

SUMMER

2017



E

xtension Educator

Cowlitz County

It's Time to Prune the Rhodys!

There's no question that Western Washington gardeners love their rhododendrons. With thousands of hybrids providing an enormous diversity of flower color...

The leaves of our rhododendrons are being eaten by root weevils. What can we do to get rid of these pests?

[Page 2-3](#)

Calendar of Events

"Hands on Herbs" 08/12/2017

Person In Charge 09/07/2017

"Harvest" 09/16/2017

Person In Charge 11/9/2017

Recipes

Frozen Fruit Cups

Bug Bytes - Flea Beatles

Now that the weather is FINALLY warming up, we're going to see some of the usual culprits in our gardens! Flea Beetles emerge in early spring and start in on the "salad bar" you've planted for them.

[Page 4](#)

APPRECIATING 'MILLENNIALS' IN YOUR WORKPLACE

We have more different generations in our workforce and our economy than ever before – what does that mean to your business? How can we build better teams; understand our customers; and thrive because of diversity rather than be distracted or confused by it? **What generations are we talking about?**

[Pages 5-8](#)

Grow Happy Kids is a Food \$ense family website dedicated to ...

1. Sharing ideas to connect kids to naturally nutritious foods.
2. Providing tasty, low-cost recipes any parent can fix and be proud to serve.
3. Creating a support-place to link to others and local community resources.



Cowlitz County
Food \$ense

WASHINGTON STATE UNIVERSITY
EXTENSION

www.growhappykids.org

[Pages 9-10](#)

WSU Extension

Cowlitz County

360-577-3014

WSU Extension programs and employment are available to all without discrimination. Evidence of noncompliance may be reported through your local WSU Extension office.

It's Time to Prune the Rhodys!

There's no question that Western Washington gardeners love their rhododendrons. With thousands of hybrids providing an enormous diversity of flower color, it's difficult to find any garden that doesn't have at least one and more than likely several of these dependable, showy plants. In addition to their spectacular floral display, their robust, and dark green leaves make rhododendrons an attractive landscape plant throughout the year. Ask any gardener about their rhodys and they'll tell you they're almost foolproof to grow and with good reason: our cool, cloudy coastal climate provides ideal growing conditions.

Unfortunately most gardeners are reluctant to do any sort of pruning on these garden treasures and as a result older plants often become tall, ungainly specimens that lack high quality foliage and bloom. In addition to the standard pruning practices of removing dead, diseased or damaged wood, almost all rhododendrons can benefit from a little maintenance pruning now, when the new flowers have faded and before the flush of new growth rises from beneath each truss.



Begin by removing the spent flower clusters (trusses). Trusses left on the plant will eventually form seed which take energy that would otherwise enhance vegetative growth. Rather than using the standard practice of snapping off the truss with the thumb and forefinger, use pruners to help prevent the removal of new vegetative buds located on the stem below.



In addition to maintenance pruning, many rhododendrons that have outgrown their site or have become tall can be rejuvenated. It's easier to rejuvenate rhododendrons than many other landscape plants due to their unique feature of latent buds. These tiny buds, about the size of a pin head, are located along the surface of older branches. When a branch is pruned, these buds will develop into new branches. Rejuvenation pruning simply involves carefully cutting back older branches. It's not unusual for mature rhododendrons to have several branches rising from the crown of the plant. Cutting back these branches at different heights will help to establish a new framework for the plant from latent buds.

Sometimes, when plants have become totally unmanageable it may be easiest to cut

the entire plant down to a height of one to two feet. This sort of pruning which is best done when the plants are dormant comes with risk however, as not all plants survive such drastic pruning. A better option is to cut down one-third of the old branches back the same way for each year for three years. New growth coming from the base of the plant will produce shapely new plants in a few years.

The leaves of our rhododendrons are being eaten by root weevils. What can we do to get rid of these pests?

According to WSU entomologists, root weevils are the most important pest of rhododendrons and azaleas in the Pacific Northwest. Although about a dozen kinds of root weevils attack these plants, only 5 of them are of any significance. They include the obscure root weevil, the black vine weevil, woods weevil and the clay-colored weevil.

All of these weevils cause the characteristic notch shaped feeding damage on rhody leaves. In addition, the larvae of root weevils feed on plant roots. In some cases they can kill the plant by girdling the stems at the soil level. Current recommendations for control include the insecticide acephate commonly sold as Orthene and imidacloprid sold as Merit.



Gardeners wishing to use a less toxic option for controlling root weevils can apply a sticky glue like Tanglefoot around the stems of the rhododendron plant near the soil surface. The sticky material traps adult weevils as they attempt to crawl up the plant to feed. Tanglefoot should be applied on top of a band of light plastic around the trunk of the plant to prevent injury to the bark.



In addition, beneficial nematodes have shown some effectiveness in controlling root weevil larvae. They are used as a soil drench in moist soils over 55 degrees F. (mid-fall in Western Washington). The liquid material must be placed in the root zone where the weevil larvae are.

Bug Bytes - *Flea Beetles*

Alice Slusher, WSU Cowlitz County Master Gardener Volunteer



Now that the weather is FINALLY warming up, we're going to see some of the usual culprits in our gardens!

Flea Beetles emerge in early spring and start in on the "salad bar" you've planted for them. They are very common pests in the PNW, and while their favorite foods are the cruciferous vegetables--broccoli, cabbage, brussel sprouts, etc., they will also dine on our tomatoes, peppers, potatoes, and ornamentals. Their damage is easy to identify--I'll bet you've seen flea beetle

damage. Have you ever noticed small, light tan pitted marks (and often shot-holes where the dead leaf tissue has fallen away) on leaves that look like this? You may or may not find the tiny beetles... they are capable of jumping about 6 inches --like fleas.

The adults lay eggs in the soil, and the larvae damage the roots and tender new leaves of young seedlings of cool-weather vegetables early in the season. After they've had this appetizer, the adults emerge and feed on every other part of the plant.

What to do? The only cultural control method is to try to eliminate other host plants, such as [mustard-family weeds](#), from areas near your garden. Common weeds in this family include [Bittercress \(Shotweed\)](#) and [Field Mustard](#). Floating row covers can be used before the adults emerge to protect seedlings, assuming that the soil was not already infested with flea beetle larvae.

Chemical options include both organic (such as Spinosad-based Bonide Captain Jack's Deadbug Brew R-T-U) and non-organic (such as imidacloprid-based pesticides) solutions. Choose the option that is least toxic to pollinators! And be sure to follow the pesticide label—for example, Spinosad should be applied late in the day after bees have gone to bed. After 4 hours, Spinosad is no longer toxic to bees.

For more information:

<http://hortsense.cahnrs.wsu.edu/Public/FactsheetWebPrint.aspx?ProblemId=292>

<http://insect.pnwhandbooks.org/vegetable/vegetable-pests/hosts-and-pests/watercress-flea-beetle>

Appreciating 'Millennials' in your Workplace

What generations are we talking about?

Baby Boomers

Born 1946-1963

Major life influence = parents who lived through the Great Depression

Beliefs about work = loyal to companies – value their job

Largest population demographic

Generation X

Born 1964-1982

Major life influence = saw parents laid off from long-term jobs

Beliefs about work = companies are not loyal – jobs are transitory; skeptical

Expect to move from job to job

Generation Y (Millennials)

Born 1983-2002

Influenced by internet

Information at their fingertips

Want to know WHY?

2nd largest demographic (60-70 million)

Making their presence felt in the workforce

Expert multi-taskers

Face-to-face skills not as developed

Optimistic

Need structure

Highly social

Generation Z

Born after 2002

Who knows what they will bring

For the first time in history, we have 3+ generations active in our economy at the same time. This reality presents great opportunities for the institutions and businesses who pay attention to the needs and desires of these groups; especially Generation Y as they overtake the Boomers both in number and economic influence.

Appreciating 'Millennials' in your Workplace

To help you further appreciate the opportunities presented by this demographic, let's take a closer look at how and what they think, believe, and value.

Interesting Facts About Millennials

- Teen arrests are down
- Teen drug use is down
- Teen drunk-driving accidents are down
- Teen pregnancy is down
- Teen abortions are down
- High school dropout rates are down

The Truth About Millennials

- A generation of new confidence, upbeat and full of self-esteem
- The most education minded generation in history
- A generation paving the way to a more open, tolerant society
- A generation leading a new wave of volunteerism
- More interested in creating experiences than acquiring 'stuff'

Millennials Are Education Minded

- 90% of high school seniors expect to attend college
- 70% of them expect to work in professional jobs
- 70% believe college is necessary to achieve career goals
- 40% of college freshman plan to get a master's degree

They want to make a difference...

A 21 year old machinist is excited about working in an electrical shop precisely because "it's an environment where you can produce something useful, and you can see people glad they have this piece of equipment that never existed before." It's magic to them.

EMPLOYER'S HINT

The magic for Millennials comes in making a difference; in making something worthwhile; while working with a great team and receiving the rewards they think they have earned.

Team is Important

Millennials expect to be part of a highly motivated team of committed people. They like working closely and learning from colleagues they respect. They hope to socialize

Appreciating 'Millennials' in your Workplace

form friendships with their coworkers. The human connection is what makes work 'FUN' for Generation Y.

Reality Check for Business Owners – What happens to Millennials when you also employ crotchety old grouches who seem to have a negative outlook on everything?

Money Matters, BUT...

Millennials have lofty financial and personal goals and fully expect to meet them. The dilemma is that most jobs available to Gen Y will be at or slightly above minimum wage and meet none of their financial expectations.

Progressive employers will figure out a way to offer Millennials incentives that their competitors are not willing or able to offer. Millennials will work for both financial and non-financial rewards = often valuing time off or schedule flexibility more than a bonus or raise.

What to Expect from Gen Y

- Comfortably self-reliant

- Want technology and everything else RIGHT NOW

- Want infinitely thrilling opportunities

- They have been micromanaged by parents, teachers, counselors, and others throughout their life

- Coach them to manage their time but DO NOT over supervise or breathe down their necks

- They don't care about climbing company ladders, paying dues, or cashing out at retirement...they ask:

 - What value can I add today?

 - What can I learn today?

 - What will you offer me today?

 - How will I be rewarded today?

Although every generation exhibits 'youthful impatience'; Gen Y demonstrates healthy impatience and when their tasks and responsibilities are at stake they ask..."How can I do my job when I don't have the training, resources, and information to pull it off?"

Organizations that can't or won't customize training, career paths, incentives, and work responsibilities need a wake-up call. Gen Y people are more entrepreneurial thinking than Gen Xers. Generation Yers are starting more successful businesses in high school than any previous generation.

How can you employ that entrepreneurial spirit in your workplace?

Here are some final tidbits you may find useful.

Expectations of Millennials:

- Provide challenging work that really matters
- Balance clearly delegated assignments with freedom and flexibility
- Offer increasing responsibility as a reward for accomplishments
- Spend time getting to know your people and their capabilities
- Provide ongoing training and learning opportunities
- Establish mentoring relationships – (use 'mentor/coach' language not 'boss/supervisor')
- Create a comfortable, low-stress environment
- Allow some flexibility in scheduling
- Focus on work, but be personable and have a sense of humor
- Balance the roles of 'boss' and 'team member'
- Treat Yers as colleagues, not as interns or teenagers
- Be respectful – respect will be returned
- Consistently provide CONSTRUCTIVE feedback
- Reward Yers when they have done a good job

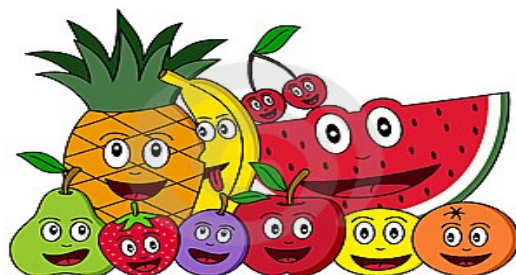
Let me close with a quote from Bobby Bowden, Florida State University Head Football Coach, that I think captures much of the essence of the Y Generation:

"I get the kids of today to do the same thing as 30 years ago...now, I have to tell them WHY"

This article was prepared by Jerry Petrick, MBA, CGBP, SPHR, PMP and Certified Business Advisor with the WSU Small Business Development Center (SBDC) in Longview, WA. Jerry provides no-cost, confidential business advisory services by appointment. He can be reached via email jerry.petrick@wsbdc.org



This article was prepared by Jerry Petrick, MBA, CGBP, SPHR, PMP and Certified Business Advisor with the WSU Small Business Development Center (SBDC) in Longview, WA. Jerry provides no-cost, confidential business advisory services by appointment. He can be reached via email jerry.petrick@wsbdc.org



Why eat seasonally?

There are many fruits and vegetables that are in season during the summer months. Now is the time to take advantage of the local produce. It tastes great, potentially saves money, and can provide more nutrients.

It might taste better

Foods grown and picked at their peak often tend to be fresher, sweeter and overall taste better.

It can save you money

Fresh produce often costs less when it is in season. It is more expensive to transport food from further away locations.

It could provide more nutrients

Fruits and veggies start to lose nutrients after being picked. The longer the travel time to your store, the more nutrients are lost.

Visit your farmers market to take advantage of both local and seasonal produce!

	JUL	AUG	SEP
Apples	X	X	X
Broccoli	X	X	X
Cabbage	X	X	X
Cauliflower	X	X	X
Corn	X	X	X
Garlic	X	X	X
Green Beans	X	X	X
Kale	X	X	X
Lettuce	X	X	X
Onions		X	X
Peaches	X	X	X
Pears	X	X	X
Peppers		X	X
Potatoes	X	X	X
Raspberries	X	X	X
Squash	X	X	X
Strawberries	X	X	
Tomatoes	X	X	X



SNAP-Ed

WASHINGTON STATE UNIVERSITY
EXTENSION

Frozen Fruit Cups

Yields 18

Ingredients

3 bananas

24 ounces fat-free strawberry yogurt

10 ounces frozen strawberries thawed, with the juice

8 ounces canned, crushed pineapple, with the juice



Instructions

1. Line 18 muffin-tin cups with paper baking cups.
2. Dice or mash bananas and place in a large mixing bowl.
3. Stir in remaining ingredients.
4. Spoon into muffin-tin cups and freeze at least 3 hours, or until firm. Remove frozen cups and store in a plastic bag in freezer.
5. Before serving, remove paper cups and let stand 10 minutes.

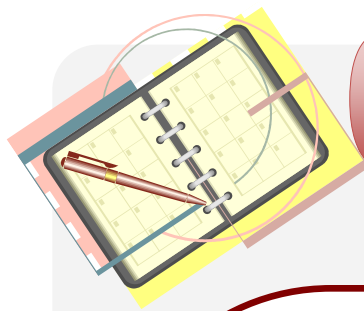
Food \$ense Tip

Before freezing, insert a popsicle stick into each cup to make a fun summer snack on the go!

Don't have a muffin tin? Try using small plastic cups or Dixie cups instead!

grow happy kids <http://growhappykids.org/>

Recipes



Calendar of Events

WSU Cowlitz County Extension Upcoming Events

August 12, 2:00 pm—4:00 pm

[“Hands on Herbs”](#)

@ the Floral Building, Cowlitz County Fairgrounds

September 7, 12:30 pm—4:30 pm

[Person in Charge](#)

@ the WSU Cowlitz County Extension Office

September 16, 2:00 pm—4:00 pm

[“Harvest”](#)

@ the Floral Building, Cowlitz County Fairgrounds

November 9, 12:30 pm—4:30 pm

[Person in Charge](#)

@ the WSU Cowlitz County Extension Office

For more information about the workshops visit us at

<http://extension.wsu.edu/cowlitz/>

