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THIS ISSUE: Featured Member: Arid Solutions Nursery, LLC
ANAFUND Benefits from Container Garden Sale
Saturday Night Live: ANAFUND Fundraising Event

ANAFUND Benefits from Container Garden Sale at Southwest Flower & Garden Show

The Outdoor Container Garden Design Exhibit & Sale at the first annual Southwest Flower & Garden Show, which was held March 6-8, 2009, was a blooming success. All twenty-one (21) of the container gardens were sold, earning \$2,855 that was divided between the Arizona Nursery Association Foundation (ANAFUND) and the Arizona Chapter of the American Society of Landscape Architects (AzASLA) scholarship fund.



Best in Show was awarded to "Succulent Garden" by Enchanted Garden Landscape.

Each outdoor container garden was eligible to compete in five categories. A panel of three (3) judges awarded the following:

- Best in Show – "Succulent Garden" - Designers Theresa Prebish and Jamie Schmitt of Enchanted Garden Landscape;
- Second Place – "Cactus Scape" - Designers Theresa Prebish and Jamie Schmitt of Enchanted Garden Landscape;
- Third Place – "Made for Shade" – Designer Michael Dollin of Urban Earth Design;
- Best Regional Design Expression – "Golden Hedgehog" – Designer Jessie Byrd of Desert Green Design; and
- Best Plant/Pot Ensemble – "Versamods" – Designer Nicholas Adamson of Adamson Design & Construction.

Thank you to the following individuals who volunteered their time and expertise at the Show: Susan Chase, Jim Coffman, Scott Coyner,

Cathy L. Cromell, Pearl Crum, Rhianne Doyle, Robin Franklin, Aimee Garza, Carol and Dan Goar, Jay Harper, Rob and Melissa Johns, Tim Le, Janet Rademacher, Cindy Riding, Dan Scholl, and Bart Worthington.

Your hard work, involvement, and support were greatly appreciated. A special thank you to ANA Board members Jay Harper and Rob Johns, both of whom participated in early morning television interviews to promote container



"Cactus Scape" by Enchanted Garden Landscape was awarded 2nd Place.

gardening and square foot gardening for the Southwest Flower & Garden Show.

Thank you to the designers who created unique and incredible works of living art: Nicholas Adamson of Adamson Design & Construction; Jessie Byrd of Desert Green Design; Jim Coffman and Scott Coyner of Coffman Studio, LLC; Michael Dollin of Urban Earth Design; Joanne Kelly Grosse of



3rd Place was awarded to "Made for Shade" by Urban Earth Design.

JK Designs; Sara Jacoby of Sara Jacoby Landscape Design; Rick Jones, Mary Estes and Joel Thomas of JJR Floor; Theresa Prebish and Jamie Schmitt of Enchanted Garden Landscape; Diana Turner of Turner Design LLC; and Dawn Whittenberg of Harper's Nursery.

And thank you to the container suppliers who donated their products: John Sargent at Desert to Mountain Products; Andre Lugo at Green Goddess/Earthstone; Monte Pearson at International Wholesale Pottery; and Paula Kornegay at Kornegay Design.

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Hand Injury Protection

Try to imagine your life without the use of your hands: being unable to perform the simplest task, such as turning on a light switch. No machine or tool can compare with the versatility of the human hand. Hand injuries account for approximately 1/3 of all disabling job-related injuries each year. Over 80% of these injuries are caused by pinch points, any point where it is possible for a body part to be caught between moving and stationary portions of equipment. These injuries include cuts, bruises, fractures, and amputations. Approximately 20% of these injuries become infected. In 2008, hands were the #1 injury in the ANA SCF Arizona group and #2 for dollars lost. There are certain precautions that must be taken to prevent hand injury.

The importance of hand protection cannot be overstated. Regardless of the

nature of your employment, leather gloves can provide an essential barrier between rough elements and your hands, allowing you to prevent injury and damage to your hands and wrists without sacrificing grip and usability. Approved work gloves are a protective tool to prevent cuts, splinters, bruises, and abrasions resulting from the handling of rough materials or sharp objects. Good quality gloves can help prevent the hand-specific injuries that can arise through various dangerous tasks, such as working with chemicals or volatile substances, by providing a protective layer against the hand to prevent skin damage or irritation. The tough exterior of the leather is specifically designed to protect the hand; therefore, in any tasks that could lead to skin or digit damage, leather gloves provide an essential initial layer of safety for the wearer. Gloves can

also be effective in minimizing hand infections, such as dermatitis, which occurs in nearly every type of industry.

Leather gloves are an important item of safety work gear in industries like landscaping and construction. All in all, a good quality pair of leather gloves can provide an essential safety layer between the hands and fingers and the dangers that surround them in the workplace, and ensure that crushing and severance accidents are less frequent and less serious if they do occur. Protect your hands and prevent hand injuries by always wearing work gloves when handling items that are heavy, abrasive, or have sharp points and edges or when working with wet concrete, very hot or cold objects, or caustic chemicals.

For assistance with loss control or safety issues, contact ANA or SCF Arizona.

It's the law

New I-9 Form Becomes Effective

Effective April 3, 2009, employers had to begin using the newly issued Form I-9 and List of Acceptable Documents from United States Citizenship and Immigration Services (USCIS).

The most notable changes to the I-9 form:

- There are four categories, rather than three, in the attestation box of Section 1. The boxes divide citizen and noncitizen national into separate categories. Additionally, the "alien authorized to work" box requires the Alien or Admission number on the first line and expiration date (if applicable) on the second line, rather than the expiration date before Alien or Admission number as with previous versions of the I-9.

- All documents presented by employees to verify identity and employment eligibility must be current. For example, employers can no longer accept an expired U.S. Passport or an expired driver license.

- Three documents from List A on the List of Acceptable Documents have been eliminated: Forms I-688, I-688A, and I-688B. This is mostly an administrative change because these documents are no longer issued and have now expired.

- Two documents have been added to List A on the List of Acceptable Documents. They are:

- a temporary I-551 printed notation on a machine-readable immigrant visa
- a passport from the Federated States of Micronesia (FSM) or the Republic of the Marshall Islands (RMI) with a valid Form I-94 or I-94A.

Effective April 3, 2009, employers had to begin using the new I-9 and accept only unexpired documents on the revised List of Acceptable Documents. Further, if an employee's work authorization requires re-verification, the employer must use the new I-9 form with the revised List of Acceptable Documents. Failure to use the new I-9 form could result in civil monetary penalties. Companies should update new hire packets to include the new I-9 Form and List of Acceptable Documents.

To access the new I-9 Form, visit [http://www.ballardspahr.com/files/tbl_s29GeneralContent/PDFfile1222/498/Form%20I-9%20\(April%203,%202009\).pdf](http://www.ballardspahr.com/files/tbl_s29GeneralContent/PDFfile1222/498/Form%20I-9%20(April%203,%202009).pdf)

Immigration and Customs Enforcement (ICE) has recently increased I-9 audits and there are many proactive steps a company can take prior to an ICE I-9 audit or raid. Companies should evaluate and implement effective I-9 and immigration compliance strategies, including internal I-9 audits, responding to Social Security Administration (SSA) no-match letters, responding to government inquiries about identity discrepancies, using the W-9 form, completing supervisory training regarding immigration compliance, updating handbooks and policies, and properly complying with E-Verify for those companies utilizing the E-Verify program.

Information provided by Julie A. Pace, J.D., Ballard Spahr Andrews & Ingersoll, LLP, 602-798-5475, pacej@ballardspahr.com.

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