

February 2000

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The Official Publication of Ontario Golf Superintendents' Association



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Fore The Birds

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President's message

I would like to take this opportunity on behalf of the Board of Directors to wish everyone a happy New Year and every success for the coming year. With the busyness of the Christmas season behind us and the seminar and trade show season upon us, one can only be motivated to improve upon last season's successes and setbacks.

The Ontario Golf Superintendents' Association was created to promote research, exchange information, increase public awareness and improve the prestige of the Association and its members. As we enter the 21st century, those goals are still very much relevant. I believe the strength of any Association depends on its members and their participation. It is through the exchange of information, experience and research that our profession and our abilities as turf managers has been enhanced. Over the past 75 years, the many changes have not deprived the community spirit that is unique to this occupation.

The "community" is the members. It is important the OGSA continues to grow through new membership and expanding services. A large membership base will allow our voice to be strong in the turf and golf industry. Golf Course Superintendents can only best represent our interest. There are many Golf Course Superintendents and companies who have not realized the benefits of membership in the OGSA and the access to information that membership entails.

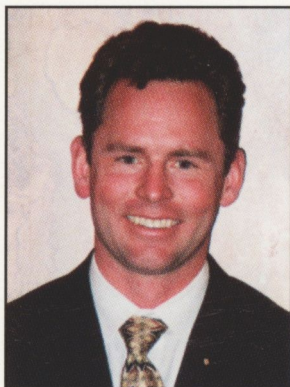
The age of information that we live in today embodies the spirit of the OGSA, as each member has information and experiences to share. This magazine is a great resource when Golf Course Superintendents, Company Representatives and Researchers are willing to take a very little amount of time to share their knowledge. We have some great stories to tell and communication is the only method that we have to exchange our ideas.

I believe our Association should be willing to take our knowledge and stewardship of the environment and compassion beyond our membership. We should make the effort to be involved in the community. The Audubon Program is just one example of the many opportunities available to us to educate those outside the golf industry about Golf Course Superintendents.

In the upcoming year, I hope the Board of Directors will guide this Association to meet your needs. The many changes facing our Association and industry will be met, with enthusiasm and seen only as an opportunity to improve. A few of the goals for this coming year will be to make the OGSA a stronger voice through a renewed membership campaign, a partner in the community, the completion of the 75th Anniversary Book about the history of the OGSA and continued opportunity for camaraderie, education and information.

I would like to congratulate and thank Ian Bowen on two successful years as President and to Simon George as the Past President for several years of his time and commitment on the OGSA's Board of Directors.

My New Year's resolution is to participate in the growth and continued success of your Association.



Keith Bartlett
Thornhill Country Club



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Health and safety

Safety obligations

by Doug Johnson,
SAFETAID and Health and Safety Consulting,
First Aid and Safety Supplies and WHMIS training

Happy New Year! We made it. All that fuss and bother and nothing came of it. Ah well, let's look to the future.

Here we are in January and we are looking forward to a new season. As you prepare for the summer, there are some things that you should be aware of when it comes to safety. As superintendents, you are the supervisors. You have a responsibility to ensure that your workplace is safe.

Remember that no matter how many employees you have – whether part time, full time or contractors – you have an obligation under the Occupational Health and Safety Act to ensure that there is a health and safety program and that all your employees are trained to understand their safety responsibilities.

If you have more than five people and less than twenty working at your course (including contractors, those that are in the pro shop, canteen, kitchen, clubhouse and the greens), you are required to have a written health and safety program. You are also required to have a worker health and safety representative. If your course has twenty or more people on the payroll or working as contractors then the facility is required to have a written

health and safety program and a health and safety committee.

You are also required to have an orientation program that details the work processes that you expect your workers to follow.

It also means that, no matter how many employees you have, you must train them all in the Workplace Hazardous Materials Information System (WHMIS). WHMIS is one of the main training programs that the Ministry Inspectors look for if they come on site.

To ensure that your WHMIS training is up to date and meets the requirements of the Act it is imperative that you have documentation to support your training program. This means that you must have a written program and documentation showing that each of your employees has attended a training session.

Remember that the Act provides for fines of up to \$25,000.00 and or a year in jail on conviction for violations.

Protect yourself and your organization by implementing a health and safety program into your workplace that meets or exceeds the law!



O.G.S.A. Welcomes our newest members

Tom Brydon	Class C
Ocean View Golf Club, Bermuda	
Dave Chamberlain	Class D
Lambton College, Sarnia	
Edward (Ted) Clark	Class A
Pineland Greens, G.C., Millgrove	
Robert Cowan	Class A
Royal Woodbine Golf Club, Toronto	
Mark Hagedorn	Class C
Guelph Lakes Golf Club, Guelph	
Steve Hatch	Class C
St. Thomas G. & C.C., St. Thomas	
Stephen Hardwick	Class F
Presently unattached	
Scott D. Hiles	Class A
Outaouais Golf Club, Rockland	
Darryl James	Class F
Oliver's Nest G. & C.C., Lindsay	
Doug Prozak	Class A
Blairhampton Golf Club, Minden	
Jeff Parker	Class A
Fort William C.C., Thunder Bay	



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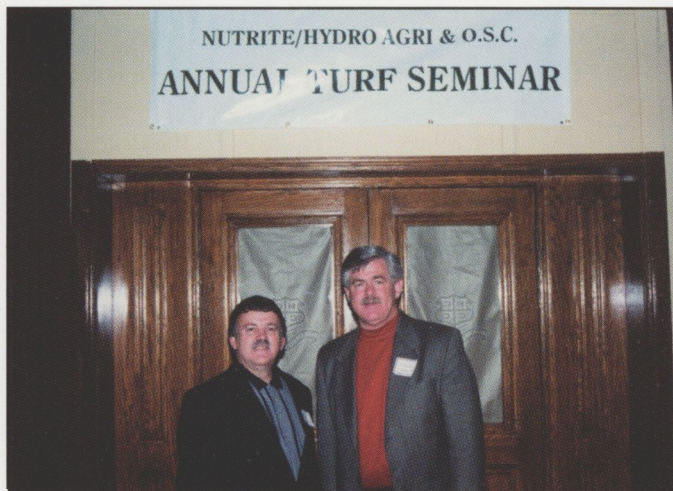
11th Annual OSC / Nutrite seminar

by Alex La Belle CGCS,
Paris Golf & Country Club

Every November for the last eleven years the OSC and Nutrite have hosted an excellent educational program. The fact that it gets better each year is a tribute to their organizational skill and close attention to the current trends that influence our profession. The program has been recognized by the Golf Course Superintendent's Association of America as a seminar worthy of 0.5 Professional Development Units (P.D.U.'s). It gives many superintendents a chance to build towards their Certification status in the GCSAA and what better endorsement can you get of the program's status than that?



The Ontario Seed Company Family



The Nutrite / Hydro Family: Adrien Gallant and Chuck Eggleston

This year we were hosted by Rhod Trainor and the Hamilton Golf and Country Club. The setting was ideal and the hospitality, warm and friendly. It was an appropriate venue for a talk by Blair Gateman of Gateman Milloy, on Bunker Construction and Renovation; appropriate in that Blair's company is currently engaged in just such an endeavor at this Willie Park masterpiece. An opportunity to examine some of the work going on at the course served to illustrate the finer

details alluded to in Blair's interesting and informative talk. Many of the older beliefs regarding renovation / reconditioning or construction were reviewed and found to be lacking in credibility. That is not unusual in that time is always the crucible in which myth and myth-conception are burned away. It is during such talks as these that we refine our processes.

Our first speaker of the day was Dave Cours from Erie Shores G. & C.C. Dave's topic, "Attracting Birds To The Course", fit very well with the growing realization that we are a part of a greater whole in our shared environment. His presentation was fresh and informative. How many times have we heard about Purple Martins and Bluebirds only to try our hand at attracting birds with less than glowing

results. Erie Shores is a testament to the fact that if you have all the complete and correct information, the effort will succeed. Dave backed up his talk with some encouraging numbers, beautiful slides and a very informative brochure. You can get the information from Nature House Inc. by phoning 217-833-2393; writing to them at Purple Martin Junction, Griggsville Illinois, 62340; or E-mail: nathouse@adams.net. Dave says not to hesitate calling him for information or arranging a visit. Don't be shy!

Without a doubt, the keynote speaker Dave Prentice, gave an attention riveting presentation on "Team Building" and "Building Customers for Life". Mr. Prentice, of Learningcorp Inc., spoke for two hours (with a lunch break) about how to identify personality traits and how they influence interaction within groups. His insights into customer perceptions and the results of fulfilled or unfulfilled expectations were eye opening. Many courses would do well to enlist his services in the spring to enhance their ability to attract and hold clients and



Speakers L-R: Mike Jiggins, Dave Prentice, David Cours, Blair Gateman and Rick Ziegel.

continued on page 7

members. It is becoming a very competitive environment out there and course loyalty seems to be coming down to, "What have you done for me lately?" Again, the OCS/Nutrite team delivered a terrific topic and speaker to anchor their program. OSC or Nutrite people can give you all the information you need to get in touch with Mr. Prentice.

Mike Jiggins of Turf and Recreation Magazine took us inside the workings of a very successful company, touching on their genesis and development. Using many of the team building skills mentioned earlier, the magazine has grown from 12,000 to over 14,000 subscribers from coast to coast, over the past ten years. Great effort is involved in responding to a wide audience from Newfoundland to British Columbia covering topics from arboretums to zoo grounds; not an easy task.

Rick Ziegel of Vanden Bussche Irrigation, using a unique attention grabber "Super Soaker" opened many eyes to the importance of, and in

some cases taken for granted, the availability of quality water supplies. I'm sure there are many courses that would have paid a hefty ransom for Super Soakers full of water this year! Who can remember the controversy of selling ground water resources as bottled water this summer? The Ontario government did such an about face on their position that it is amazing that the whole cabinet didn't suffer whiplash! With resources either diminishing or coming under stricter control it is essential that we manage our supplies jealously. As many have said, "Water supply is the oil crisis of the next century!"

To cap off the day, the traditional wine and cheese break was followed by the hilarious antics of Yuk Yuk's comedian Derek Edwards, a long standing admonition of, "leave 'em laughing!" All in all, a terrific day. The week afterwards, the organizers were hard at work coming up with next year's program. After this years presentation I have only one question; How can you possibly top that!!!

Nutrite/Hydro and OSC would like to thank their sponsors.

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Have you attested for a new member lately?

Congratulations **Rick Fortier**, of Lakewood Golf Club! Rick is the winner of the Draw for the \$250.00 worth of O.G.S.A. Merchandise. This contest was open to all Class A members and was announced in our October issue of *Green Is Beautiful* and our OGSA Flyers. Any Class A member who attested for any two new member applicants between October 1st and December 27th was eligible to win.

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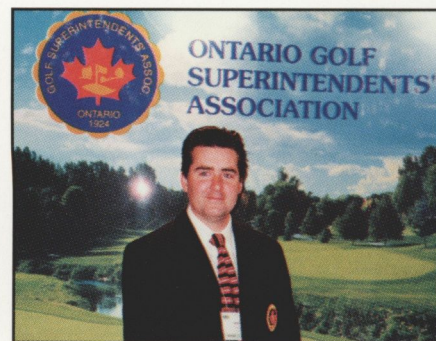
The Ontario Turf Symposium

Good attendance was encouraged by the fair weather this year. Moving in and out of the trade show went smoothly and was quite enjoyable with the absence of last year's snow drifts. Many of our members not only attended the show and the sessions, but were very active as speakers or chairpersons.

OGSA was also visible in the trade show with our booth, and would like to thank all those members who took the time to stop by to say hello.



Opening Ceremonies were preceded by Piper, Ian Ferguson of the 48th Highlanders.



John Gravett was on hand to help out with tending the O.G.S.A. booth.



On behalf of the Georgian Bay Golf Superintendents' Association, Gary Gravett presented Rob Witherspoon, Director of Guelph Turfgrass Institute with a \$1500.00 cheque to put towards GTI research.



Bob Golden, Rhod Trainer and Rob Witherspoon did the honours at the Ribbon Cutting Ceremony.

OGSA Annual Meeting

Jim Flett chaired the meeting and smoothly directed the proceedings. Each director gave a brief verbal account of their portfolio, since complete written reports had previously been mailed to all voting members, well in advance of the meeting.

Simon George conducted the election to fill the one vacant spot on the board, since Simon has fulfilled his term as Past President. Bob Burrows, from Rosedale Golf Club, who had been nominated for this opening, was unanimously voted in. We take this opportunity to welcome Bob to the board and to thank Simon for all of the time and effort devoted to OGSA.

Dave Cours read out the following proposed by-law changes and asked for a motion to adopt these changes. All members were in favour of the changes.

ITEM I BY-LAW AMENDMENT ARTICLE III SEC. 3

NON-PAYMENT OF ACCOUNTS

From: The treasurer shall notify members when their subscriptions become due, and any member whose account is not paid in full within one full year of default, shall be considered delinquent, have their name removed from the membership lists and have all Association privileges terminated. Members can only be reinstated on giving a satisfactory reason for his default to the Board of Directors. Application for re-installment must be accompanied by remittance of such dues as are due and payable at the time of application. A delinquent member requesting re-instatement, must re-apply as would any new member. No member of the Association whose subscription is in arrears shall participate in any of the advantages or privileges of the Association, vote on any question or compete for any prize at the discretion of the Board of Directors.

To: All members whose dues shall remain unpaid more than ninety (90) days past the first day of the fiscal year, or after the due date of any assessment, shall be dropped from the membership roll of this Association without further notice.

Reason: To more accurately reflect the By-laws of the GCSAA

ITEM II PROPOSED ANNUAL DUES INCREASE

1) A 5% increase in annual dues in all classes, with the exception of Class 'C' (Assistants)

Reason: Raise membership dues to cover operating losses and to cover rising costs of operation.

2) We are also recommending that the Class 'C' category be raised from \$60.50 to \$90.00.

Reason: To keep in line with other associations, and make a distinction between Class C and other classes in view of their added benefits and opportunities to attend tournaments.

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Introducing your Y2K O.G.S.A. Board of Directors



Back Row L-R: Rob Ackermann, Mark Piccolo, Dave Cours, Bob Burrows,
Front Row L-R: Dorothy Hills (Office Admin), John Gravett, Keith Bartlett, Ian Bowen, Jim Flett. (Bob Heron, Dean Baker, Paul Scenna & Jeff Burgess were unavailable for photo).

President's Reception

The President's Reception immediately followed the Annual General Meeting with a good turnout. The official part of the evening included an introduction to the Board of Directors and the presentation of the Scholarship Awards.

1999 OGSA Heritage Award

Ryan Dick is the recipient of the 1999 2nd Annual Heritage Scholarship for \$1,000.00.

Ryan is the son of Dave Dick from The Scotts Company.

Ryan is enrolled in the science programme at McMaster University. He is grateful for the scholarship which will go towards his education to fulfill his goal of becoming a doctor. Congratulations Ryan!

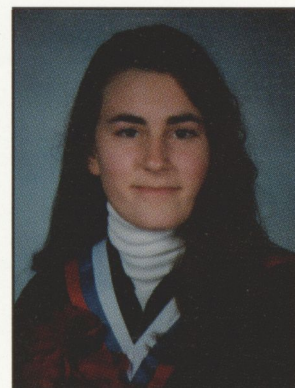


Ryan Dick with his family.

1999 OGSA Turfgrass Scholarship

Lindsay Preston is the recipient of the 1999 Turfgrass Scholarship for \$1,000.00.

Lindsay is currently in her second year of the Turfgrass Manager's Course in which she is an excellent student. She is eager to apply what she has learned and comments that the Turfgrass Industry in Ontario is a rapidly expanding one that presents a lot of opportunity and challenges to a young woman in the golf industry. She looks forward to these challenges and opportunities that await her. Congratulations Lindsay!



Lindsay Preston

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3rd annual O.G.S.A. President's Reception Wednesday, January 5, 2000

Our 3rd Annual President's Reception enjoyed a good turnout again this year, and offered our members the opportunity to socialize following the annual general meeting. We would like to take this opportunity to thank the sponsors of this event. Without their support, this would not have been possible. Thank you!

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Curling Anyone?

The North Halton Golf Club is once again hosting a curling day to all those interested.

Date: Wednesday, March 15, 2000

Place: North Halton Golf Club
363 Maple Avenue West
Georgetown, Ontario L7B 4S5

Time: 12:30 pm

Fee: \$10.00 at the door to cover lunch

Anyone who is interested in joining in on this day of curling please contact either:

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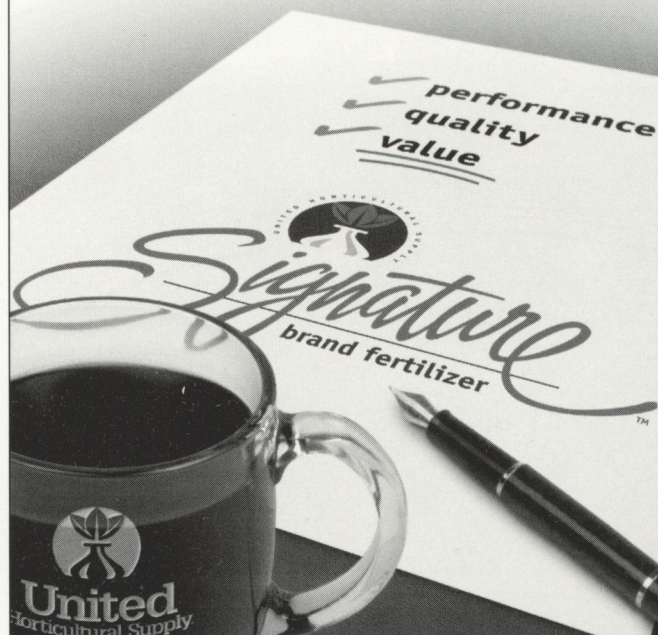
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Something's fishy at Donalda

by Scott White, Assistant Grounds Manager
Donalda Club

I've been an angler at heart for a long time but the ability to land the fish that would someday make me a legend somehow eludes me. In Ontario, I've fished the Kawartha Lakes and Muskoka regions, and a few of the major rivers flowing from Lake Ontario but never imagined I would ever see anything large enough to be "hook worthy" coming out of the Don River. You can imagine my surprise then, when one of the staff came over the radio in late August and reported that he'd seen a salmon in the water in the East Don River by the maintenance shop.

The Donalda Club is located more than 10 kilometres from where the Don River enters Lake Ontario and winds through a deep valley that is still largely naturalized. At one time the river was largely populated in the

fall with Atlantic salmon which was native to the Great Lakes region but the last time one was seen was in 1902. Today, the lake is host to several types of game fish including the Chinook salmon, which were introduced from British Columbia in the 1950's.

Lake Ontario has been popular to sport fishing enthusiasts for many years so the disappearance of the larger game fish gave cause for concern. The

introduction of Chinook to the region was a necessity for two reasons. The first was to give anglers a variety of salmon after the extinction of the native species in the 50's. It was also significant because it reduced the population of Alewife (small minnow type fish) which had begun to overpopulate



Salmon struggling up the weir.

the Great Lakes. Chinook salmon have thrived in the region because they are a less demanding species with regards to water temperature and clarity (suspended particulate).

For many years The Ministry of Natural Resources, Toronto Regional Conservation Authority and other interested groups have worked not only to spawn the game fish of the region (Chinook salmon, Brown and Rainbow Trout) but to also clean up the waters they inhabit.

In recent years, the Toronto Regional Conservation Authority (TRCA) has been removing the weirs (flow controlling dams) from the Don to allow the salmon to continue further and further up the river. The natural instinct of these fish is to return to their origins to lay their

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Splashes from a salmon attempting to climb weir.

eggs, but many stray into different tributaries like the Don River. Less than one percent of all of the eggs placed into an ecosystem will survive to maturity and spawn. In the spring of 1999 the TRCA removed a weir just below the south end of the course. Coupled with the fact that efforts had been made to stock the lake at Ashbridges Bay (east of the Don River on L. Ontario) it was only a matter of time before the salmon returned. Salmon, as young, enter the lake at approximately five grams in weight and mature within four years. A mature salmon usually weighs anywhere between 10 and 13 kilograms (20-30 lbs.). Brown Trout also travel the river in the fall and many will spawn in the third year and return to the lake before spawning again the following year. Rainbow Trout complete their lifecycles in the spring making the river active throughout a great portion of the season. Often these migrating fish reach natural and man made obstacles that prevent them from reaching the substrates to the north.

The maintenance facility at the Donalda Club was originally a mill that obtained its power from the current of the Don River. A weir was constructed to harness the rivers energy in the late 1800's and it powered many of the mills in the Don Valley. The water that flows over the weir is too shallow and the run too long to enable the salmon to continue north of the maintenance barns to spawn. As a temporary

solution a few of the grounds staff spent their late afternoon catching the salmon and releasing them on the high side of the weir to allow them to continue. The TRCA however, is attempting to raise sufficient funds to build a fish ladder made of armour stone and round river rock to alleviate this problem. The TRCA is presently analyzing bore samples to determine the load capacities of the weir and hopes to raise the funds required to undertake this project. It is believed that the weir at the club is the last obstruction the fish will encounter until Steeles Ave., a little over seven kilometres upstream. The further the salmon can travel upstream the higher the probability that the eggs will not be covered over in silt and die before hatching.

The return of salmon to the Don is not only of benefit to the aesthetics of the river valley but also to the ecosystem itself. The presence of the large fish will greatly increase the amount of decaying material within the river and in turn boost the populations of zooplankton and protozoa. In other words, the increase in food at the base of the food chain will create a snowball effect that will benefit all of the other inhabitants of the ecosystem. In the United



Salmon gather below the pool to spawn. Careful inspection will show dorsal and tail fins breaking the surface of the water.

States, some of the western states have even introduced decaying fish material into a river to boost the aquatic environments and bring life back to a struggling habitat. It sounds like everybody wins when you look at the big picture!

The Donalda Club is also currently working with the Conservation Authority and the Task Force on the Don River by creating buffer zones along the banks, and allowing these areas to naturalize. In addition, the club is a member of the Audubon Cooperative Sanctuary Program and is actively pursuing the final requirement in becoming fully certified by the Sanctuary.

The membership has been fascinated by the splashing tails and jumping fish from the steady flow of salmon and trout this past fall. It's amazing how much the natural environment within a property can affect the overall impression a course leaves you with at the end of the day. An occasional round in the 70's would be nice too!



A salmon fighting the current near the bottom of the weir.

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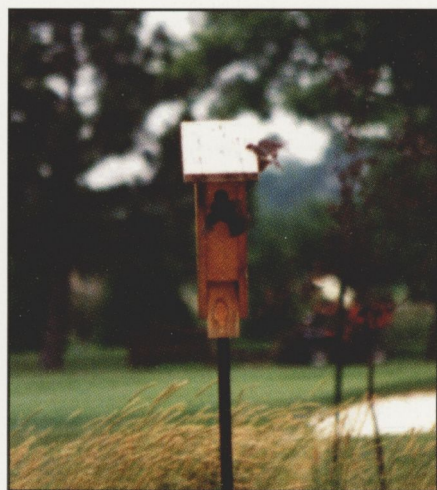
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Easy Birdies

by Dave Cours

*B*irdies are easy to come by at Erie Shores Golf & Country Club. Fortunately or unfortunately, depending on your perspective, these are not the usual birdies that golfers pursue. Erie Shores has become a virtual haven for our fine-feathered friends.

Erie Shores Golf & Country Club is located on the shores of Lake Erie, in Leamington, Ontario just outside the gates of Point Pelee National Park. Point Pelee is the most southern point in mainland Canada. This park, while small, hosts several hundred thousands of birds during the spring and fall migrations. Over 350 varieties of birds have been seen at Point Pelee with a trained birdwatcher able to spot over 100 in just one day. We are blessed by our location and share these numbers with our Park neighbour.



Tree Swallows.

While the bird migrations are wonderful, the insect migration of the Monarch Butterfly is a site to behold. In the late summer, the Monarchs gather in our area for their trip across Lake Erie. If conditions are proper, tens of thousands of butterflies will gather on area trees. The limbs of these trees are often bent severely by the weight of the butterflies. In the early dawn, as the sun warms their wings, they will leave their roosts as a group and float over the lake on gentle north winds. It truly is a wondrous site.

As well as the migrating wildlife, Erie Shores also plays host to several resident bird species. Our two most successful programs have been for the Swallows and the Purple Martins.

Our entire Environmental Program is structured around the use of volunteers. The task of initiating bird box programs and properly maintaining and monitoring these boxes seemed to be a huge task. With the budget dollars for the Greens Department stretched and time and labor at a premium, it seemed unlikely that the program we were planning could be accomplished by



staff only. In 1993, Jim Sudds, a resident member of Erie Shores, approached us, to volunteer to initiate this program. A proposal was given to the Board of Directors, and approval was given, subject to the condition that the program be self-sufficient. Four main people from our membership have been the keys to the program's success. They are Jim Sudds and Mary Wilson, in charge of the Purple Martin Program. Don Chalcraft and Don Mensch are involved with the other bird box programs and all other environmental initiatives. Other members have worked with these individuals and the Greens Staff to make our program a success.

continued on page 15

continued from page 14

The bird box program for the Tree Swallows was originally brought about as a Blue Bird Nesting initiative. As we placed boxes around the course, it became evident that the Tree Swallow is much easier to attract and is an aerial acrobat that adds enjoyment to the round of golf. For the bird box program, volunteers from our membership built the boxes. They were then placed on the course and are now monitored by Bird Box Trail Volunteers. Our boxes are broken into four separate trails and are monitored on a regular basis. The volunteers clear competitors, and count nests, eggs and hatches. Our program has been very successful with over 1200 Swallows hatched to date.

The Purple Martin Program built on an existing program that saw the houses being used as 150 yard markers. These homes were old, overgrown by trees and damaged by the odd stray golf ball. There were 14 of the MK12 homes supplying 168 compartments. As these homes were poorly placed and in dire condition, it was decided to start fresh and replace the entire colony. In order to meet the "self sufficiency" mandate we were given by the Board, the volunteers procured sponsorships for the homes. By giving a set donation, a home would be erected and the name or phrase of your choice would be placed on the home. This was a very successful program and we have had no problem in covering our course with 33 homes offering 472 compartments.

A Purple Martin house may be purchased or homemade. In order to

be successful, certain criteria must be met. The house should be white in color to stay cool in the summer sun. The entry holes should be 1.75 inches to 2.25 inches. The individual compartments should measure 6 inches in width, 6 inches in depth and 5 inches in height. Inside this compartment, shiny or bright walls will discourage starlings. The compartments should be easily accessed to remove sparrow nests and monitor the Martin's nest. A front opening door allows this without the loss of the nest. A perch or guardrail should be provided in the front to protect young birds from falling. The homes that we chose are the Nature House line as they meet all the criteria for an excellent house. These were supplied by Newlands Flowers in Leamington. Don Newland is a member of our course and the importer for Nature House.

Location, Location, Location.

As with real estate, success with Purple Martins starts with the proper location of the home.

- The Martins prefer the homes to be ten to twenty feet in the air. When purchasing, buy homes that can be easily raised and lowered by either a telescopic pole or a pulley system.
- Place homes in an area that provides a forty-foot circle that is clear of trees, buildings or wires. Martins require a clear flight path to their house.
- While Martins love to be near a water feature, make sure that irrigation sprinklers do not spray into the homes!
- Martins are fearful of their predators and will not nest if there are shrubs or long grass at

TREE SWALLOW & BLUE BIRD POPULATION

Year	1995	1996	1997	1998	1999	Totals
Tree Swallows	229	194	255	280	328	1286
Blue Birds	0	0	0	12	0	12

A total of 50 houses are available.

the base of the home. Keep this area free of vegetation.

- Martins LOVE people. Place homes in areas of high golfer traffic such as near a practice green.

When attracting birds, timing is very important. If you have been successful in the past, open or put up your homes with the arrival of the first birds. This is from April 1 to 20 for Southern Ontario. If you are starting a new colony, do not be tempted to open your homes too early. The first birds to arrive, known as scouts, are mature birds that are returning to their homes. They are not interested in your house. The birds that will nest in a new home are first year birds. Typically, you should wait four to five weeks after seeing the first scout before opening your home. As with all homes remove and destroy competitors nests (usually sparrows) at least once per week. If you are still having difficulty, the use of the dawn song at daybreak is almost guaranteed to bring Purple Martins in if they are in your area. Tapes or CD's are available at local nature shops. These are recordings of the dawn song of the adult male Purple Martin. The male martin sings this song, in the early dawn hours, to attract new members to his house. This helps to add to the genetic diversity of his home but we can use it to attract our first birds.

Once you have attracted your Martins, it is imperative that you maintain your colony. Competition from sparrows and starlings should be dealt with swiftly by nest removal or trapping. Nests should be counted and monitored. Do not worry, while the Martins may seem bothered by your presence, they will soon be used to you and will not mind your occasional viewing of the nests. Watch for pests such as blowflies and other insects or mites. There is a dedicated web site that will give more detail on these and many other issues. It is found at www.purplemartin.org. This

continued on page 23



Local businesses and residents sponsored homes.

Tip of the month

Golf Ball Protection

The Golf Clubs that have stainless steel irrigation controller boxes should know what this is all about. The shiny little robot standing in a group of trees looking like it has a case of small pox. Like small pox, prevention is the answer. By building a small box around the controller and painting it with a dull grey paint. Adding shrubs will even make it blend in to the surroundings better. Using deck nails, 1 x 4s and 2 x 4s and 2 coats of gray stain, the cost is less than \$60.00 each. Do not use lattice –

golf balls go right through. The only problem that has occurred is that players use it as a garbage can. Maybe putting a lid on it would prevent this. Building a box not only protects it from golf balls but also from vandals. A shiny box is a nice target for a power cart.

Our boxes were built by Mr. Glenn Drewery at his home during the off season. After 35 years service, Mr. Drewery is retiring as general manager at the end of the year 2000; he was also the club's first superintendent. I wish him luck and wellness in the new century.

Jim Moore
Puslinch Lake Golf Club



Mechanic's corner

Testing glow plugs

This is a quick way to check glow plugs without removing them from the head. First disconnect the power lead and connecting rack from the glow plugs. Using your 12V test light, connect the ground clamp to the battery positive terminal. Touch the tip of the test light to the top of each plug. If the light lights, the plug is good. No light, the plug is burnt out. If the plug is shorted internally, it will arc to the test light when you first make contact. The intensity of the test light is also an indicator of the condition of your glow plugs. A dim light shows that the plug is failing but not completely burnt out.



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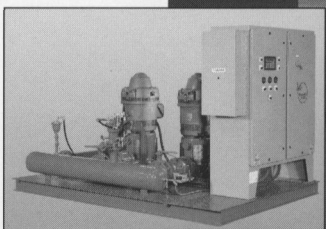


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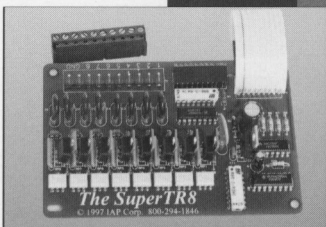
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Oakdale Golf Club was the winner of Plant Products' Giant Pumpkin Contest. Oakdale GC donated their winnings from 1998 and 1999 to the Salvation Army. The staff at the Salvation Army were very grateful, and announced that the proceeds would go to buy necessary food items.



Kerry Whale of Plant Products and Paul Dermott of Oakdale Golf Club with Salvation Army Representative.

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Announcements

ONTARIO WORKS EMPLOYMENT PLACEMENT

"Incentives For Employers Hiring People on Social Assistance"

The Ontario Works Program provides employment assistance to people in financial need across Ontario to help them find employment and become self-sufficient.

Last year, the government announced plans to expand Ontario Works into the private sector to create more opportunities for people on social assistance to get into the workforce.

This new initiative is designed to encourage private sector participation by making available a range of incentives to those employers hiring people on welfare directly into paid employment.

Under this initiative, participants are hired by the employer and placed directly on the employer's payroll. Participants would receive the going rate of pay for that position.

Ontario Works Delivery Agents – who deliver Ontario Works – may negotiate a range of incentives with the employer for up to a maximum six months. These incentives are negotiated based on the expectations that paid employment will continue beyond the incentive period.

Program guidelines are in place to ensure that job placements do not displace current employees or fill vacancies that have resulted from layoffs.

Program Incentives

There are a number of incentives available to employers who hire people on social assistance. Ontario Works Delivery Agents may negotiate the provision of one or more of the following incentives to any one employer for up to a maximum six months.

Financial Incentives For Employers

Employers are eligible for a financial incentive for up to period of six months to offset any additional costs of training and supervision or to purchase employment-related training (e.g. computer training, grounds keeping training etc.).

The amount of financial incentive provided will be negotiated between the Ontario Works Delivery Agent and the employer and will vary depending on the participant's training and supervisory needs.

Hiring Assistance, Screening and Matching

Comprehensive screening and matching services along with hiring assistance are available to provide employers with candidates that have the potential to become permanent employees. For example, participants are screened and matched with available jobs to provide employers with a pool of candidates that will ensure a "best fit" for the job.

Human Resources Follow-up Services

The Ontario Works Delivery Agent will provide follow-up human resource services during the incentive period to address any human resource issues or problems that may arise.

WSIB/Accident Insurance Coverage

Workplace Safety and Insurance Board coverage (or accident insurance coverage) is available to participants placed with an employer during the incentive period. Should a participant incur any injury or

illness while on the job, any claim made will not effect the employer's WSIB experience rating, nor will it effect their premiums.

If you are looking to hire people to work in your pro-shops, to tend the greens or to provide any other work on your golf course for the upcoming golf season, then consider hiring an Ontario Works participant. This opportunity paves the way for employers to hire some very capable people while taking advantage of some attractive incentives.

For more information on this initiative, please contact your local Ontario Works Office listed under Ontario Works in the Blue Pages

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One Day Seminar For Golf Course Operators In Ontario

Date: Thursday, March 9, 2000
Location: Hockley Valley Resort
Cost: \$175 per person

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- required MOE Application forms, guidelines
- water taking for surface water and groundwater sources
- explanation of water taking requirements and what you can do
- ways to reduce consumption
- latest rules/regulations regarding water use in Ontario, possible changes
- other studies or work that may be required?
- lunch and refreshments.

This program will enable the golf course superintendent to prepare supporting information and an application for a water taking permit for application to the MOE. Many superintendents will be able to make their own application and receive a permit or, in the very least, have supporting information available to make future applications easier and less expensive. MOE is expecting to announce changes to the Permit to Take Water process this winter and this seminar will feature the latest changes.

If you are interested in attending, please call 519-941-5331 and ask for Jim Firth. Future seminars will be offered in Ottawa, London, Barrie, Sarnia and Niagara.

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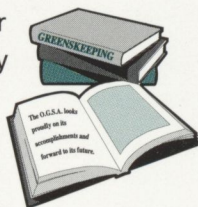
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BULLETIN UPDATE

GREENKEEPING IN ONTARIO AND THE HISTORY OF THE ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION

Here's another little snippet from our publication still in the works... John Gray was born in 1885 on a farm near Aberdeen, Scotland. In 1907 he immigrated to Canada and worked with architect Harry Colt in the Detroit area. In 1913 he supervised the construction of Essex GC near Windsor, Ontario. Then he went off to war, survived trench warfare, returned to Essex and became one of the most beloved and respected greenkeepers at his own club and in the entire industry.



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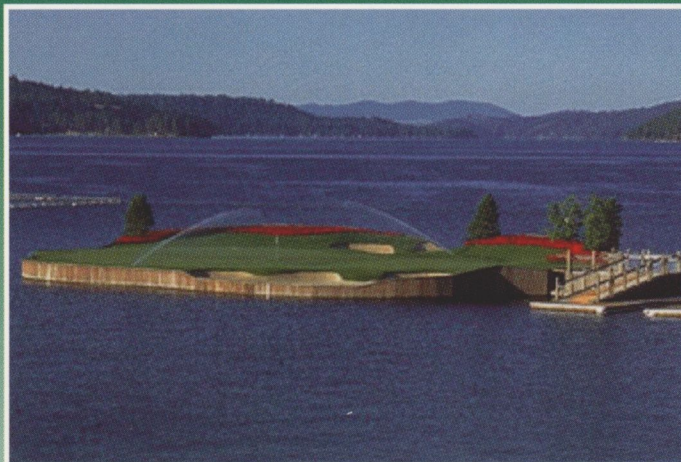
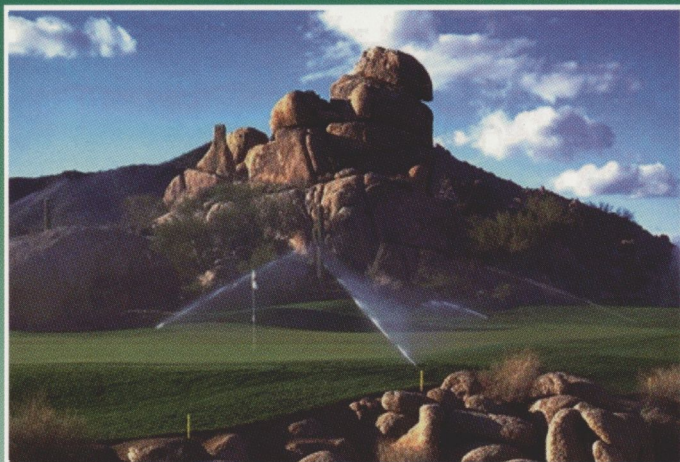
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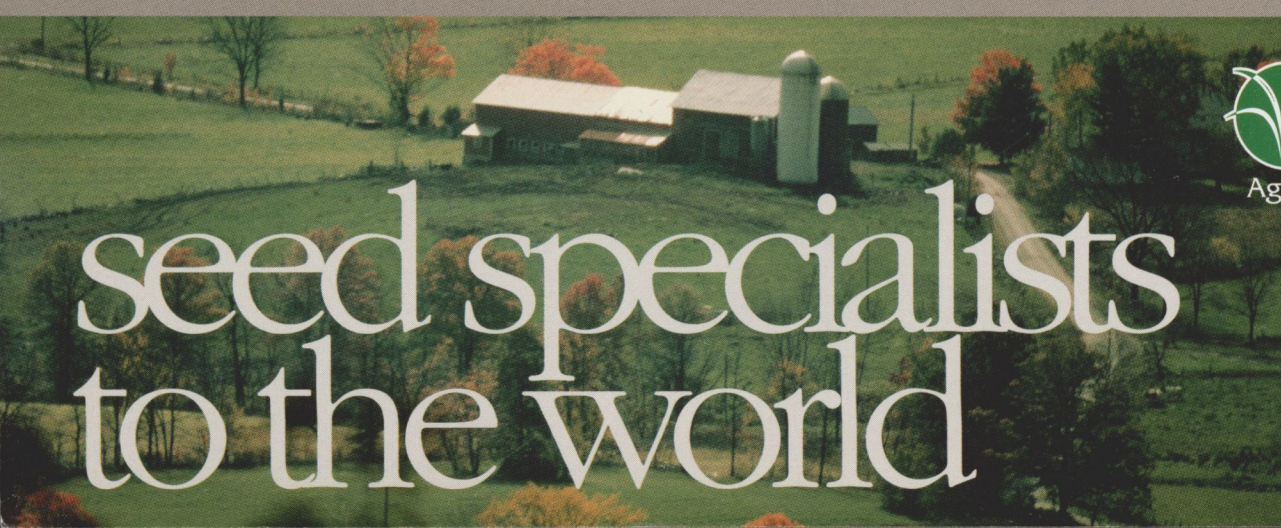
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Looking back

Thirty years ago today

by Barry Endicott,
Nobleton Lakes Golf Club

The following were elected to the 1970 Board of Directors of the OGSA at the annual meeting: **John Grightmire** (president); **John Arends** (vice-president); **Bill Hynde**; **Helmut Kopp**; **Bob Heron** (treasurer); **Ron Allen**; **Bob Lamb**; **Bernie Macdonald**; **Ross Haines**; **Jim Wyllie**; **Frank Dunn**; and **Allen Jones** (past president).

Meetings were held at Tam O'Shanter, **Carl Sellers** and the IBM Country Club, **Reg Stannard**. 60 people attended the Galt Field Day with **Dr. Eggens** and **Dr. Switzer** speaking on their projects at the turf plots. 40 golfers teed off with **Bill Hynde**, 74 gross, and **Bill Bond**, 75 gross, leading the pack. The Greens Chairman-Superintendent Golf Day was held on July 23 at the Aurora Highlands with 100 participants. Winners were: low gross, **Doug** and

Keith Nesbit; and low net, **Dave Gourlay** and **Frank Russell**.

New Members were **M. Shymanski**, **W. Shea**, **T. Ralph**, **C. Witton** and **C. Bennet**. Members on the move were **John Grightmire** to Rosedale from Beverley G.C. and **Roy French** from Lookout Point to Beverley.

Twenty-five turf managers completed the first winter short course in Turf Management at the University Of Guelph. They were **Paul Scenna**, Waterloo Golf Club; **Weston Kastes**, Dundee; **Doug Suter**, Credit Valley; **Ed Charman**, Toronto Ladies; **David Stevens**, Beaverbrook; **John Arends**, Hawthorne Valley; **Paul Weidmark**, IBM; **Dave Gourlay**, Thornhill; **Keith Brown**, Glen Lawrence; **Ian McBean**, St. Claire Comm.; **Al Beeney**, North Halton; **Charles Behm**, Cherry Ridgeway; **Barry McIntosh**,

Cedarbrae; **Frank Watts**, Case Van Wees; **Gord Witteveen**, Northwood; **Wm. Lantz**, Guelph; **Stew Mills**, Glendale; **Courtney Abblett**, R. Parkinson and **Ron Weir**, Pine Valley.

The 61st Canadian Open was held at the London Hunt and **Morley Findlay** was the Superintendent.

Fire strikes twice at the maintenance building in a period of less than 1 week. It was suspected that a fire bug was responsible and ironically the members at York Downs were to vacate the Premises by the end of October and move their new 27 hole course near Unionville. **Norman MacDonald** was the Superintendent.

continued from page 15

is an excellent source of information for the Purple Martin and its management.

Our program has hatched nearly 3000 birds into the Purple Martin population and has added a great amount of pride to our membership. We hope this article will provide a few ideas and aid you in setting up your own nesting box program.

Baby bird 6 year comparison chart is available detailing the Sponsor Name, Number of Rooms, and Number of Birds Hatched from 1994 - 1999. Due to lack of space, we are unable to reproduce this chart, however, if you would like a copy of this chart please contact Dorothy at the OGSA office.



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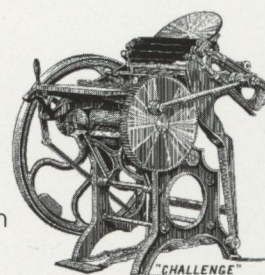
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