day events.

The Board is made of owners and landscape professionals like

myself, who work daily in their business and in the field. They make the time to volunteer for the betterment of our local NH landscape industry. On behalf of the Association, I ask each of you reading to reflect on what the landscape industry has given you and if you can make the time to give back to it by volunteering and joining one of the breakout committees that helps plan events and educational offerings. Coming from someone who started doing this last year, it's rewarding, I promise!

I am looking forward to my new role as president for the next two years and feel confident we will accomplish great things! As we enter into our busy season, I wish each and every one of you luck and success!

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## Amy Papineau to Provide Outreach and Education as an Extension Field Specialist



UNH Cooperative Extension is pleased to announce that Amy Papineau has returned to an Extension Field Specialist role in which she will be the principal contact from UNH Extension for New Hampshire's landscape industry. She has already been working with NHLA's Education Committee on upcoming events. Amy served Extension as the Food & Agriculture Program Team Leader for the last six years, providing leadership to program staff on campus and throughout the state. Prior to her role as program team leader, she worked as a Field Specialist in Merrimack County where she worked with Extension's Landscape & Greenhouse Horticulture team to provide education and technical assistance to growers and landscape professionals across the State.

Of her new role, Amy says, "I am delighted to return to an educator role where I can contribute to making positive impacts on the industry, businesses, and individuals." Amy Loader, Associate Director of Programs for UNH Extension, comments that "Amy's return to a field specialist role will be a tremendous asset to the landscape and greenhouse industry in NH. She has positive relationships with agricultural service providers throughout the state, as well as university faculty and administrators."

## Paver & Block Wall Installation Workshop

by Mike Barwell, NHLA Education Coordinator

Join us for this fast-paced, 4-hour seminar for contractors and sales reps who want to increase their skills in technical specifications in paver and block wall planning and installation. Instructor Bill Gardocki will lead the two-part seminar, which condenses five courses of a basic understanding of Interlocking Concrete Pavement Institute (ICPI) and National Concrete Manufacturers Association (NCMA) specifications.

The May 6 workshop is designed for those who are not pursuing certification or for those who hold certification and want continuing education credits or a refresher on ICPI and NCMA specifications.

Included is a condensed version of five certification courses: ICPI Level 1, ICPI Advanced Residential, PICP, NCMA Level 1 and NCMA Advanced Residential.

The seminar will help your sales team speak technical specifications and the contractor language. Milton CAT, 30 Industrial Dr., Londonderry is the host and sponsor. Registration starts at 7:15 am. Class is 8-noon.

Attendees are invited to tour Milton CAT's facility after the workshop. Please let us know if you want the tour. CEUs are available for NHCLP, ICPI, and NCMA.

The workshop is limited to 50, so register today at [nhlaonline.org/happening-now](http://nhlaonline.org/happening-now).

## Job Opportunities

Terrain Planning and Design is seeking a creative self-starter to join our growing firm. Responsibilities will include, drawing production, permitting and project management. Current Openings: **Entry – Mid Level Landscape Designer**, 2-8 years' Experience; **Senior Level Landscape Architect**, 10+ years' Experience. Interested candidates should please respond with letter of interest, resume and portfolio to Eric Buck, at [ebuck@terrainplanning.com](mailto:ebuck@terrainplanning.com)

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## Certification Corner

by Abby Zuidema, NHCLP Certification Coordinator

### 2023 NHLA Summer Plant Identification Course

Registration for the 2023 NHLA Plant ID Summer Course is now open. The class will meet Tuesdays, June 13 - September 12, 5-8 pm. Classes will be held at nurseries, parks, and estates in NH, central to the majority of participants. Past classes have been held in the Concord and Seacoast areas.

Over 250 woody and herbaceous plants will be reviewed in the course, roughly 18-20 plants per week. Quizzes will be held weekly to review the identification, common name, and scientific name of the plants covered. The plant list is posted on the NHLA website.

To register, fill out the application available online and send it along with payment. Be sure to include your location preference with your application. Additional information can be found on the NHLA website.: [nhlaonline.org/plant-id-summer-course/](http://nhlaonline.org/plant-id-summer-course/)

### 2023 New Hampshire Certified Landscape Professional (NHCLP) Exam

The New Hampshire Certified Landscape Professional Exam will be held September 23, 2023. The Plant Identification and Written Portion will be offered on this date. More information on the exam and application can be found on the NHLA website, [nhlaonline.org/how-to-become-certified/](http://nhlaonline.org/how-to-become-certified/)



### Congratulations to these new NH Certified Landscape Professionals

#### Chadd Hippensteel Juniper Hill Landscaping, Barrington, NH

Chadd has officially been in landscape since 2013, and has worked part time at the family business, Juniper Hill Landscaping, for even longer. Chadd first earned his NHCLP in 2013, which opened his eyes to the world of plants. He then went on to take landscape and design courses at NHTI and the Thompson School.

In addition to his experience, Chadd earned a BA in public policy from Hamilton College and a MLA in landscape architecture from Louisiana State University. Now back in New Hampshire, Chadd re-instated his NHCLP status by taking the exam once again. The NHCLP supports his work in residential landscape design and installation of stonework and planting focusing on native groundcovers under trees and shrubs to support the ecology of the sites he works at.

#### Susannah Levy Piscataqua Landscaping & Tree Service, Eliot, ME

Susanna's interest in gardening began during summers in high school and college when she worked for a small all women's fine gardening company. Over the years she pursued other careers, but always landed back in gardening. For the past ten years, she worked as crew lead for planting, pruning, and general maintenance at a gardening company in Cambridge, MA. Susannah moved to New Hampshire two years ago and continues to grow and share her knowledge, experience, passion for the work with Piscataqua Landscaping and Tree Services as a garden maintenance crew leader. 🦋



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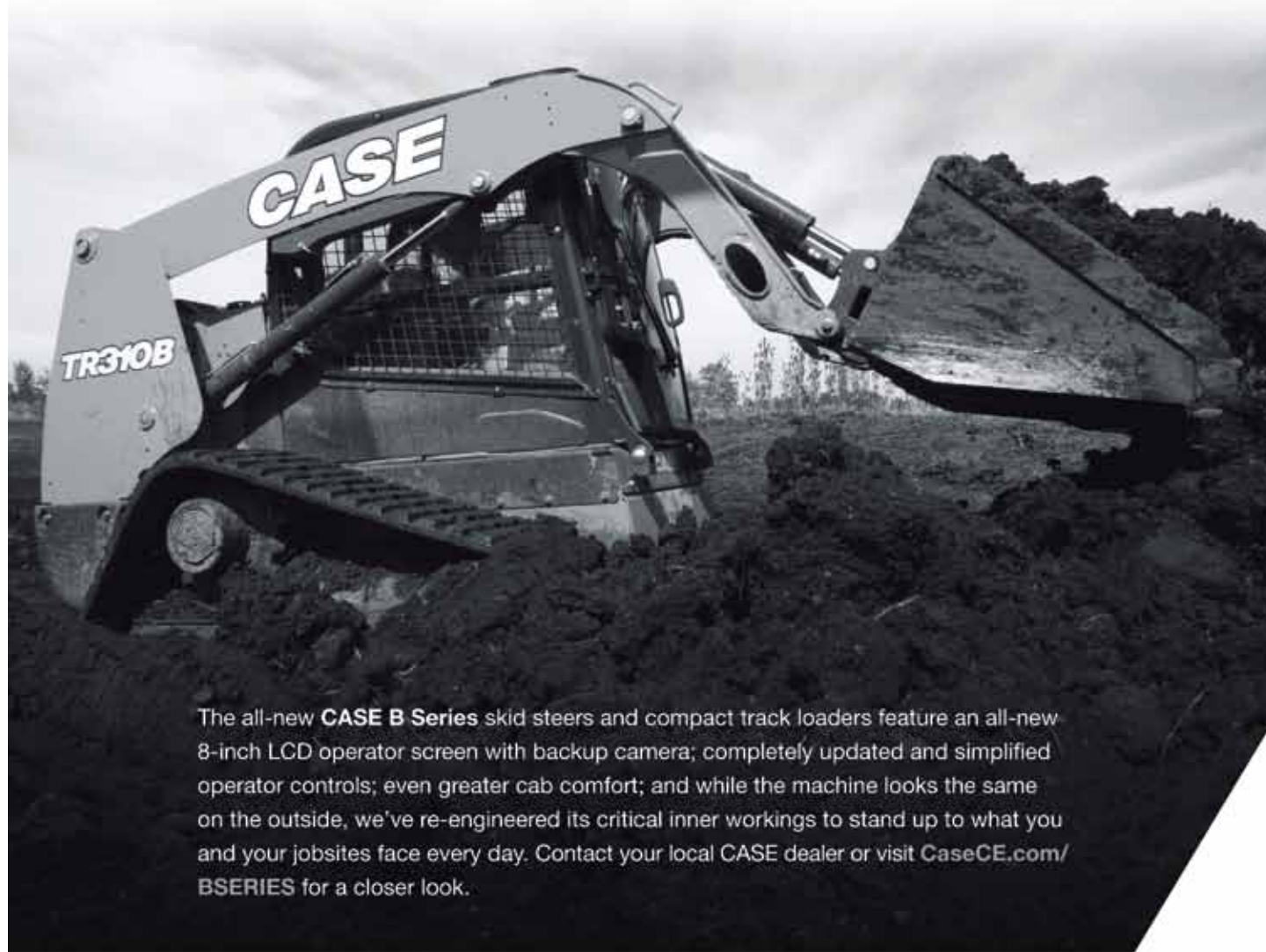
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# Tick Testing for Tick-borne Illnesses in New Hampshire

by UNH Cooperative Extension



New Hampshire homeowners, gardeners, landscapers, and anyone else who works or plays outdoors can have ticks identified and tested for dangerous tick-borne illnesses, like Lyme disease, anaplasmosis, babesiosis and Powassan virus. UNH Extension partners with the University of Massachusetts' TickReport™ program to provide tick identification and disease testing, with quick turnaround at a reasonable cost.

To submit a tick for testing, 1) place the tick (dead or alive) in a sealed plastic bag, 2) complete the online TickReport™ submission form [www.tickreport.com/order-tick-test](http://www.tickreport.com/order-tick-test), 3) write the order number on the bag, 4) send to TickReport™, Laboratory of

Medical Zoology, 101 Fernald Hall, UMass, 270 Stockbridge Rd., Amherst, MA 01003, 5) receive email results within 3 business days.

When working in tick-infested areas, wear proper clothing, including long pants tucked into your socks. People who work in brush might prefer to use gaiters. The stretchy material fits over the laces and tops of boots, and can hold tucked pantlegs securely. A long sleeved shirt with snug collar and cuffs will also offer protection, if it is tucked in at the waist. Dressing this way helps keep ticks you do encounter on the outside of your clothing, where they may be spotted or brushed off. Light colored pants

and shirt allow you to easily spot crawling ticks. There are also several forms of tick-proof or tick-resistant clothing. Some are made of tightly woven, slick material to which ticks can't easily attach. When working in tick habitat, use of insect repellent specifically designed to repel ticks is essential. Socks, ankles, legs, and pant legs are the best places to treat. For added protection, you can treat clothing with tick repellent designed to persist through numerous washings.

Checking yourself for ticks is one of the easiest ways to help limit the danger of contracting the many diseases that are transmitted to humans through bites from infected ticks. Through

consistent, daily checking you can assure yourself that a tick bite is relatively new. The sooner you remove a tick, there is a lesser chance of you contracting tick-borne illnesses. It's hard to see your back and some body parts – so use a mirror, or the help of a friend, to spot potential ticks in these places. Remember to check your head, especially if you have long hair.

Since tick bites are painless, ticks are often discovered after they have begun to feed. Removal is fairly easy, provided it is done correctly. With tweezers, firmly grasp the tick as close to its head as possible, and pull gently, using slow, steady pres-

*Continued on p. 21*

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## Four Day Work Week...Is it Possible?

by Bill Gardocki

I wrote an article for *Hardscape Magazine* back in June of 2014. The article was reprinted in the *NHLA Newsletter* in August of that year. The topic was the four-day work week. Many of you looked at me after that article as if I had two heads. "How can we work only four days a week?" was the cry. As I said in the article, we still work 40 hours in those four days, and it turned out that we were more efficient and profitable in those four days than we had been with a five-day eight-hour a day work week. I was able to do all my quotes on Fridays and Saturdays in March, April, and May and then just on Fridays for the rest of the year. I actually started to remember what my family looked like. I remember laughing when my guys asked why we did not switch to a four day work week years earlier.

The name of the game is to be profitable, happy, and enjoy what we do. The object of doing your own thing is not to say, "look at me, I'm booked out for the next 10 weeks, six days a week." The bottom-line objective is to be able to say at the end of those 10 weeks, "the last few months I've made money and enjoyed my work."

Our country's work week has basically not changed since Henry Ford initiated the 5-day 40-hour work week in 1926. Recently, the *Union Leader* had a story about how most companies in England are switching to the four-day work week. The study showed a big improvement in the quality of life. 39% of employees had less stress and 71% had reduced levels of burn out. Those two items alone are reasons for us to pause and consider alternatives to the way

we run our business. Another interesting fact was that 54% of the employees found it easier to balance work and household responsibilities. Think about your own situation and having an extra day or two a week to get things done. From the financial perspective, the sixty companies that participated in the initial year long study showed no loss of income. Don't forget- employees were still working forty hours.

Here is the article I wrote almost ten years ago. It seems to still be relevant today:

A few years back during one of my winter plane flights to teach an ICPI class in Houston TX, I was reading about several landscape companies that had made the switch to four-day work weeks. The owners of these companies were expounding on all the hidden benefits gained from their decision to go to the four-day work week. Of course, your first instinct is to say, "no way can this work for me" But after consulting with my management team (my wife who runs our office, my son who runs my prep crew, and our installation crew foreman) we decided to give it a try. We chose four eleven-hour days to make up our work week.

The main reasoning behind the switch was strictly a lifestyle choice decision. I am starting my 40th year in the industry, so I have seen and been part of the six- and seven-day work weeks. Back about ten years ago I remember making the decision to go to the five-day work week. I remember telling my friends within the industry, and they all thought I was crazy. They all said you can't get it all done in five days. These same friends cannot at all comprehend the four-day

We have found that our guys really look forward to the three-day weekends. It has become a great recruiting tool as well. You are still getting the same, or a slightly higher number of billable hours with this schedule, as you would in five 8-hour days.

work week. I tried to explain to them the lifestyle part about the decision, but it doesn't sink in. Most contractors think that a six- or seven-day work week is what is expected of us.

Let's take a closer look at some of the components that make the four-day work week work:

1) **Scheduling** – To me, scheduling is the item that affects contractor's blood pressure as much as any other. The key to scheduling is discipline and having a true understanding of how long it takes you to do jobs. You must keep accurate records of past jobs so that when you bid on new work you have a precise understanding of how long the new potential job will take. The discipline part is about not overbooking. We all know that one of the hardest things to do is to look at a great project and tell the prospective client you can't get to their job for two or three months. It is hard to tell people they are going to have to wait if they want your services. Overbooking has the potential to bring down any company. Your clients get ticked off if you are not showing up on schedule. It will eventually affect your state of mind and it acts like a domino effect that doesn't stop until clients start canceling.

2) **Efficiency** – Efficiency on the job site is important no matter how many days you work. But when working a four-day week it becomes even more critical. Small tools, excavation equipment, compaction equipment, trucks, job planning, and employee training are all essential elements of job site efficiency.

3) **Production** – We have set up our workday to maximize production time. Foremen arrive at the shop at 6:45 am, pick up their job jackets that contain all the critical information they need for their job. This time is also used to review or discuss questions that may have come up on the job site the day before. Our delivery driver arrives at the same time to start loading material in to trucks or load equipment on to trailers. Laborers arrive at 7:00 am and the crew is out of the yard by 7:10 am. The crews stay on the job site until 5:00 pm. This generally gives us 9.25 hours on the job site, or 37 billable hours in a 40-hour work week per person. Remember, it is all about billable hours. To cover our overhead, pay everyone's salary, and meet our profit margin goals we shoot for 14,000 billable hours in our 9-month season in southern NH. Also consider how many

*Continued on p. 21*



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## SAVE THE DATE Second Annual Field Day At Belknap Fairgrounds, Sept. 20

by Mike Barwell, NHLA Education Coordinator

The second annual NHLA Field Day is going to be bigger and better this year.

Belknap County Fairgrounds will host the event in their expansive buildings and fields, allowing more vendors, workshops, demonstrations, and hands-on experiences this year.

Workshops will include drainage, irrigation, working with natural stone and precast products, tick-safe practices for outdoor workers, pruning and

chain saw safety.

Some of the workshops will include pesticide credits through UNH Cooperative Extension.

This year we are asking more equipment vendors to offer hands-on experience with new products.

Other vendors will offer useful products for landscape and hardscape work.

Watch for vendor and attendee registration in coming months.

This is an event you don't want to miss this season. ✨



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## 9th Annual NHLA Golf Tournament Tuesday, August 1, 2023

Registration 7:30 am / Tee Time 8:30 am

RAIN OR SHINE

Pre-registration is required. No walk-ins accepted.

Go to [nhlaonline.org/golf-tournament/](http://nhlaonline.org/golf-tournament/) to register

Tournament held at Candia Woods,  
313 South Road, Candia, NH 03034



### Sponsorship Opportunities

DEADLINE for Sponsorship – Tuesday, July 11, 2023

|                               |         |
|-------------------------------|---------|
| Tournament Sponsor:           | \$1,800 |
| Dinner Sponsor:               | \$1,500 |
| Snack Bag Sponsor:            | \$1,300 |
| Air Cannon Sponsor:           | \$800   |
| Score Card Sponsor:           | \$700   |
| Coffee Sponsor (NEW):         | \$225   |
| Water/Gatorade Sponsor (NEW): | \$225   |
| Tee Sign Sponsor:             | \$175   |

Raffle Sponsors Needed! (sport tickets, tools, gift cards, etc.): Please contact Pam by July 11 in order to receive website, *Newsletter*, and tournament day recognition! Bring to tourney or arrange pick-up.

See the sponsor form at [nhlaonline.org/golf-tournament/](http://nhlaonline.org/golf-tournament/) to sign up.

### Golfer Registration

DEADLINE for Discounted Price, June 1

DEADLINE for Final Registration, July 11

|              |                         |
|--------------|-------------------------|
| 1-3 Golfers: | \$150 each by June 1    |
|              | \$160 each after June 1 |
| Foursome:    | \$600 by June 1         |
|              | \$650 after June 1      |

Foursomes are guaranteed to golf together!

Registration includes golf, cart, snack bag, lunch, and prizes.

Details at [nhlaonline.org/golf-tournament/](http://nhlaonline.org/golf-tournament/).

NHLA accepts payment by credit card, Pay Pal, or check. Questions? Contact Pamela Moreau, [nhla@comcast.net](mailto:nhla@comcast.net)

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Contact Pam at [nhla@comcast.net](mailto:nhla@comcast.net) with your questions!



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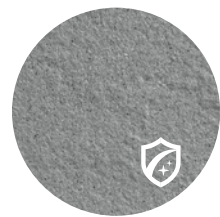
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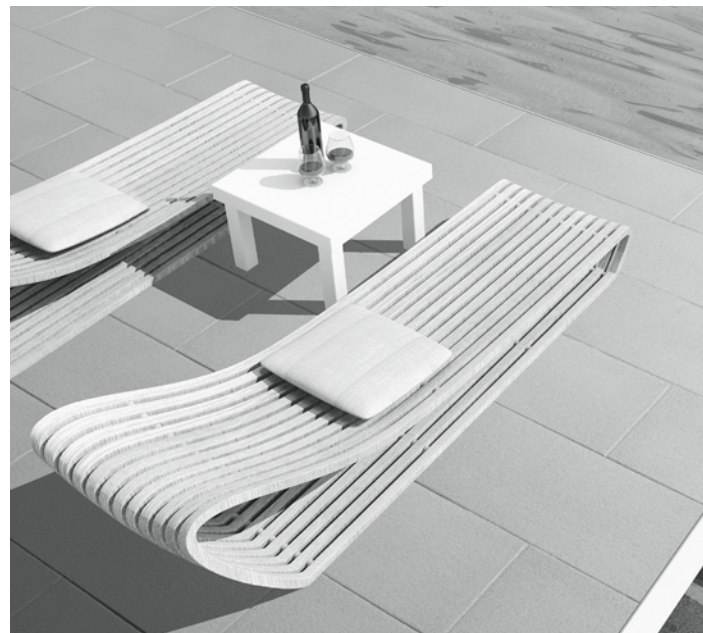
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# Reduced Flowering and Fruiting Expected on Stone Fruit Trees in 2023

by Amy Papineau, Extension Field Specialist, UNHCE

Many landscapes feature fruit trees such as peaches, plums, and cherries. We expect to see flowering and fruiting of these trees greatly reduced this year. The cold snap that occurred on February 3 and 4, 2023 caused devastating damage to flower buds and fruiting potential for stone fruit trees in New Hampshire, such as peaches, nectarines, cherries, plums, and apricots. Temperatures of negative 20 degrees F were recorded in parts of the state. While there are differences in the low temperature thresholds for flower buds of different species and varieties, flower buds will be damaged or killed at very low temperatures. Most peach flower buds, for ex-

ample, will be killed at negative 10 degrees F.

Adding to the potential for reduced flowering, NH experienced unseasonably warm temperatures just prior to the cold snap. Warm temperatures reduce bud hardiness, leaving trees more vulnerable than if temperatures had remained relatively cold during the week before the very cold event, and although trees do not experience wind chill the way humans do, the dry winds can contribute to desiccation of plant tissues, further exacerbating the effects of the cold conditions.

The expected lack of fruiting this year makes this a great year to do heavy corrective pruning without affecting fruit set!



*The February cold snap caused devastating damage to flower buds and fruiting potential for stone fruit trees in NH.*

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## Practice Blameless Problem-Solving

by Andrew Pelkey, NHLA President

In my last article "Culture is Essential" (February 2023), I discussed the necessity for a positive working culture for your team and how that impacts the ability to hire and retain. In the article I referenced our Pillars of Culture and one of them in specific: "Create a tone of friendliness and Warmth."

This happens to be number four on our list of ten. I received some positive feedback from friends in the industry on it, as well as from the team here at NHLA, and we thought it would be beneficial to offer a series of articles to discuss the other pillars.

I hope this article and those in the future help you foster a positive culture at your own company. Some may think that it's too telling to give up some of our secrets on how we oper-

ate as a firm, but I think of it differently in two ways.

One, if more landscape companies embrace a positive working culture it creates more opportunities for the front line workers here in our local industry to work for a company that respects them, has their best interests in mind, and supports their personal growth. Two, I know it's hard work, and only those who are dedicated will achieve it. You can have the recipe, but you need to still mix the ingredients and put it in the oven!

#### Pillar # 7- Practice Blameless Problem Solving:

Apply your creativity, spirit, and enthusiasm to developing solutions, rather than pointing fingers and dwelling on the problems. Identify lessons learned and

use those lessons to improve your process so you don't make the same mistake again. Get smarter with every mistake. Learn from every experience.

If you're able to get yourself and the team working with you, to a point where when a problem arises, everyone instantly starts working on the solution rather than spending energy on whose fault it was, think how quickly the problem can be resolved! You will fix your issue quickly and avoid having those who made the mistake carry the weight of it.

We ALL make mistakes. It is inevitable. How we learn from them, grow, and move forward is the method of measuring success.

The underlying theme that will occur if you embrace this concept is that it will alleviate negative behavior in your team.

When your brain operates from a solution-based platform, there isn't any space for emotion to get in the way. This will make you and your team highly effective.

I have embraced this pillar both here at our company and in my personal life. I can tell you that it keeps me level. I have been able to train my brain to receive an issue and instantly go into "figure it out mode." Some of you may already do this, which if so, Kudos! You're one step ahead; now try to get the rest of your team thinking the same way, and watch both the personal growth of your team members and your company as a whole excel!

— Andrew Pelkey is chief operations officer and co-owner of North Point Outdoors. He is the current president of NHLA.

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# Second Annual Safety Day a Success

by Mike Barwell, NHLA Education Coordinator

Being informed and being prepared was the theme of the second annual Safety Day on March 29.

Hosted by North Point Outdoors at their Derry facility, three Troopers from NH Department of Safety's Troop G and an EMT from the Windham Fire Department engaged with 85 attendees about getting ready for the next season.

Repeating their appearance from last year, Troop G officers reviewed two truck and trailer setups, pointing out safety con-

cerns and going through proper check points.

Every driver and crew needs to inspect vehicles and trailers for everything from working lights and brakes to trailer hitch hookups and inflated tires. Failure to do that before you leave the shop can lead to serious accidents, injuries and even death.

"We're not here to make your lives or work difficult," said Sgt. Seth Turner. "We want to make sure you and others on the road are safe so you can do your jobs."

Troop G offers a monthly re-

view of regulations for commercial drivers at their headquarters in Concord. For more information or to attend a session call (603) 223-8778.

Bob Taylor, firefighter/EMT with the Windham Fire Department, offered two sessions about basic first aid on a job site. He emphasized having a basic first aid kit in every vehicle and basic training to identify injuries or medical emergencies.

"You should know what to do before the 911 call goes out and emergency responders arrive," he said.

In opening remarks, newly elected NHLA president Andrew Pelkey, who also hosted the event, reminded attendees that

NHLA is a non-profit education organization dedicated to ensuring the Green Industry is up to date and prepared on all issues concerning our work, including employee and customer safety.

Cross Insurance, one of the Safety Day sponsors, offered first aid kits to all attendees.

Other sponsors included Site One and Central NH Trailers & Equipment, who provided breakfast and lunch for the groups. ↑

— Mike Barwell is a manager at Perfect North Lawn Care LLC in Concord. He is a Master Gardener and Natural Resource Steward through UNH Cooperative Extension and a retired public relations specialist.



*"We want to make sure you and others on the road are safe so you can do your jobs." – Sgt. Seth Turner*



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# Landscaping for Water Quality 2023

by Julia Peterson, NH Sea Grant and UNH Extension

Landscapers and clean water organization members from New Hampshire's Monadnock region gathered in late March in Swanzey for a two-day workshop called Landscaping for Water Quality 2023. The workshop is designed to provide professional landscapers with fresh perspectives, new skills, and greater confidence with water quality-friendly landscaping. The training helps landscapers develop more ecologically sound designs and installations and is the result of a collaboration among UNH Extension agriculture and water resources staff, NH Department of Environmental Services Water Division staff, and an ecological landscape business owner and practitioner.

Workshop participation is capped at 30 individuals in order

to accommodate a substantial hands-on segment during which the participants visit a site in need of renovation, assess the site, and then work in small groups to redesign the site's landscape. The redesigned landscapes features elements that reduce erosion and stormwater runoff and enhance ecological functions, like water filtration, habitat formation, and nutrient cycling. At the end of the two days, the redesigns are shared with the site manager.

Here's a comment from a 2023 participant:

"This was the best workshop on this topic I have attended to date. The two days were an excellent use of my time, especially at the beginning of our season, not only to add to my knowledge but to speak with other landscape professionals

and hear their experiences on the topics."

The workshop and its precursor have been offered approximately every other year since 2010 in different parts of the state and are typically offered in conjunction with a municipality or watershed

organization. For more information, check out this year's event webpage (internet search for DES Landscape for Water Quality) or contact Lisa Loosigian at lisa.loosigian@des.nh.gov OR Julia Peterson at Julia.peterson@unh.edu. 🐝



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## TWILIGHT MEETINGS Continued from p. 1

Moving on to July, save Wednesday, July 12 for a visit to one of New Hampshire's nursery treasures, Van Berkum Nursery in Deerfield, NH. New owner John Gedraitis will host the event, starting at 5 pm.

Specializing in perennial and native species, Van Berkum's offers plants for New England woodlands, meadows, "wicked rugged," and other ecotype plants.

Look for online, email, and social meeting promotions for registration information for both Twilight Meetings. 📍

— Mike Barwell is a manager at Perfect North Lawncare LLC in Concord. He is a Master Gardener and Natural Resource Steward through UNH Cooperative Extension and a retired public relations specialist.

## TICK TESTING Continued from p. 9

sure. Do not yank it or pull it sideways, since this could cause its head to break off inside the wound. It might take as long as a minute or two for removal. Some people find it easier to use a plastic "tick spoon." You slide the spoon under the attached tick, fitting its mouthparts into the v-shaped notch. Then hold the body of the tick down with your thumb, and gently roll the handle of the spoon down, using leverage to pull the tick out. Be careful to fit the mouthparts into the smallest part of the notch, and do this as close to the skin as possible. Touching a hot match to an embedded tick, or covering it with Vaseline or other substances aren't recommended. They do not help to remove the tick, and we worry that they might increase the likelihood of the tick regurgitating into the host (possibly injecting disease agents). 🦋

## 4-DAY WORK WEEK Continued from p. 11

times during the season one of your employees must leave a job site early, or arrive late, due to a personal appointment. That is an issue that can truly affect daily production. With the four-day work week, everyone knows that all personal appointments need to be made on Friday.

One of the critical items we looked at in making our decision was set up time at the beginning of the day and clean up time at the end of the day. It is easy to do the math. We used 1 hour per day per crew member of set up time and clean up time as our bench mark, and multiplied that times 12 people times 40 weeks. That comes to 480 hours. If your average pay with payroll taxes included is \$20/hour, that comes to \$9600/year. If you are meeting the industry average of 8% profit, you need to generate another \$88,320 in income to cover the \$9600. This does not

even take in to account the 40 days of savings of travel time and fuel. Most contractors I have talked to that work a four-day work week and have about the same size business as mine say they are saving about \$15,000 per year. That translates to \$170,000 in sales that they don't have to get to cover the \$15,000.

Another factor to consider is the overall attitude that a four-day work week brings to the crew. We have found that our guys really look forward to the three-day weekends. It has become a great recruiting tool as well. You are still getting the same, or a slightly higher number of billable hours with this schedule, as you would in five 8-hour days. Do the math, see if it can work for you. Remember that this concept is truly a lifestyle decision. 🌿

— Bill Gardocki is a past president of NHLA (1994). He is now a Hardscape Educator.

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—William Kent (1685-1748) English architect,  
landscape architect, painter, furniture designer.

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[nhlaonline.org/nhla-newsletter/](http://nhlaonline.org/nhla-newsletter/)**

**Calendar**

- **MAY 6**  
NHLA Paver and Block Wall Installation Workshop, see page 5
- **JUNE 13-SEPTEMBER 12 (TUESDAYS)**  
NHCLP Summer Plant ID course, see page 7
- **JUNE 27**  
NHLA Twilight Meeting, Bedrock Gardens, see page 1
- **JULY 12**  
NHLA Twilight Meeting, Van Berkum Nursery, see page 1
- **JULY 27**  
Massachusetts Nursery Association Down to Earth Summer Conference & Trade Show,  
Marshfield Fairgrounds, Marshfield, MA, [mnl.com](http://mnl.com)
- **AUGUST 1**  
SAVE THE DATE: Annual NHLA Golf Tournament, see page 13
- **SEPTEMBER 23**  
NHCLP Exam, see page 7