

March 2018

ONCOURSE

OFFICIAL PUBLICATION OF THE

ONTARIO GOLF SUPERINTENDENTS' ASSOCIATION

2018 OGCM

Conference

High Performance Putting Surfaces

The Rising Threat of Fungicide Resistance In Dollar Spot

ALSO IN THIS ISSUE:

Bill 148:

Important Changes Employers Should Know

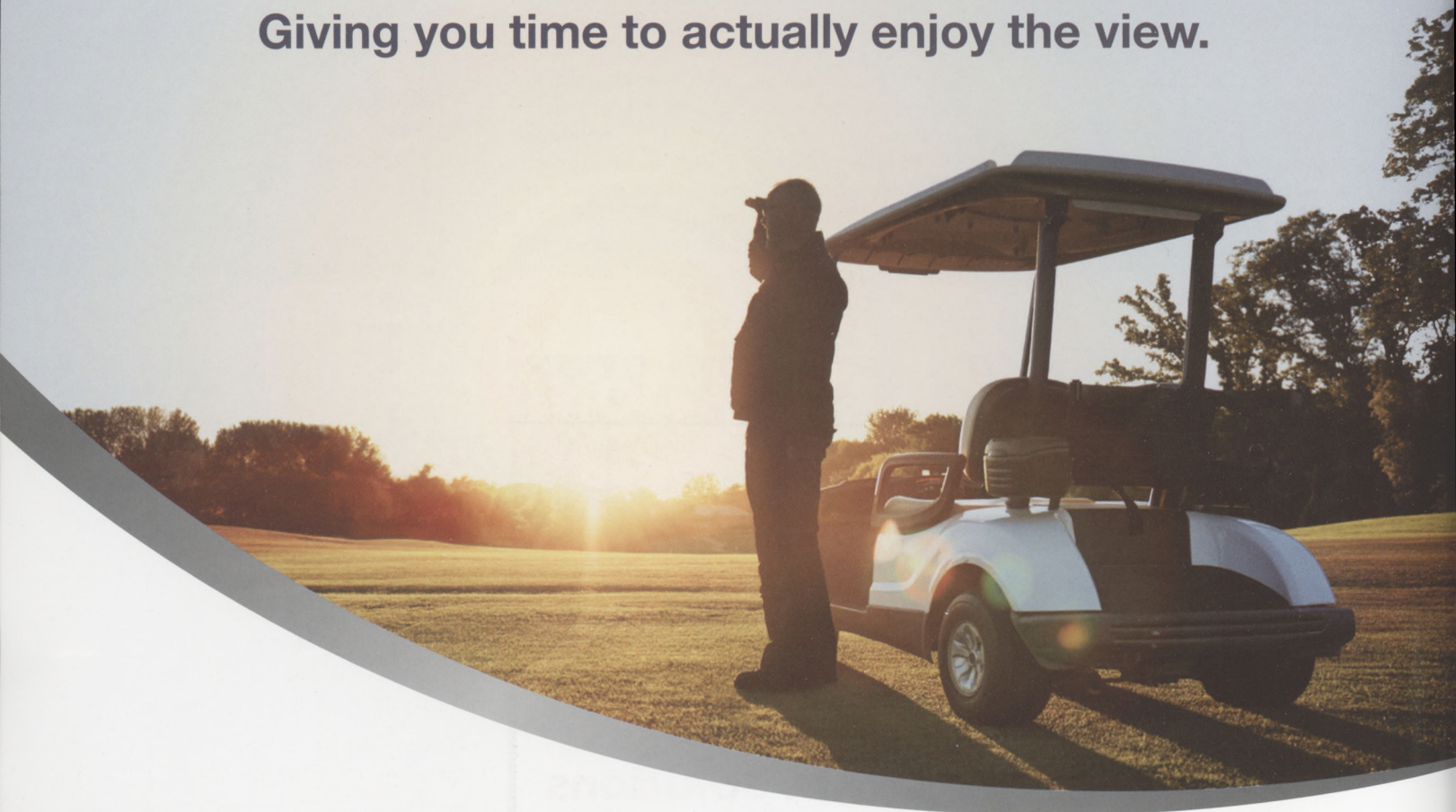
CANADA POST PUBLICATIONS MAIL
PUBLICATIONS AGREEMENT No. 40027105
Postmaster: Please return undeliverable copies to
The OGSA, 328 Victoria Rd. S., Guelph, ON N1L 0H2

NOW AVAILABLE IN CANADA



THE DMI YOU DESERVE

Giving you time to actually enjoy the view.



Mirage
STRESSGARD™

Mirage Stressgard is a powerful 3rd generation DMI fungicide with advanced formulation that delivers class-leading disease control. From tough root and soil-borne diseases, to persistent foliar pathogens, Mirage does it all. And don't forget about the enhanced turf quality and plant health benefits you can expect from Stressgard Formulation Technology.

Always read and follow label instructions.

Bayer, the Bayer Cross and Mirage Stressgard are trademarks of Bayer.

www.BayerES.ca 1-888-283.6847

PRESIDENT'S MESSAGE



By Cory Janzen
OGSA President

This is a great time of year. We can spend a little more time with our families and take time to recharge for the upcoming season. While winter can bring its challenges, I still think that working in the golf industry in this seasonal climate is great. I can't imagine doing this job in Florida or Arizona where the courses never close. So make sure you use this time to your advantage and get ready for the new season in whatever way works best for you.

The OGSA Board will hold a two day planning session in early March to set goals and priorities for the upcoming year. We have an engaged and hard working Board, and we will have some new and exciting initiatives to share at a later time. On that note, we are always open to our member's thoughts and ideas and so please contact a Board Member if you have any suggestions on how we can be better.

This is my second term as President which is a little unusual in recent times (although common at the beginning of the Association) and I thought I should share the reason. It's actually very simple. I rose up the ranks of the Board more quickly than we had planned due to the fact that three people who were slated to be President before me either changed jobs to the supplier side or left the industry altogether. The Board felt that in order to maintain continuity and to allow our newer Board members to become more comfortable in their roles before moving up, that it would be best if I served a second term as President. I am honoured and happy to do so and as I have mentioned before, Sally, Courtney, and Laura do such a great job that it is a pleasure to serve on the Board.

As always, we are looking for volunteers for Board service and to write articles for ONCourse Magazine. Please contact Sally, or a Board member for more information.

Here's to a great 2018! ■



Editor

Courtney White
members@ogsa.ca

Publisher

Terry Davey
terry@blenheim.ca

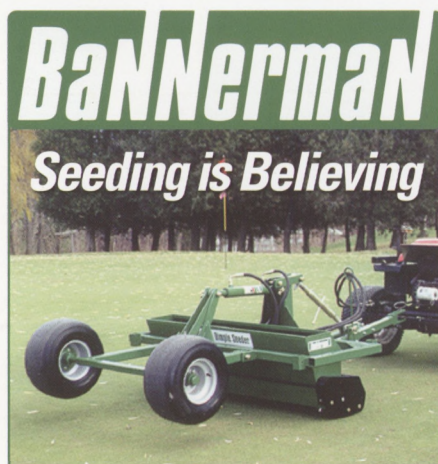
Advertising & Administrative Manager

Diane Davey
diane@blenheim.ca
Tel: 289-337-4305

Production & Design

Patrick Kilborn
patrick@blenheim.ca

ONCourse is published four times a year
(November / March / June / August)
by Blenheim INK for:



Simple Dimple Seeder Bannerman B-SDS-4-H

1. Accurately dispenses bent grass & blue grass seed
2. Easy to calibrate – variable seeding rates
3. Break up ice on Greens
4. Tow with any turf vehicle

Call Bannerman today:
1-800-325-4871

ATTENTION! IPM Certified Agents

Get your
recertification credits
ON-LINE with

P.D. Solutions

★ Now offering ★
MORE Courses!

Visit:

www.pdsolutions.ca
or call
1-877-977-6774



Ontario Golf Superintendents' Association

Sally Ross, Executive Manager
Guelph Turfgrass Institute
328 Victoria Road South
Guelph, ON N1L 0H2

Tel: 519-767-3341
Toll Free: 877-824-6472
Fax: 519-766-1704
Email: manager@ogsa.ca
www.ogsa.ca



Published by Blenheim INK

Administration Office:
503-5340 Lakeshore Road
Burlington, ON L7L 7A8

www.blenheim.ca

STAYING POWER

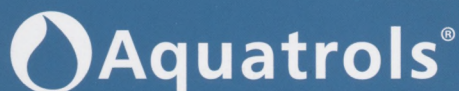


The quality soil surfactant combining long-term strength and application flexibility

Sixteen90™ is a proven soil surfactant chemistry with staying power. Sixteen90 is specifically formulated to provide outstanding water management performance, with built-in flexibility to best fit your golf course's unique challenges.

Benefits of Sixteen90:

- Provides excellent, long-term control over water repellency
- Flexibility to use as a bi-weekly, monthly or 90 day program
- Improves water movement in the soil profile
- Improves turf quality
- Safe for use on all turf varieties



To learn more about **Sixteen90™**, contact your authorized distributor today.

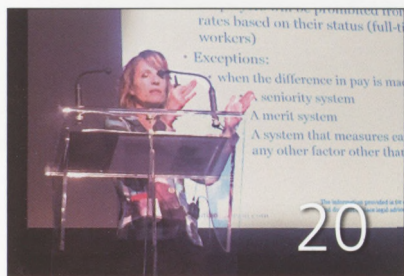
ALLTURF



PLANTPRODUCTS



8



20



22

Features

- 8 **GC Highlight & Member Profile**
Thom Charters, Golf Course Manager
- 13 **2018 OGCM Conference**
- 16 **Characteristics of High Performance Putting Surfaces**
- 17 **An Industry Investing in Future Leaders**
- 18 **2018 OGCM Conference Awards**
- 20 **Bill 148: Important Changes Employers Should Know**
- 22 **The Rising Threat of Fungicide Resistance in Dollar Spot**

Regular Contributors

- 12 **What's New**
- 24 **Off the Fairway**
- 26 **Looking Back**
- 30 **Turf or Consequences**

Departments

- 3 **President's Message**
- 7 **Editorial Message**
- 28 **Member Moments**

ON THE COVER

Drone shot of hole # 6, Oshawa Golf 7 Curling Club. Photo courtesy of Matt Booth.

ONCOURSE EDITORIAL COMMITTEE

Lacy Droste, Andrew Hardy, Stephen Hicks, Sally Ross, Al Schwemler, Cam Shaw, Courtney White

INDEX OF ADVERTISERS

ALMACK AGRONOMIC SERVICES INC.	27
AQUATROLS www.aquatrols.com	4
BAYER www.bayeres.ca	2
BANNERMAN www.sportsturfmagic.com	3
BRAEMAR BUILDING SYSTEMS www.braemarbuildings.com	25
BRETTYOUNG www.brettyoung.ca	6
FAST FOREST www.fastforest.ca	27
FMC www.fmcprosolutions.com	31
JOHN DEERE www.johndeere.ca/golf	23
ONTARIO SEED COMPANY www.oscturf.com	19
NUTRITE www.nutrite.com	21
P.D. SOLUTIONS www.pdsolutions.ca	3
TURF CARE PRODUCTS CANADA www.turfcare.ca	32
TURF CARE PRODUCTS CANADA (IRRIGATION) www.turfcare.ca/golf-irrigation	7
TARGET SPECIALTY PRODUCTS www.target-specialty.com	29
ZANDER SOD CO. LIMITED www.zandersod.com	30

ONCOURSE 2018

Although every effort is made to check material for publication, the association is not responsible for material published on behalf of its contributors.

All rights are reserved by the publisher and any reproduction in whole or part without the written permission of the publisher is prohibited.

Although some trade names may be mentioned in articles contained in this publication, no endorsement is intended or implied by the Ontario Golf Superintendents' Association.

OGSA is committed to serving its members, advancing their profession, and enriching the quality of golf and its environment.

WETTING AGENTS DESIGNED FOR CANADA



High bicarbonate soils tie up nutrients and create tight, compacted rootzones.

Get great dual action results with Hydration A-Plus® and FloThru™ A-Plus wetting agents by Plant Food™. Both contain ALPHA Mineral Acid Technology to hydrate your soil and release tied up calcium and magnesium.

Start 2018 off healthy and hydrated with these Plant Food wetting agents available exclusively through BrettYoung.

BrettYoung™
COMMITTED TO YOU

brettyoung.ca/wetting-agents

To determine the right product for your soils and water management preferences visit with your BrettYoung representative today.

Rob Field
Ontario General Manager
905-320-6449 | rob.field@brettyoung.ca

Kelly Barnett
South Western Ontario
519-890-4061 | kelly.barnett@brettyoung.ca

Everett Nieuwkoop
South Western Ontario, Toronto & Niagara
519-688-4397 | everett.nieuwkoop@brettyoung.ca

Chris Nelson
Toronto & Niagara
416-500-5233 | chris.nelson@brettyoung.ca

Steve Hewgill
Northern Ontario
705-896-2148 | steve.hewgill@brettyoung.ca

Andrew Hardy
Toronto & Central Ontario
647-241-1134 | andrew.hardy@brettyoung.ca

Ron Milne
Eastern & Central Ontario
905-213-5710 | ron.milne@brettyoung.ca

BrettYoung is a trademark of Brett-Young Seeds Limited.

EDITORIAL MESSAGE



By Courtney White,
OGSA.

I am so pleased to join the OGSA. I have received such a warm welcome from staff, the board of directors, our members and industry partners which has made becoming part of this association an enjoyable transition. Not to say that I wasn't expected to hit the ground running. It was an exciting experience to begin this new adventure during the busiest season for the OGSA: membership renewals were due, the fall ONCourse issue was in full swing, and the 2018 OGCM Conference planning was in overdrive.

I had a chance to meet a number of you over the phone before we set foot on the conference floor and it quickly became clear to me what a valuable experience this conference is for our membership; as Jayson Griffiths tweeted "...we had it all this week...science, service, metrics and

legislative advice...where challenges meet opportunity..."and he wasn't wrong. As usual, the conference delivered superb education sessions, professional development, and networking opportunities. For those of you who couldn't attend or who would simply like a refresher, you will find conference highlights, education session recaps, photographs, and a wonderful tribute to our William Sansom Distinguished Service Award winner, Thom Charters inside this issue.

Although conference highlights are in the driver's seat for this issue, riding shot gun is Bill 148. It is here. Many changes have already taken place and the rest of them will be in effect before the end of the year. Employment Lawyer, Patrizia Piccolo shared with us the facts and Doug Breen offers his take on what Bill 148 really means for Ontario golf courses during the upcoming season and beyond.

The second observation that I have made during my short time at the OGSA is how the association's rich history is built on the

steadfast commitment and comradery of superintendents on and off the course. Be sure to flip to the back for a special edition of Member Moments where, thanks to the GCMonline.com, we are able to pass along a heartfelt story about two superintendents, who now share a connection that will last a lifetime - an excellent tribute to what it means to be a part of such a tight knit and supportive group of people. Enjoy the issue! ■

MARK YOUR CALENDARS UPCOMING 2018 OGSA Tournaments

Can Am Challenge

Grosse Ile Golf & Country Club
Grosse Ile Township, Michigan, USA.
April 30, 2018

OGSA/WOGSA Joint Event

Lookout Point Country Club
October 1, 2018

TORO

LYNX® 6.0 CENTRAL CONTROL

All your Irrigation Information at your Fingertips

New Lynx 6.0 gives you even more flexibility & control:

- ✓ MCI pump integration
- ✓ Email alarm response & notifications
- ✓ New NSN Sentry utility to monitor Lynx
- ✓ Increase in two-wire gateway quantities by over 50%
- ✓ Projected Flow Update button changed to Show History button

For more information, contact your local Turf Care representative:

Sean Lavin, Golf Irrigation Manager - 905-715-3985
Gord Johansson, Eastern ON - 613-720-2795
Scott Fiddes, S/W & N/W ON - 416-606-9908
Jeremy Phillips, GTA - 416-347-4601
Neil Juniper, Georgian Triangle - 416-606-9907



TURF CARE
Products Canada Limited

Helping your business GROW.
Exclusive TORO Distributor for Ontario and Quebec

Join the conversation: [@TurfCareProdCA](#)
Visit: turfcare.ca/golf-irrigation

Taboo Muskoka

1209 Muskoka Beach Road
Gravenhurst, Ontario P1P 1R1
Muskoka, Canada
705 687 7004

www.taboomuskoka.com

15th Green in Autumn

Member Since 1978

Thom Charters

Golf Course Manager, Taboo Muskoka Resort

*By Mike MacGillivray
Golf Course Manager, Bayview Golf and
Country Club*

About the Course

Taboo sits on rugged Canadian Shield topography across the street from Lake Muskoka. Granite and mature trees are part of every hole on the property. It is an excellent challenge for golfers and picturesque beyond words.

Public, Resort

Architect: Ron Garl

Number of holes: 18 at Taboo and 9 at The Sands

Number rounds annually: We have room for more

Practice Facility: World Class

Number of staff: Four year round, plus 19 seasonal staff

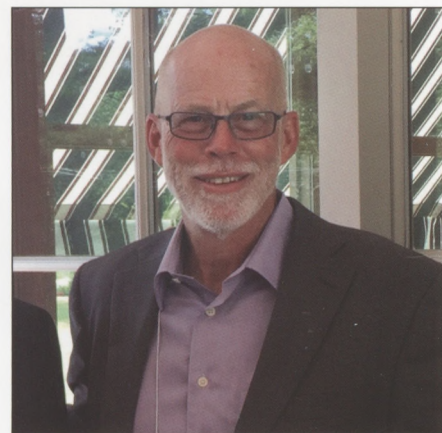
Ryan Kerr – Superintendent

Meagan Nunn – 1st Assistant

Jimmy Murphy – 2nd Assistant

Dan Ens – Equipment Manager

Thom Charters has been a golf course manager and OGSA member for 40 years, his list of accolades and accomplishments include being named Score Golf's Superintendent of the Year, President of the OGSA, OTRF, and Chairman of the Guelph Turf Institute Advisory Board. He's an accomplished golfer winning nearly all of the OGSA events throughout his career, the CGSA Fall Field Day (on numerous occasions), and a regular contender in the GCSAA National Championship. To commemorate all of this, as well as his unsung contributions to the turf management profession, Thom most recently received the OGSA's most prestigious honour, the William Sansom Distinguished Service Award. Upon accepting, he described this award as his "Gold Medal".



*Thom Charters, Golf Course Manager,
Taboo Muskoka Resort.*

Thom first entered the golf industry under the tutelage of Paul Dermott at Islington Golf Club in 1972. "I worked for Paul for the month of September the year I finished high school, before travelling Europe with my cousin Sam, and I loved that experience so much that I decided to pursue it when I got home." Thom continued to say, "I owe a lot to my mentor Paul Dermott but there have been many

In the Hot Seat

Q: Favourite Major?

A: The Open Championship

Q: Best piece of turf equipment?

A: Pro Core 648

Q: Ultimate foursome?

A: My Dad, my sons, Clay and Kyle

Q: Lowest round ever and where?

A: 68 at Bayview Golf & Country Club

Q: Favourite movie?

A: Spaceballs

Q: Favourite meal?

A: My next one

Q: Favourite golf course?

A: Royal Dornoch Golf Club, Scotland

Q: Favourite course designer?

A: Stanley Thompson

Q: Favourite band?

A: Tragically Hip

who have helped me, both personally and professionally. My father, numerous fellow superintendents, and friends."

Thom graduated from Pennsylvania State University in 1976 and would soon find himself at the reins in the Superintendent position at Islington Golf Course after Paul Dermott's departure to Oakdale Golf and Country Club in March of 1977. After 10 successful years at Islington, Thom moved on to Weston Golf and Country Club in 1987 where he had one of many memorable experiences. "The year 1990 at Weston stands out because we hosted the Cadillac Skins Game with Arnold Palmer, the RCGA Men's Amateur Championship and the Canadian Open President's Day." One would assume a season packed with premier events would be a tough test, but Thom briefly described his guiding principles in managing people, "I hope that everyone who has ever worked with me feels that I treated them with respect. I have also tried to use humor to maintain a relaxed, stress free work environment."

What You Need to Know

Predominate grass type: A4 greens, Penncross tees and fairways

Predominant soil type: Sand capped

Types of greens: USGA

Course length: 7340 yds.

Size of greens: 3 acres averaging 6500 sq. ft.

Size of tees: 3 acres

Size of fairways: 35 acres

Major Challenges

Shade, air movement, iron clogged drain lines.



(L-R) Dan Ens, Jimmy Murphy, Meagan Nunn, Ryan Kerr.

"I have been extremely fortunate to have worked through what can only be described as the 'Golden Era' of our profession. Our profile within the golf business, our compensation levels, golfers' appreciation for what we do, and expanded career opportunities due to course construction were all on the rise for the majority of my career."

At one of the many industry events I have been so fortunate to attend with

Thom over the years I was a mere audience to Thom and his good friend, retired superintendent Bruce Thrasher, who described their advancement in the golf industry as "catching the wave". Sure, they found themselves in the industry during a time of growth but their success was borne out of their own dedication to furthering the profession. As Wayne Rath CGCS, the superintendent and property manager at Magna Golf Club stated, "Thom's

"I honestly have never seen anyone rake a bunker, fix a divot or ball mark like Thom. The divots look like they were hand sewn back in. His bunker raking takes forever but done perfectly, and he fixes ball marks that Grisham from CSI couldn't find. I think this is what makes Thom successful; his insistent, undying approach to maintaining the golf course at a meticulous level. Plainly put, this guy cares about and respects the game whole heartedly."

– Bert McFadden, Superintendent at The Georgian Bay Club

Continued on page 10



OGSA President Thom Charters making presentation to the Brampton trio of Brian Hamer, Blake McMaster and Irv Blehm.



Hair and now:
Gord Witteveen (left), and Thom Charters congratulate each other for a good hair day.

endless dedication to the superintendent profession is an inspiration to everyone he has crossed paths with. He has continually dedicated his time on countless boards and committees and still continues to give his time." Wayne was a young superintendent at Guelph Country Club when he first met Thom at the Pro/Super tournament at Greenhills Golf Club. "I was so impressed that Thom had taken the time to introduce himself to me. For the past 30 years Thom and I have remained close friends." Thom credits his outgoing nature as the one specific thing that helped him find success in this industry. "I believe that being socially outgoing and networking exposed

me to people, knowledge and experiences that have helped me in countless ways." Jay Honeyball, the superintendent at OslerBrook Golf and Country Club, is one of many who have benefited from Thom's friendship, "Thom has offered me valuable insight and candid advice during my development as a superintendent. Thom has always been a person who embraced the chance to meet and welcome other superintendents into discussions."

In 1995 Thom moved on from Weston to become Golf Course Manager at Bayview Golf and Country Club where he remained until 2011. His attention to detail elevated Bayview to a level where it was recognized

for its fine conditioning. Bert McFadden, the superintendent at The Georgian Bay Club, was a young Penn State student when he first met Thom at the PSU Conference. Bert was vying for an assistant position with Bruce Thrasher at Westwood Plateau and recounts meeting Thom. "From the moment I met Thom he made me feel comfortable. I was a young passionate student of turf at the time and I really looked up to these guys." Bert, an accomplished golfer in his own right, has enjoyed numerous games of golf with Thom over the years and has witnessed his attention to detail, "I honestly have never seen anyone rake a bunker, fix a divot or ball mark like Thom. The divots look like they were hand sewn back in. His bunker raking takes forever but done perfectly, and he fixes ball marks that Grisham from CSI couldn't find. I think this is what makes Thom successful; his insistent, undying approach to maintaining the golf course at a meticulous level. Plainly put, this guy cares and respects the game whole heartedly."

Many in the industry have been fortunate to witness Thom's approach to course management and the politics of member relations. As Bert stated, "To be with him on his own course is fun to watch, especially his shtick with all the staff and members. There is usually a hint of sarcasm if someone isn't doing their part on the course; some people just can't get away with what Thom can. It's all in the delivery."

"It's hard to keep all the great qualities of Thom to a few lines, but since we met on the Rain Bird Advisory Council a while back, we've become good friends... Thom is a genuine, thoughtful person with a great sense of humor, always looking at the glass half full. That positive attitude directly influences his performance as a superintendent and also how he relates to his employees and staff. With his dedication to our industry, he has proven a very worthy recipient of your Distinguished Service Award and we congratulate him on the honor!!!"

– Jeff Markow, CGCS, Cypress Point Club



"As a young superintendent I was introduced to Charters by my brother and ever since he has become one of my dearest friends, always willing to take a call for a turf question or a personal chat. I look forward to seeing him with the rest of the 'Grey Hairs' in Florida."

**– Mark Reid, Director of Golf and Grounds Maintenance,
The Breakers, Palm Beach Florida**

I was fortunate to work with Thom for four years at Bayview, and like Bert and I am sure many others, I remember his approach to educating the membership on course care and how to properly do their part. Some of Bert's favourite "Thomisms" included, "How about all the members here fix their ball marks and the turf crew will get the rest" and "If you don't rake bunkers, fix ball marks and replace divots, you're not a golfer - you're a vandal." Pure gold, but as Bert stated, only possible with the right delivery.

In 2011 Bayview was consistently ranked as a top conditioned golf course, Thom's career was on what he referred to as his "Back 9", and all signs pointed to him staying at Bayview. If I remember correctly, midsummer in 2011 Thom said to me that he felt I was ready to start looking at opportunities for superintendent positions. More specifically he said, "I am going

to kick your butt out the door." It was a surprise a short time later when Thom called me into his office and handed me a piece of paper which was his resignation letter and a recommendation for me to fill

"If you are passionate,
professional, and personable
I like your chances."

his role as golf course manager. He was on to another challenge as the director of grounds at Coppinwood Golf Club. Thom spent over two years at Coppinwood then made his final move to Taboo Muskoka Resort in January 2014 where he continues

today with an eye on retirement after this upcoming season.

When looking back on his 40 year career, Thom admits that his driving force and motivation to maintain a good work ethic fed off a little bit of insecurity. He took things one year at a time, always trying to improve his leadership skills and his golf course. Thom thinks fondly of the number of great people that he had the pleasure of working with. "Many have gone on to be successful outside of the golf business but I do take a little extra pride in those who have stayed in the business. In my current semi-retired position, I am thrilled to have my successor, Ryan Kerr, assistant, Meagan Nunn and equipment manager, Dan Ens running the show at Taboo.

So, what is Thom's greatest accomplishment? "Recognizing that Cindi Hughes was the girl I should marry, and having her agree."

Thom and Cindi have two sons, four grandchildren, and Stella, their four-year-old Field Spaniel. They are lovers of music, travel, and dock time with family and friends, all of which they plan on doing more of as he looks toward retirement.

Some parting words of wisdom from Thom to those looking to get into, or further their career in the industry today are, "if you are passionate, professional, and personable I like your chances." I would say these three characteristics describe Thom perfectly. ■

WHAT'S NEW

By Sally Ross, OGSA Executive Manager

2018 Board of Directors



(L-R) Secretary treasurer Tim Muys (Piper's Heath GC), director Ian McQueen (St. Georges G&CC), director Owen Russell (Markland Wood GC), director Ryan L. Scott (Club at North Halton), president Cory Janzen (Westmount G&CC), vice president Jason Boyce (Smuggler's Glen GC), director Mike Pellerin (Saugeen GC), director Al Schwemler (Toronto GC), past president Mark Prieur (Trafalgar G&CC).

The OGSA Annual General Meeting took place on Wednesday, January 17, 2018 at the Casino Fallsview Convention Centre in Niagara Falls. The 2018 Board of Directors was elected and the Association welcomed newest Director Ian McQueen from St. George's Golf & Country Club. Annual Reports and 2016/17 audited financial statements can be accessed by the Association Reports tab on our website at ogsa.ca.

Marie Thorne Celebrates Retirement



(L-R) Marie Thorne, Syngenta accepts Honorary Membership from OGSA president, Cory Janzen.

As a leader in the industry, Marie has helped elevate our profession and has been a mentor to many in our business. Her passion and dedication to helping golf course superintendents succeed is remarkable. Marie recently announced her retirement from Syngenta after an outstanding 37-year career serving the turf industry across Canada. On behalf of the OGSA, the Board voted unanimously to make Marie an honorary OGSA member. We all wish Marie a fantastic retirement.

2019 OGCM Conference Blue Mountain Collingwood

A site visit was made to Blue Mountain this past fall and the decision was made to move our Conference to Blue in January 2019. While accommodation and meeting space costs will reflect the nature of this popular winter destination, it was felt overall that we should listen to feedback from surveys and try to accommodate members located in other areas of the province as well as provide a new and exciting backdrop for the conference. We are still in negotiations with Blue Mountain, to ensure we get the best pricing possible for the event.

Membership Directory Updates

We are starting to work on our printed membership directory. We encourage our members to go online and check your profile to ensure that your information is correct. The directory will be created from the member profiles. ■

WELCOME to Our New Members

Clayton Campbell Hamilton Golf and Country Club	Class F
Ben Collins Glen Cedars Golf Club	Class C
Matt Cockburn RiverBend Golf Community	Class C
Brad Bunkowski Burlington Springs Golf Club	Class D
Keith Cutten Cutten Golf Course Design	Class D
Isaac Swanton University of Guelph	Class S
Harry Reinders R&M Construction	Class E
Zachary Clendinning Deerhurst Resort	Class F
Angela Gougeon jPrep	Class E
Keith Walden Innisfil Creek Golf Course	Class C

Update on GTI

The new GTI project is being completed in two phases. Phase 1 includes the development of the research plots and associated grounds, and phase 2 involves the construction of the new Frost Centre, and maintenance operations building for the GTI. Currently, phase 1 is progressing well with most of the grading completed and the drainage and root zones for the research ranges being approximately 80% finished. In addition, the irrigation supply pond has been installed and the sprinkler system should be ready for the establishment of plots in the spring of 2018. Phase 2 will begin once the site plan and permits have been approved for the new buildings. The current timeline is an early spring 2018 construction start with 14 months of construction planned. Occupancy of the new Frost Centre is expected to occur by fall of 2019.

The GTI wishes to thank all of those who have come forward to support this project. For more information or inquiries on support, please contact Cam Shaw, the GTI Communications and Outreach Coordinator at 519 824 4120 ext. 52784 or gti@uoguelph.ca ■

2018 OGCM Conference



OGCM Conference attendees.

By Ryan Marangoni, Environmental Manager at Cutten Fields.

Photos by: Jonathan Jacques

According to the Oxford dictionary, the definition of value is: *the importance, worth, or the usefulness of something; or the material or monetary worth of something.*

Ask the members of a golf club what the value of their round of golf is and there will be a plethora of answers. However, ask the members of the Ontario Golf Superintendents Association (OGSA) what is the value of the Ontario Golf Course Management Conference (OGCMC), and everyone in attendance will say that it is outstanding.

This year, the OGCMC took place in Niagara Falls and it did not disappoint. The two and half day event began with friendly

greetings and a smile as we registered and then made our way toward a cup of coffee. The morning coffee and breakfast buffet spread was a must--especially with all the early morning risers in attendance.

The Fallsview Casino Resort, once again knocked it out of the park with amazing buffet luncheons which featured a build-your-own-burger bar including beef, salmon, turkey and vegan burgers on day one, and a comfort food extravaganza with mouth-watering fried chicken, chili, corn bread, and endless side dish options on day two!

The delicious food went hand in hand with the networking opportunities. Whether it was meeting someone new, chatting with one of the many event sponsors or connecting with an old friend – coming together annually at the OGCMC



Thank You! to our Sponsors!

OGSA would like to thank our industry partners who generously supported the 2018 OGCM Conference.

SYNGENTA

Education Sponsor

BRETTYOUNG

Future Leaders Sponsor

BAYER

Awards Breakfast and Industry Showcase Luncheon Sponsor

G.C. DUKE EQUIPMENT LTD.

Social Event Sponsor

VANDEN BUSSCHE IRRIGATION & RAIN BIRD

Supporting Sponsors

TURF CARE PRODUCTS

Reception Sponsor

QUALI-PRO

Breaks Sponsor

ENGAGE AGRO CORP.

Registration Desk and Welcome Sponsor

PLANT PRODUCTS INC.

Name Badge Sponsor

GT GOLF & TURF

NUFARM

NUTRITE

ONTARIO SEED COMPANY

PUMPS PLUS

SKYWAY LAWN EQUIPMENT

VANDEN BUSSCHE IRRIGATION

Opening Night Party Sponsors



is a bright spot for many people during the winter months. We can all agree that there are too many times during the busy golf season when friends and colleagues get pushed aside. Thus, for many, this conference may be the only opportunity to see and speak with certain people in person. Social media and smartphones do make it possible to "link up, like or share" with colleagues, but the eye contact, body language and joy of networking face to face is invaluable. Options for collaborating and networking with industry leaders and future aspiring superintendents were endless at the OGCMC.

The opening night party was held at Margaritaville, which was closed exclusively for OGCMC attendees. OGSA members and supporters quickly filled in and no expense was spared. Drinks flowed beyond the typical two-ticket limit

(huge thanks to the sponsors for that one!), and pirates on stilts made balloon hats for guests while people danced and sang

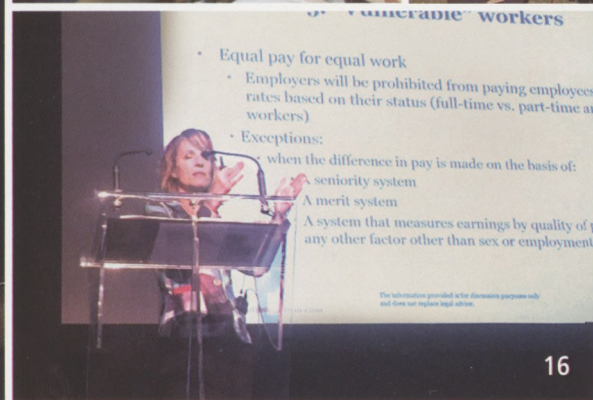
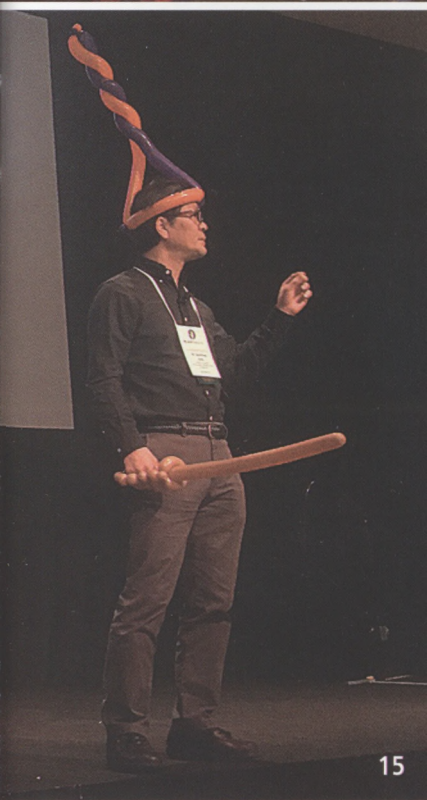
"Whether it was meeting someone new...or connecting with an old friend - coming together annually at the OGCMC is a bright spot for many people."

along to The Associates, a local Niagara band, who performed throughout the evening playing hit songs by Zack Brown

Band, AC/DC, the Backstreet Boys, and everything in between including audience requests.

The awards breakfast honoured long-standing OGSA members and showcased the up and coming students of the industry. The breakfast was another great opportunity for networking, but most of all the award presentations put into perspective how far the industry has come, along with the amazing members within it.

The topics discussed throughout the conference covered a wide range of interesting and relevant subject matters. The value placed on inviting renowned, high quality speakers did not go unnoticed by attendees, and the education sessions were well worth the investment. The presenters were full of humour, energy, and kept the audience engaged. Starting with keynote speaker Bill Carr on day one, right through



to Dr. Frank Rossi on day three, each one had attendees on the edge of their seats and thinking about how they could incorporate all of the knowledge back into to their work environments.

The future of golf turf seemed to be a common thread for this year's sessions and speakers had great suggestions for moving forward. For example, J. Paul Robertson's talk about the use of drones and technology for data collection and analytics was forward thinking and demonstrated future trends. Dr. Jung also theorized that the addition of fairway rolling could add considerable cost savings to operating budgets with the potential to cut back on chemical applications as a result. (Not to mention that he brought down the house when he walked up on stage wearing the balloon hat and carrying the balloon sword that was made for him during the festivities the night before.)

1. Preparing for registration | 2. Secretary treasurer Jason Boyce | 3. Bob Farren (Pinehurst)
4. Jason Winter (Deer Ridge GC) | 5. President, Cory Janzen (Westmount G&CC) | 6. AGM attendees | 7. Dr. Micah Woods | 8. Bill Carr | 9. Past president, Mark Prieur (Trafalgar G&CC), Joel Henderson (Sarnia G&CC), Greg Brown (Essex G&CC) | 10. Margaritaville Opening Night attendees | 11. Dr. Geunhwa Jung, University of Massachusetts | 12. Lunch | 13. The Associates (Opening Night Band) | 14. Lunch | 15. Dr. Geunhwa Jung | 16. Patrizia Piccolo, Partner & Co-Founder Piccolo Heath LLP | 17. Andrew Hardy (BrettYoung), Kevin Doyle (GCSAA)

Furthermore, an interesting comment from Bill Carr, "there seems to be a lack of diversity in the room" brought into focus an issue that the industry faces as a whole. For me, this emphasized that thinking caps need to be worn and light bulbs need to shine bright with ideas about how to grow the game of golf and introduce it to communities that may not have a connection. For our industry to succeed in the future it takes events like this as well as collaboration with one another to see how we can make the appropriate changes.

In order to continue to entice new and younger members who will regard the game of golf as much as their predecessors, we need to be innovative, fun, and we need to showcase value. There is no better place to do this than at the Ontario Golf Course Management Conference where the educational value exceeds all expectations. Let's be honest: who doesn't want to join forces and collaborate about golf's future over a drink?

Hope to see you next year! ■

Characteristics of High Performance Putting Surfaces

Dr. Frank Rossi, Cornell University



By Pam Charbonneau

Dr. Frank Rossi is always a crowd pleaser. He is an active researcher, an avid reader of the scientific literature on turf management and he also volunteers at major golfing events. He has a very good balanced knowledge of what happens in the real world of the golf superintendent as well as what is being researched at the top turf schools in the US and internationally.

The turf industry now has roughly 20 years of experience managing sand based rootzones and Dr. Rossi asks, what have we learned about these systems and what are we looking for in a putting surface? A high performance putting surface needs to be resilient (stress tolerant), firm, true and permeable. Those should be the main performance goals. Notice that fast is not one of the characteristics being sought after.

STRESS TOLERANT

Golf superintendents are constantly stressing the putting surface and a little bit of stress can give a positive result. Moisture stress is applied to encourage deep rooting and low mowing is done to increase turf canopy density. Traffic stress is a necessary evil on a golf course but it can help manage thatch. Lowering nutrients such as nitrogen is a stress that will result in an ecologic population shift from annual bluegrass to creeping bentgrass. Disease can also result in an ecological population shift depending on the prevalent disease and turf species. Annual bluegrass is kind of like the canary in the coal mine for turf stress. If too much stress is imposed on an annual bluegrass putting surface it will become susceptible to anthracnose basal rot, which is a weak pathogen and it can only infect and display symptoms on stressed annual bluegrass.

There has been a good body of research conducted on anthracnose basal rot and it has resulted in a set of best management

practices (BMP's) for managing this disease. These include:

- Adequate N (0.5 kg/100m²)
- Optimum mowing height
- Frequent topdressing
- 2% K in turfgrass plant

If these BMP's are followed, disease management in a low disease pressure environment gives the same control as fungicide applications.

FIRMNESS

Rolling greens increases firmness. Rolling should be consistent and if it is, it will reduce the need for topdressing but care must be taken regarding collar damming. If roller turning is staggered, this will reduce collar dams. Firmness is a result of water management, organic matter management, and topdressing. Some lessons learned at the Ryder Cup from Chris Tritubaugh, Golf Course Superintendent at Hazeltine Golf Course about producing a firm putting surface include the use of the growth regulator paclobutrazol, iron sulphate and frequent topdressing. The firm putting surfaces were produced by frequent in season topdressing, Dryject and winter topdressing for desiccation prevention. Dr. Rossi also mentioned that the Greenkeeper app developed by Dr. Bill Kreuser, from University of Nebraska is a game changer for helping superintendents achieve a firm putting surface.

SMOOTHNESS

Frank Rossi talked about some research conducted by Dr. Doug Linde, Delaware Valley University on smoothness or trueness. Golfers claim that this is a very important surface characteristic that they are looking for. Rossi talked about commercial tools available to measure smoothness of putting surfaces. One is a child's toy called the Sphero. It is a spherical app enabled

robotic ball that can track smoothness of a putting surface. Another, the ParryMeter was developed in the UK by a greenskeeper that uses a smartphone to record ball movement for lateral and vertical deviation. It gives a measure of smoothness and this measurement can be used to decide when to implement cultural practices such as verticutting, brushing or topdressing that may improve smoothness.

The bottom line from Doug Linde's work was that many practices which disturb the putting surface do not result in less trueness even though golfers surveyed judged a disturbed putting surface (recently aerated) as being less true. His work determined that human error has the greatest effect on putting success or failure using this statistic as proof. How often does a golfer one putt from 8 ft? A PGA player makes the putt 50% of the time and an average golfer (90 handicap) makes the putt 27% of the time.

GOLF SHOE STUDY

Golf shoes, specifically the cleats in the soles, are widely considered a menace on the golf course. Superintendents asked for some research on the impact of different shoes and Dr. Rossi delivered. He discussed his own work on the effect of golf shoe sole design and resulting traffic on putting surfaces, comparing the results between creeping bentgrass and annual bluegrass greens. Some of the designs, result in a lifting of stolons which results in scalping when mowed after the traffic was imposed, especially on creeping bentgrass. Rolling does a good job of counteracting this. This phenomenon did not happen to the same degree with annual bluegrass greens.

Another observation made while conducting this study was that the damage caused by traffic shows a greater correlation between the individual wearing the golf shoe than the shoe itself. This is mostly due to differing biometrics of the golfers. ■

An Industry Investing in Future Leaders



University of Guelph teams competing in the Turfbowl at the Golf Industry Show in San Antonio, TX.

*By Denver Hart & Caleb Evans,
Co-Presidents, University of Guelph Turf Club*

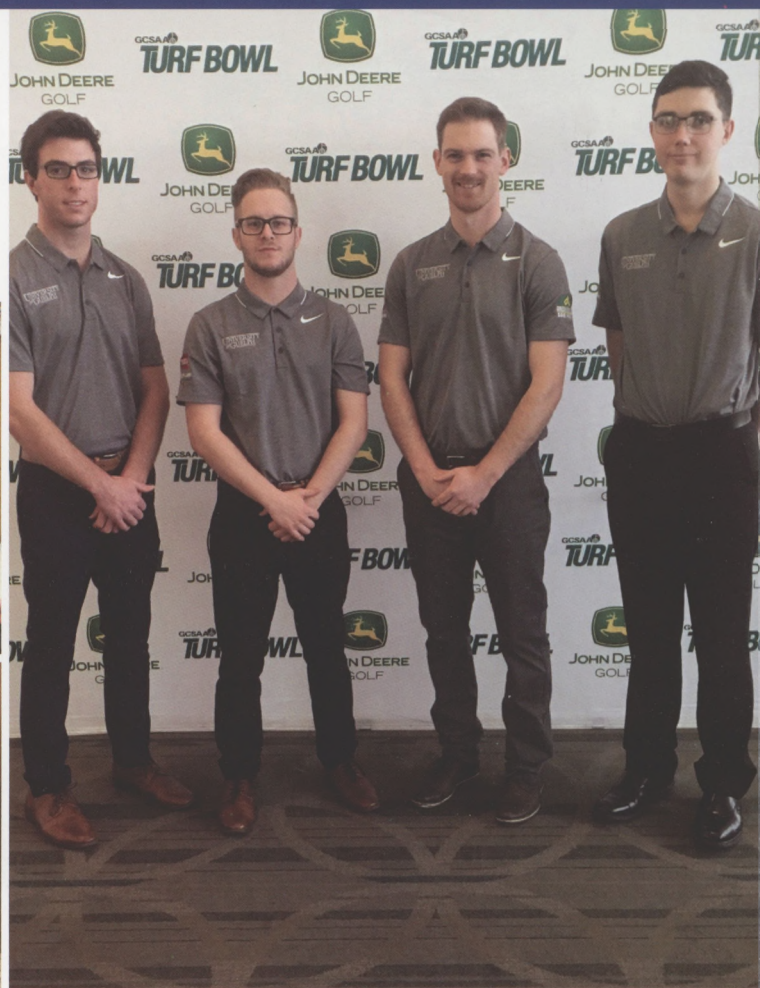
This year has brought many unique learning and networking opportunities for the turfgrass management students at the University of Guelph. Industry events such as the Ontario Golf Course Management Conference (OGCMC) and Golf Industry Show (GIS) provide a platform for students to grow as young professionals. Each of these two major events provided their own level of industry exposure and displayed just how tightly knit the community is.

Being involved in our local association is a responsibility that is heavily encouraged by professors, past graduates, and fellow peers in the industry and with the generous support of Brett Young, students from both the first and second year classes at the University of Guelph were able to attend the OGCMC to learn from and interact with some of the best superintendents in the business. Seminars such as Dr. Micah Woods' "Just What The Grass Requires" presents real life scenarios that students can relate to their in class material, and with the industry constantly evolving, attending

these presentations help keep students informed about innovative practices and future technology. Exposure to this information help students bring new ideas to their future place of employment.

Students were given ample opportunities to network both locally at the OGCMC and abroad at the Golf Industry Show. Creating such an extensive contact base provides students the option to step out of their comfort zone and explore a wide variety of career paths. Among the networking opportunities was the OGCMC opening night party at Margaritaville. The casual environment promoted a magnitude of conversations between newly acquainted students and industry professionals. GIS offered a unique blend between relationship building and education on their trade show floor. Here we were able to gain valuable information on the latest chemistries and receive updates on new equipment technology. Students benefit greatly from interacting with the vendors because of the tangible learning experience the trade show environment presents.

The University of Guelph Turf Club recently competed in the annual collegiate



Turf Bowl competition at the Golf Industry Show in San Antonio. Leading up to this event, all three participating teams followed a rigorous weekly study schedule that encompassed all testable concepts. Students were responsible for understanding information including, but not limited to; pest management practices, mathematics, and multiple areas of identification. As Co-Presidents speaking on behalf of the Turf Club, we can say without hesitation that the University of Guelph provides a level of education that enabled the students to compete against 50 other teams with confidence. As a result of our hard work and dedication, the University of Guelph nearly made the top 10 with a 14th place finish!

As the 2018 school year comes to an end, the students reflect upon the opportunities presented through the Ontario Golf Course Management Conference and Golf Industry Show. The networking and educational experiences have helped to guide the students in the pursuit of professional development as young turf managers. We would like to thank the OGSA, GCSAA and our Turf Bowl sponsors for investing in future leaders. ■

OGSA Awards Breakfast

The OGSA awards breakfast was held at the OGCM Conference in Niagara Falls, January 17, 2018.



William Samson Distinguished Service Award

Presented to Thom Charters, Taboo Golf Course (AA) in recognition of his outstanding contributions made towards the advancement of the golf course superintendent's profession. Thom shared a few humble words expressing how honored he was to be nominated by his colleagues as a leader in his profession.

*(L-R) Thom Charters & his wife, Cindi Charters.
Photo by Pam Charbonneau.*

Milestone Membership Awards



(L-R) Glenn Burgess, Skyway Lawn Equipment with OGSA past president, Mark Prieur.



(L-R) OGSA past president, Mark Prieur presents the 25 year member awards to those in attendance, Chris McCracken, Rob Sloan and Rob Gatto.



(L-R) Glenn Burgess (accepting on behalf of Club Car Inc.), Ken McLeod (Nutrite), Brett Murray (Alliance Agri-Turf) with OGSA past president, Mark Prieur.

50 Year Members

Presented to Bob Heron (AA-R) who was not in attendance, but expressed his appreciation for being recognized as a long standing OGSA member and supporter, and Skyway Lawn Equipment whose award was accepted by Glenn Burgess.

25 Year Members

The following OGSA members were acknowledged for their longstanding

support of the OGSA:

- Ted Bishop, Rolling Meadows Golf & Country Club
- James Flett, Muskoka Lakes Golf & Country Club
- Scott Gardner, Echo Valley Golf Club
- Rob Gatto, Chedoke/King's Forest Golf Courses
- Chris McCracken, Oliver's Nest Golf Club
- Richard Perreault, Oaks Golf & Country Club

- Robert Sloan, Cardinal Golf Club
- Jeff Stauffer, Rosedale Golf Club

25 Year Associate Members

The OGSA also recognized the following associate members for their longstanding support of the association:

- Alliance Agri-Turf Inc
- Club Car Inc.
- Nutrite

Scholarship Awards

OGSA is committed to broadening knowledge through formal education channels and by exchanging experiences and ideas with fellow members. One avenue of achieving this is through our Scholarship program. We are thrilled to announce this year's winners.

Hugh Kirkpatrick Bursary Winners



OGSA president, Cory Janzen (centre) presents the Hugh Kirkpatrick Bursary Award to winners (L) Joel Johnston (RiverBend Golf Community), and (R) Jordan Kitchen (Hamilton Golf and Country Club).

Turf Managers Short Course Award



(L-R) OGSA president Cory Janzen presents the Turf Managers Short Course Award to George Kennedy (University of Guelph).

Turfgrass Award



(L-R) OGSA president Cory Janzen presents the Turfgrass Award to winner Denver Hart (University of Guelph) who also accepted on behalf of the second place winner, Nicholas Turner (University of Guelph).

Heritage Award Winner

The OGSA has developed this scholarship program to recognize the scholastic accomplishments of students who are the children or grandchildren of members of the OGSA (open to all members) and are studying a curriculum unrelated to Turfgrass Management. This year's winners are:

1st place: Daria Stauffer, daughter of Jeff Stauffer, Rosedale Golf Club

2nd place: Neale Taylor, son of John Taylor, Grand Niagara Golf Club

Paul Brown Internship

Funded by GC Duke Equipment



The first annual Paul Brown Internship award was presented to (centre) Isaac Swanton, by (left) Greg Brown and (right) Neil Beech from GC Duke Equipment.

Editorial Awards

The OGSA and ONCourse committee would like to thank all members who take the time to contribute to ONCourse magazine by sharing photos or writing articles. This year's editorial awards go to:

Barry Endicott Article of the Year Award



(L-R) Cory Janzen, for his article on Work-Life Balance featured in the August 2017 issue, presented by OGSA director Al Schwemler.

ONCourse Photo of the Year Award



(L-R) Winner Jason Winter accepts Photo of the Year award for his photo 'Rapids on the Golf Course' featured in the November 2017 issue, presented by OGSA director Al Schwemler. ■



NUTRITE OSC TURF
PARTNERS IN PREMIUM TURF PRODUCTS

Nutrition. Control Products. Amendments.
Seed. Surfactants. Hardware & Accessories.
Comprehensive Expertise.

nutrite.com oscturf.com
800.265.8865 519.886.0557

Bill 148

Important Changes Employers Should Know

With Patrizia Piccolo, Piccolo Heath, LLP

By Courtney White, OGSA

There has been a lot of chatter among employers and employees alike about Bill 148, which updates the *Employment Standards Act, 2000*, the *Labour Relations Act, 1995*, and the *Occupational Health and Safety Act* to help create more job security for employees in Ontario.

After extensive discussion, several Employment Standard Act (ESA) amendments have been passed and they will impact golf course management. Employment lawyer, Patrizia Piccolo, spoke at the 2018 OGCM conference to highlight some of the practical impacts for superintendents and not surprisingly, her session was followed by a number of questions from attendees. Here is a high level summary of what she covered during her talk.

MINIMUM WAGE

Effective January 1, 2018

The most well-known change is the increase to minimum wage. As of January 1, 2018 the minimum wage increased to \$14 an hour, and will increase again to \$15 per hour on January 1, 2019.

VACATION TIME AND PUBLIC HOLIDAYS

Effective January 1, 2018

Once an employee has worked for an employer for five years, they will now automatically receive three weeks' vacation, and those employees entitled to three weeks' vacation will also be entitled to vacation pay calculated at 6% of their gross wages.

There are also changes to public holiday

entitlements. Employers are now required to provide employees with a dated written statement that details which public holiday(s) the employee will work and which day(s) they will have off in lieu of, before the holiday takes place. There is a new public holiday pay formula too - total earnings in previous pay period divided by number of days worked.



Patrizia Piccolo, Partner & Co-Founder Piccolo Heath LLP

PERSONAL EMERGENCY LEAVE

Effective January 1, 2018

Employees who have been employed for one week or longer by any employer, are now entitled to 10 days of personal emergency leave (PEL) per year without their job being at risk, and according to Patrizia, employers can no longer ask for documentation (like a doctor's note) to support the request. Employees are also entitled to the first two PEL days to be paid, but they are only paid for the hours they would've worked had they not taken the day off. Patrizia gave this example: Ned Bunker called in sick on a day he was only scheduled to work a three hour shift. It was his first PEL day of the year and Ned asked to save

his PEL entitlement for a day when he had more hours scheduled. Ned's employer had the right to refuse Ned's request, pay him for this three hour shift and count that as a PEL day. Employees nor employers can pick and choose which of the 10 PEL days are paid. It must be the first two shifts missed (regardless of amount of scheduled time) for personal emergency reasons.

There are some additional rules that apply to PEL regarding rate of pay in situations where pay is based on performance, so make sure your accountant or bookkeeper follows up on this.

EQUAL PAY FOR EQUAL WORK

Effective April 1, 2018

Employers will no longer be able to pay employees - who do the same work - different rates based on their full-time, part-time or temporary workers status. There are some exceptions to the rule, like when the difference in pay is based on a seniority system, a merit system or a system that measures rate of pay by an employee's productivity or any other factor other than sex or employment status. Patrizia warns that if these systems are used by employers, they must be measurable and should be reviewed by a lawyer.

THREE HOUR PAY PROVISIONS

Effective January 1, 2019

Employees must be paid a minimum of three hours (at their regular rate of pay) if an employee regularly works three hour shifts (or more) and works less than three hours because the shift was cancelled or ended sooner than the scheduled time. This also applies if the shift is cancelled by the



employer within 48 hours of the scheduled start time, and if an employee is on call but doesn't get called in, or is called in and works less than three hours.

There are a few exceptions here too, like if a shift is cancelled due to flooding, loss of power, or other circumstances beyond the employers control and/or if the employee's work is weather dependent.

Employees will also be able to refuse an on-call assignment if the request is made less than 96 hours before the scheduled start time, *unless* the request is made to deal with an emergency, or public safety.

These changes are just the tip of the Bill 148 iceberg but are probably the ones that will have most immediate impact employers and employees alike. Employers should also be aware that there have been amendments and additions to Leave of Absence entitlements including: pregnancy, parental, and family

medical leaves; plus the ones we hope we never have to use: critical illness, domestic or sexual violence; child death, and crime-related child disappearance leaves. Bill 148

Employers will no longer be able to pay employees - who do the same work - different rates based on their full-time, part-time or temporary workers status

also puts your record keeping under scrutiny.

Again, if you missed Patrizia's informative session at the 2018 OGCM Conference, her

parting advice is, "review your policies to ensure you are up to date with ESA amendments. Prepare for upcoming amendments, i.e. 3 hour pay provisions and associated record keeping requirements (effective January 1, 2019). Consider strategies to manage employee absences related to new leave and entitlement provisions. **When in doubt, consult an expert to ensure compliance and avoid ESA Notices of Contravention and associated penalties.**" ■

Sources:

*Patrizia Piccolo, Partner & Co-Founder
Piccolo Heath LLP*

*Commerce Court South
30 Wellington Street West, 5th Floor
Toronto, ON, M5L 1B1*

T: 416.306.3828

E: ppiccolo@piccoloheath.com

www.ontario.ca/A plan for fair workplaces and better jobs (Bill 148).



Stand up to summer stress!

Shield™

0-0-7 SUPPLEMENT

Shield™ 0-0-7 is an anti-stress formula designed to maximize tolerance to stress throughout the growing season, improve fertilizer efficiency and stimulate growth.

www.nutrite.com



The Rising Threat of Fungicide Resistance in Dollar Spot

With Dr. Geunhwa Jung, University of Massachusetts

Photograph of Dollar Spot provided by Dr. Geunhwa Jung.

By Pam Charbonneau

If you didn't catch the two talks that Dr. Geunhwa Jung gave at the 2018 OGSA Conference, you missed a very entertaining and informative speaker. Dr. Jung says "dollar spot" with sinister enthusiasm and refers to it as a "human created monster". So how did we create this monster? Well, the explanation gets pretty technical but here is what you missed.

BRIEF REVIEW OF DOLLAR SPOT BIOLOGY AND CONTROL

To help us understand this topic, Dr. Jung reviewed dollar spot biology, factors affecting dollar spot and the basics of fungicide modes of action. Dollar spot is a sterile (non-spore producing) fungus that reproduces from mycelia (the vegetative part of the fungus) only. Reproduction occurs at a wide temperature range (15-30°C) from May to October and it occurs on frequently mowed, irrigated turf that is generally low in nitrogen fertility.

Cultural practices such as dew removal, rolling and the addition of nitrogen reduce its incidence, but they are usually not enough to control it. Multiple fungicide applications are necessary to control it on golf greens. Problem solved? Not quite. Dollar spot is fighting back and here's how.

SINGLE-SITE VS. MULTI-SITE FUNGICIDES

Turf fungicides can be grouped into two classes based on how they kill the fungus: single-site and multi-site inhibitors. The multi-site inhibitors are the older compounds that are also usually contact products. One of the backbones of many dollar spot control programs is the contact multi-site fungicide chlorothalonil. Once it enters the fungus, it interferes with the fungi's ability to make certain proteins that regulate thousands of metabolic functions that are needed for fungal growth. The chances of a fungus mutating to become immune to this wide array of proteins is highly unlikely.

Most modern turf fungicides are single-site fungicides, that is, they disrupt only a single metabolic process in the target fungus to prevent it from spreading. Fungicide resistance occurs when an active ingredient is no longer able to stop pathogen growth and control disease. The chances that a fungus will overcome its sensitivity to a single metabolic inhibitor is highly likely. In addition, single-site fungicides with the same mode of action disturb the same metabolic function in pathogens. For instance, DMI fungicides all have the same mode of action; they interfere with ergosterol synthesis in the fungus. This means that if a fungus develops resistance to one DMI

fungicide, it will most likely develop resistance to other fungicides in that class. This is called cross-resistance.

Finally, if two ingredients from different fungicide classes that are both single-site inhibitors are used routinely to control a fungus, multiple resistance can also develop. So how do we manage this sinister menace, dollar spot?

FUNGICIDE RESISTANCE IN ONTARIO

As stated above, multiple fungicide applications are necessary for season long dollar spot control in Ontario. With multiple applications of fungicide comes the risk of fungicide resistance. As of 2016, fungicide resistance to dollar spot has been reported in three fungicide classes: DMI's (demethylation inhibitors) such as (metconazole, myclobutanil, propiconazole, tebuconazole, triticonazole), dicarboximide (iprodione) and benzimidazole (thiophanate-methyl).

The good news is that Dr. Tom Hsiang and his graduate student Anne-Miet Van Den Nieuwelaar only reported *reduced sensitivity* of dollar spot to DMI fungicides in Ontario, not out and out resistance.

BEST MANAGEMENT PRACTICES FOR DOLLAR SPOT MANAGEMENT

There are several best management practices that golf superintendents can use to minimize the chances of fungicide resistance developing for dollar spot.

- Utilize cultural practices such as dew removal, adequate N and rolling (more about that later)
- Know the fungicide classes and rotate active ingredients from different fungicide classes
- Use preventative applications instead of curative
- Extend fungicide intervals if possible
- Limit SDHI's (succinate dehydrogenase inhibitors) to fall application
- **Most importantly** – tank mix fungicides with different modes of action to avoid cross resistance

Should you suspect that you have fungicide resistant dollar spot populations, samples can be sent to Dr. Jung's lab for testing. He can be contacted at jung@umass.edu for shipping information and costs. ■

Pam Charbonneau is a semi-retired turf consultant. In her 24 years working in the turf industry, she did a lot of technical turf writing for government publications and industry trade magazines. It is still her favourite way to contribute to the turf industry in Ontario.

►19.7854122°N -155.9640222°W◀

Nanea Golf Club is on the island of Hawaii. But they're never on an island with John Deere.

In terms of service and support, a golf course superintendent can, at times, feel like they're on an island. And yet, Billy "Biggie" Quirit, equipment manager of Nanea Golf Club, Island of Hawaii, never feels that way, thanks to his John Deere Golf dealer. Says Biggie "They've done really well at supporting us with our equipment, our parts, even our financing." Sitting on over 1,000 acres, Nanea is breathtaking in both its conditioning and size. "The 8000A is one of the best fairway mowers we've seen. And the greens mowers are pretty much bulletproof."

No matter where you are, John Deere Golf has a solution for you. Call your John Deere Golf dealer today to see what can be done for your course.

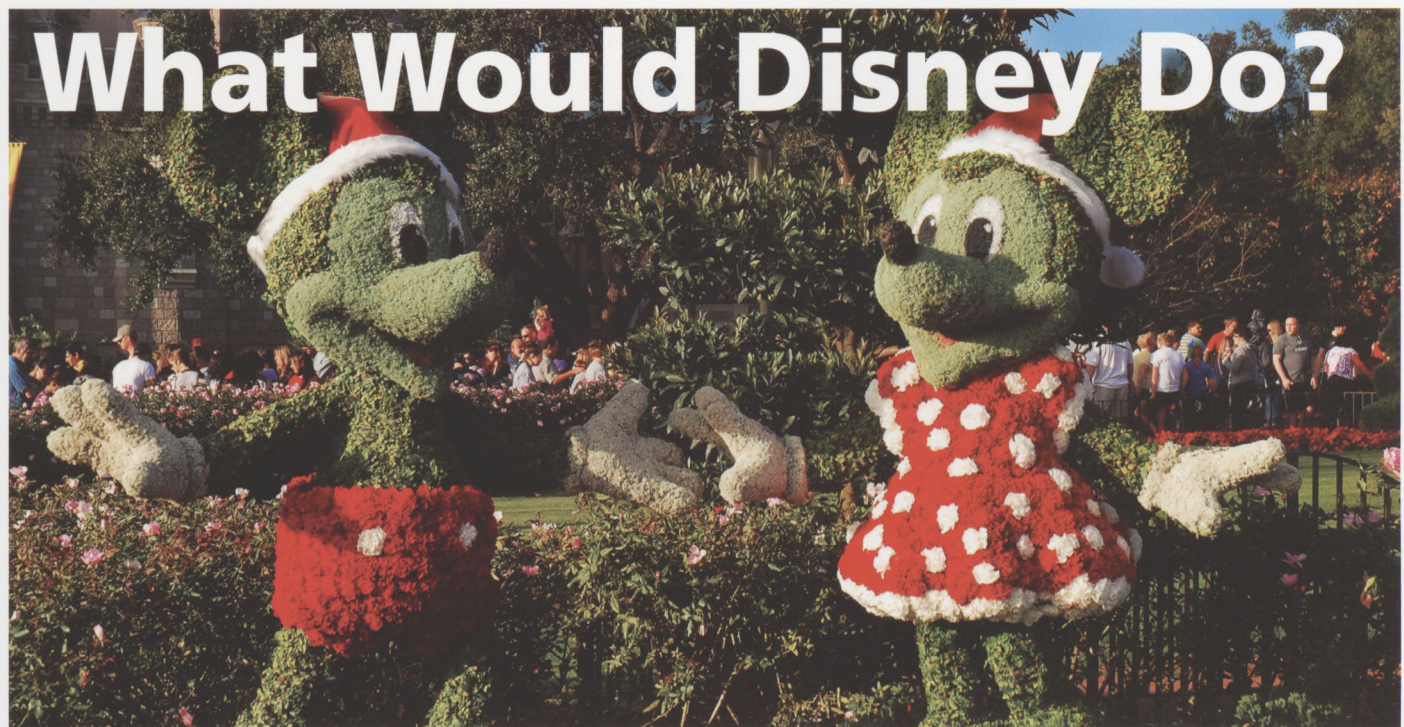
Trusted by the Best



JOHN DEERE
GOLF

JohnDeere.ca/GOLF

72938



What Would Disney Do?

A few years ago I found myself in an interesting scenario at the club I was the horticulturist for and had been for many years. Throughout my time there I learned that the membership had an appreciation for gardens and wanted to know more about them for multiple reasons: some members wanted to take as much information from me as possible and apply it to their own property, a few people needed proof that the club was spending money on someone who knows what they're doing and on a program that is worthwhile, and many of our golfers simply appreciated talking to someone about the property that they enjoyed coming to everyday. I discovered that through these conversations I could do market research and find out what the membership generally liked, disliked, wanted improved and what seemed to be trending.

Obviously, the gardens are generally located in high traffic areas which meant that while I worked I was exposed to the membership which made me accessible for conversation. As exhausting as it sometimes was, the information gleaned through these simple conversations was extremely valuable and allowed me to then turn around and plan gardens that would be well accepted by the membership. I intentionally planned to work in areas where

I knew there was going to be some traffic so I could count compliments or complaints. For example: when there were ladies events and I knew they were having a luncheon at the clubhouse I would work around that area, never too close, but I would always be able to gather some form of information from either over hearing conversations or being engaged by a member or guest. It felt like a win/win.

Now back to my interesting scenario. During my performance review, conducted by my two superiors at the time, I was told that the club wanted "our work to be seen, but not the workers. We want to be like Disney, where you never see any employees but the place is spotless!" Moving into that next season I took the direction of my superiors and tried to be more inconspicuous, which was a difficult task considering the number of gardens, their locations, and how tight and busy that property is in peak season. As much as I tried to be a ghost, members whom I had been having conversations with for years would eventually run into me, ask where I had been and wanted to engage in conversation. It had become quite obvious that these conversations or mini information sessions had become a part their positive club experience. They enjoyed discussing the gardens, different

plants, trees, shrubs; they enjoyed learning something. Interestingly enough not long after my review, maybe a year or two had passed, I attended the Landscape Ontario congress and was quite interested in hearing speaker, Eric Darden who was the director for Disney's horticulture department at the time. If you haven't heard of Epcot's garden and flower festival check it out. I had no idea that Disney had such a massive horticulture program. The garden and flower festival runs for 90 days from the end of February to the end of May. They display 30 million blooms throughout the park for the duration of the festival, more than 500,000 trees and shrubs are planted for the festival, 400 Walt Disney horticulturists are used and it takes more than one full year and 24,000 cast members to run the festival. That should give you an idea of the scale of this event. However, the most interesting thing that Eric said, that pertains to this article, is how Disney did the unthinkable. They went against their own philosophy and changed the horticulturists' work schedule so that they were set up to work in high traffic areas and communicate with guests at the same time.

They originally tried what Disney does best and scheduled work during times when workers were never seen actually working on

the gardens, but it was virtually impossible considering the amount of time and effort that goes into hosting that many plants and at a standard that is second to none. This meant the horticulturists were accessible to guests through busy times. And, like the members at my golf course, Disney's guests asked a lot of questions and engaged them - which obviously resulted in some lost work time. So, they implemented a formal study and found that when horticulturists were accessible to guests, the guests wanted to talk, ask questions, and were quite happy doing so. The result of the study was that Disney found it more valuable to have the horticulturists lose working hours in order to gain a better guest experience. Now they intentionally schedule horticultural work during the busiest times and adjust the man hours accordingly to still get the work done. Of course, after hearing all of this I had to laugh to myself a little. Eric and his team actually put the experience of the guests before everything else which is ultimately what makes Disney what it is. The guests didn't just want to see the amazing displays

they wanted to know who, what, when, and why. Disney is also able to keep its finger on the pulse of what the guests enjoy most and implement changes for the next festival based on the information they obtain

Don't think of gardens as an expense that doesn't generate revenue. Instead, think of them as a way to improve your guest's experience and increase the value they receive for their money - which gives you an edge over your competition.

through their direct contact with the guest (customer). For example, one year they found that there were a lot of inquiries about edibles so at the following festival they implemented huge edible plant displays and

hosted open seminars at the displays.

If you are really into creating a guest experience at a high level use every tool possible to do so. Don't think of gardens as an expense that doesn't generate revenue. Instead, think of them as a way to improve your guest's experience and increase the value they receive for their money - which gives you an edge over your competition. You could even consider using gardens to generate new revenue streams by having formal information sessions or property tours to increase foot traffic at your club, and for longer. Last, use the gardens on the golf course to engage your membership in some informal discussions. You will be amazed at what you can learn from them that will improve the services you provide. ■



*Chris Cumming CLP,
Horticulturist
Email:
chriscumming@live.ca
Cell: 705-644-3994*

Braemar Building Systems



• CUSTOM DESIGN • QUALITY BUILDINGS • COMPETITIVE PRICES •



- Maintenance Buildings • Storage Facilities
- Pump House • Half Way House • Washrooms

For your **FREE ESTIMATES** call us at **1-800-215-1996**
www.braemarbuildings.com

2003 Fifteen Years Ago Today

OGSA BOARD OF DIRECTORS



The Ontario Golf Superintendents Association Board of Directors for 2003 was: (L-R Back Row) Jeff Alexander (Parry Sound G & CC), Randy Booker (Dundas Valley G & CC), past president Jim Flett (Muskoka Lakes G & CC), Jeff Stauffer (Credit Valley G & CC), Bob Burrows (Rosedale GC). (L-R Front Row) Sean DeSilva (Taboo Muskoka), Paul Scenna (Donalda Club), president Mark Piccolo (Galt CC), vice president Rob Ackermann (Weston G & CC), Greg O'Heron (Peterborough G & CC), and unavailable for photo: Chris Andrejicka (Essex G & CC) and John Bladon (Guelpf Lakes G & CC).

THE OGSA OFFICE STAFF

The 2003 OGSA office staff consisted of **Dorothy Hills**, office administrator, **Pat Thomas** and **Deborah Badger**.

MILESTONES & AWARDS:

50 Years

Art Dodson and **Keith Nisbet** received their 50 year OGSA membership plaques at the President's Reception at the Ontario Turf Symposium.

Art Dodson started working for his uncle, **Bill Bluett**, at G & CC and went on to Summit G & CC and then to Maple Downs G & CC from where he retired. Art was the president of the OGSA in 1964 and he has 3 sons, **Paul**, **Scott** and **Bruce** and a nephew **Matthew** in the business.

Keith Nisbet, with his brother Doug, sold the family golf course, Aurora Highlands,

and started the Westview GC. Keith was the president of the OGSA in 1966 and in that same year was a founding member of the CGSA. He was the winner of the John B Steel Distinguished Service Award in 2001. Keith was on the GAO's greens committee and later became president. Keith was also the Mayor of Aurora in 1963. Keith's son, **Colin Nisbet**, presently runs Westview Golf Club.

25 Years

This year's 25 year membership plaques went to **Peter Barnett**, Richmond Hill GC, **Bruce Dodson**, Heritage Hills GC, **Craig Evans**, Pheasant Run GC **Bill Fach**, Black Bear Ridge GC, **Cecil Hoekstra**, Cherry Hill Club, and **Mike Mayne**, OTEC.

Paul White, superintendent at the Briars GC was recognized by the CGSA as the Superintendent of the Year.

Scott Heron, Bigwin Island GC, was presented with the Barry Endicott Article



50 year award recipient **Art Dodson** (centre) with his sons (L-R) **Paul**, **Scott**, **Matt** (grandson) and **Bruce Dodson**.



Colin Nisbet accepting the 50 year membership award on behalf of his father, **Keith**.

of the Year Award and also the Photo of the Year Award.

Hugh Kirkpatrick Bursary

The 1st Annual Hugh Kirkpatrick Bursary was awarded to **David Kuypers**, assistant at Toronto GC.

ON THE MOVE:

Bill Fach left York Downs G & CC to start a new golf course in the Bellville area called Black Bear Ridge GC and **Paul Dermott** took his place, after 27 years at Oakdale G & CC. **Mike Dermott**, Paul's brother and assistant, took over at Oakdale.

Martin Kopp left Lionhead GC & CC, and moved to Brampton Golf Club.

Dave Caldwell left Carrying Place G & CC and went to Vespra Hills GC and **Gary Sutherland** was Dave's replacement at Carrying Place G & CC.



The Pro/Super Challenge first place winners: (L-R) Alex McIntyre, Chris Andrejicka.



McClumpha Memorial Tournament (L-R) Bruce Burger accepts George Darou Trophy from Thom McLean.



Spring Field Day (L-R) Jeff Alexander poses with host superintendent, Ray Dlugokecki.



Spring Field Day: Clayton Switzer winner of closest to the hole, on #4.

Gary Gravett left Saugeen GC in Port Elgin and purchased his own golf course called Goderich Sunset GC. Mark Schneider took over for Gary at Saugeen GC and Mark's assistant, Brent Siekierzycki, took Mark's place at Owen Sound G & CC.

TOURNAMENTS:

The 2003 Bell Canadian Open was hosted by the Hamilton G & CC, superintendent, Rhod Trainor.

The Pro/Super Challenge was held at Grey Silo GC hosted by Tom Margetts. First place went to Chris Andrejicka from Essex G & CC, second place was won by Blair Rennie from DiamondBack GC, and third place to Kelly Barnet from Fox Glen GC.

The Spring Field Day was held at Springfield GC, hosted by Ray Dlugokecki. The winners were Bruce Burger, Lakeview GC (75), Dave Svab, Savannah Golf Links (76) and Kevin Brohman, Merry-Hill GC (77).

The Alex McClumpha Memorial Tournament was held at the Taboo Muskoka hosted by Sean DeSilva. The George Darou Trophy went to low gross senior Bruce Burger, Lakeview GC (79).

The OTRF Fundraising Tournament held at Copper Creek GC was hosted by

Robert Bell. Dave Schmelefske from Ontario Seed Company, was low gross with a 73.

EVENTS:

The IPM Accreditation Program for golf courses was officially launched in December, 2003 and headed by Jeff Stauffer from Credit Valley GC.

The GTI hosted celebrations commemorating their 10th Anniversary.

IN MEMORY:

Jeff DeCook, superintendent at Fox GC in Granton, passed away. ■



*Barry Endicott
Retired Golf Course
Superintendent
Brampton, Ontario
Tel: 905-846-1440
barry.endicott@gmail.com*

ALMACK AGRONOMIC SERVICES INC.

SPECIALISTS IN TURFGRASS NUTRITION



Corrie Almack P.Ag.

Almack Agronomic Services Inc.
Box 256, Carlisle, ON
L0R 1H0

Tel: (905) 689-6174
Cell: (416) 580-5152
Email: c.almack@sympatico.ca



FAST FOREST

LARGE TREE SALES AND RELOCATION

Lucan Allin - ISA Certified Arborist ON-1926A
Operations Coordinator

Cell: (519) 239-3247 • Email: lallin@fastforest.ca

270 Shoemaker Street, Kitchener, ON N2E 3E1
www.fastforest.ca



A sacrifice for a fellow superintendent

Scott Dodson and Brian Conn share more than just being superintendents — their lives are forever intertwined after Conn donated a kidney to Dodson.



Scott Dodson (left) and Brian Conn. Photo courtesy of Brian Conn.

Reprinted with permission from GCMonline.com. Written by Howard Richman, Associate Editor, GCM

Scott Dodson, CGCS, and Brian Conn, SCGCS, work just 10 minutes apart, but they are now closer than ever.

Dodson returned home Monday after having received a new kidney on Jan. 9. The donor? It was Conn. Their admiration for one another after quite a journey is palpable. "Brian is an incredible human being," Dodson says. Conn pretty much echoes that sentiment. "This all is reinforcement that he is a wonderful person," Conn says.

Dodson, who oversees Park Country Club in Williamsville, N.Y., and Conn, who is at Transit Valley Country Club in East Amherst, have known each other for a while, but mainly through Western New York GCSA events. One day last August, Conn went to see Dodson at his club, which was nearing the completion of a major renovation.

"I think he thought I was going to borrow a piece of equipment. I told him I'd been through the testing process and had been preapproved. He got emotional. He couldn't believe it," says Conn, 48, a 22-year GCSAA member.

Dodson, 60, was born with kidney issues. He learned, much later in his life, that he was born with scarred kidneys. The Canada native was able to live with it, although he had been seeing a nephrologist (someone who specializes in the care and treatment of kidneys) for more than a decade. Dodson, who had been on an

organ donation list since 2016, encountered a symptom of kidney trouble during the renovation. "I was absolutely exhausted," he says. Dodson's doctor informed him that his kidney function was at a frightening 7 percent. When Conn entered the picture, Dodson was taken aback. "I didn't know what to say. I said, 'Why? Why me?' His answer was so simple and nonchalant. He said, 'It is the Christian thing to do,'" Dodson says.

Conn, who had learned about Dodson's situation via an email sent by then-Western New York GCSA president Thad Thompson, told his wife Jennifer in May that he wanted to be a donor. She supported him, and Conn went through a battery of tests to determine whether he would be a match. He has Type O-negative blood, which means he's among the most suitable for this type of experience. (Conn is considered a universal donor. Only 6.6 percent of the population has Type O-negative blood, and this can be transfused to almost any patient in need from whatever blood group.)

In mid-September, Dodson began dialysis three times a week. Conn, meanwhile, continued being tested. On Sept. 17, he gave 28 vials of blood, took a stress test and had an MRI on his chest and kidney regions. One hitch, Conn says, occurred when some calcification was found on his spleen. He had more blood work done before he was approved by an infectious disease specialist. Around Halloween, Conn received the news that he could donate a kidney to Dodson.

Now, the waiting began. Conn, a father of two, had worries. "It was excruciating. What

if you go to the grocery store and get in an accident? What if something happens to one of our kids? Cold and flu season? If either of us is sick, it gets put off. It can be a real mental drain," Conn says.

No wonder, then, that he was relieved when Jan. 9 arrived. "I was happy to get into that operating room. I felt the weight of the world off my shoulders," he says. Nearly six hours later at Strong Memorial Hospital in Rochester, N.Y., it was done. Conn's left kidney was removed and placed inside of Dodson, whose original kidneys remained while the new one was situated below his right rib cage and tied into his bladder area.

As of today, both men are home and recovering. Dodson, who is married to Brenda and has three children and a grandchild, is off dialysis. He says Park CC has been wonderful, particularly his assistant superintendent, Jim Frey, a six-year GCSAA member. Dodson has his work laptop and is able to walk and can start driving locally. "There isn't anything I won't be able to get back to doing," says Dodson, the son of a superintendent, who for the rest of his life will be on anti-rejection medications. Dodson says the hand sanitizer Purell "is my friend," and he has been advised to wear a mask for a while when in places like the grocery store. He won't be attending the Golf Industry Show next month in San Antonio, though it won't be the end of a major streak. "I had a double knee replacement and ended my streak two years ago," he says.

Conn says he lost 30 percent of his total kidney function, which he was told was OK as long as he takes care of himself. You get the sense that from now on, Dodson and Conn will take care of each other. They are proponents of the National Kidney Foundation, and recommend everyone be aware and proactive regarding any health issue. They also plan to see each other more often now that they share a common — and very important — bond.


"We've already kind of planned things. They do a family game night. Our wives have been texting, talking. I think it's going to be a way different relationship," Conn says.

Scott Dodson has been an OGSA member for over 37 years. ■



Our product offering continues to grow!



target-specialty.com |   

Target Specialty Products is a Value-Added
Solutions and Service Provider of Turf &
Ornamental Products, Supplies and Education.

Kevin Jensen

South West/ N. Ontario
kevin.jensen@target-specialty.com
519-280-7745

Craig McCutcheon

Toronto West/ Niagara
craig.mccutcheon@target-specialty.com
905-351-6544

Stu Bradshaw

Ottawa Valley
stu.bradshaw@target-specialty.com
613-314-9711

Joey Losito

Quebec South & East
joseph.losito@target-specialty.com
819-571-1677

Chris Lecour

Georgian Bay
chris.lecour@target-specialty.com
705-444-9010

Perry Brazeau

Toronto/ East
perry.brazeau@target-specialty.com
416-705-8006

Jason MacRae

Quebec North & West
jason.macrae@target-specialty.com
514-712-8006

Mark Scenna

Sales Manager, Eastern Canada
mark.scenna@target-specialty.com
416-458-2396

Bill 148

By Doug Breen, Superintendent, Golf North Properties

Unless you've been living under a rock, you are aware of Bill 148. Depending upon your political leanings – you'll either see a \$14 minimum wage as a victory for the downtrodden worker, or an economic disaster of apocalyptic proportions. I don't wish to debate the pros and cons of the bill, although I have, can, and will do so again. Rather, I wish to look at the serious ramifications that it's going to have on the golf industry in general, and superintendents in particular.

Here's the depressing math. If you have any valium, lithium, or a good bottle of scotch nearby – I suggest that you top up before reading on. The overall increase in payroll costs (that's actual pay increase, along with payroll taxes) works out to about 25% for the average Ontario golf course (over 30% for those at minimum wage – likely 0% for you). According to the NGCOA, the average golf course spends around 40% of its gross sales on payroll expenses of one kind or another. A 25% increase to a 40% expense line item = 10% reduction off the bottom line. In case you were wondering, most Ontario golf courses haven't had a 10% net, net, net bottom line in over a decade. Soooooo – what that means – is that most golf courses in Ontario are no longer solvent, unless something changes. That's why the owner that you work for, has been walking around spitting nails since last September when all of this was announced. Even private and not-for-profit clubs are in a state of panic, because their labour cost as a percent of gross sales, is considerably higher than 40%.

From the 'misery loves company' department – we ought to be thankful that we don't work in the restaurant business. According to the Ontario Restaurant Association – they are expecting an 8.1% reduction to their bottom line, and they presently run at 3.4% profitability. That's why your course's food and beverage manager is as white as a sheet and hasn't slept much lately.

The challenge, is to figure out how to keep our business cash-flow positive, without allowing our properties to go to rack and ruin – all the while avoiding a Tim Hortons style customer revolt. But in truth, this has always been the challenge of golf management. If a chef could produce delicious entrees, without having to think about food costs – and the floor manager could provide outstanding service, without thinking about staff costs – and the menu price was super cheap – the restaurant would be jammed until it went bankrupt in a month.

Which brings us to the turf department. Anyone can provide outstanding playing conditions, if there are unlimited resources – but the truly great superintendent, is the one who can provide excellent playing conditions within the budget which the course

revenue can support. This summer, Ontario golf superintendents are going to have to find a way to do more with less – a lot less. Most will be expected to match their 2017 labour expense, despite the 25% increase in payroll costs.

It's going to mean less staff and/or shorter hours. It's going to mean prioritization. It means that we're going to have to have a serious look at how courses are maintained in other parts of the world. It's going to require some customer education.

It's also going to be a golden opportunity. Superintendents who find ways to present the best possible playing conditions, with the budget provided, will have a level of job security seldom seen in our industry. After spending three decades in golf, I can say with confidence that this will be the most difficult summer that I've seen. It's a season that will separate the wheat from the chaff. Good luck all. ■



OK, but apart from the increase in the cost of fuel, fertilizer, pesticides, equipment, repairs, food, alcohol, propane, and minimum wage – how can you rationalize a \$2 increase in green fees?

DELIVERING SUPERIOR SOD AND QUALITY SERVICE

#1 Kentucky Bluegrass • Low Mow • Extreme Fescue • Premium Bentgrass
* Custom grown sod available * Large or small rolls



**REAL GRASS IS BETTER!
HEALTHIER!**

ZANDER
SOD CO. LIMITED

17525 Jane St. | Kettleby, Ontario | L7B 0J6

Phone: 877-727-2100
www.zandersod.com



DISARM[®]

TURF FUNGICIDE

PROTECTION ON ALL FRONTS

Experience Greens-Grade Performance
with Fairway Affordability

Benefits include:

- Fast penetration into leaf tissues and rainfast within 15 minutes
- Rapid foliar and root uptake with xylem and translaminar movement
- Increase in root strength, length and number, demonstrated in university research
- Broad spectrum protection against major turf diseases including Dollar Spot, Snow Mold, Brown Patch and more



@FMCturf



FMCturf

■ fmcprosolutions.com

ALWAYS READ AND FOLLOW LABEL DIRECTIONS. FMC, FMC logo and Disarm are trademarks of FMC Corporation or an affiliate. ©2017 FMC Corporation. All rights reserved.

PERFORMANCE YOU EXPECT In a Size you Didn't.

TORO REELMASTER 3555-D
PRODUCTIVITY. EFFICIENCY. SIMPLICITY

"The Reelmaster 3555-D has made us more efficient by eliminating a dedicated approach mower. Its lightweight, compact design provides both labour and fuel savings while increasing productivity."

Dave Caldwell, Club Manager, Vespra Hills G.C.

Vespra Hills Golf Club

**Contact your Local Turf Care Commercial
Equipment Sales Rep to Order or Book a Demo:**

Andy Sandilands, Eastern Ontario - 416-347-5056
Bill Martel, GTA Golf - 416-606-6509
Derek Therrien, Ottawa - 613-290-7403
Chris Emerton, Northern Ontario - 905-715-6285
Steve Connors, Southwestern Ontario - 519-319-0539
Jason Sewell, Southwestern Ontario - 519-476-6548
Aaron Campbell, Southwestern Ontario & Niagara - 519-899-3023
Mike Rossi, GTA Sport Turf & Municipal - 905-715-6797



TURF CARE
Products Canada Limited

Helping your business GROW.
Exclusive TORO Distributor for Ontario and Quebec



Join the conversation: [@Gr8estShowOnTRF](#)

Visit: turfcare.ca/commercial-equipment